

F AND P CONSTRUCTION IS AN EQUAL OPPORTUNITY EMPLOYER

We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, or any other legally protected status.



APPLICATION FOR EMPLOYMENT

<i>NAME</i>	<i>DATE OF APPLICATION</i>
<i>POSITION DESIRED</i>	

ADDRESS	<i>NUMBER</i>	<i>STREET</i>	<i>CITY</i>	<i>STATE</i>	<i>ZIP CODE</i>
----------------	---------------	---------------	-------------	--------------	-----------------

TELEPHONE	SOCIAL SECURITY NUMBER
------------------	-------------------------------

How did you hear about us? _____ **(CIRCLE ONE)**

Have you ever filed an application with us before? YES NO

Have you ever been employed with us before? YES NO

Are you currently employed? YES NO

May we contact your present employer? YES NO

Can you, after an employment offer has been made, provide proof of work eligibility in the United States? YES NO

Have you been convicted of a crime, other than a minor traffic violation? YES NO

ANSWERING "YES" TO THIS QUESTION DOES NOT AUTOMATICALLY DISQUALIFY YOU FROM EMPLOYMENT AT F AND P CONSTRUCTION; HOWEVER, THE NATURE AND DISPOSITION OF THE CONVICTION WILL BE TAKEN INTO ACCOUNT.

WORK EXPERIENCE

If you could chose one piece of equipment to operate what would it be?
Why? _____

LIST ALL THE EQUIPMENT YOU HAVE OPERATED AND FOR HOW LONG

Equipment Type	Time

Check all items you have experience with.

<input type="checkbox"/> Reading Plans	<input type="checkbox"/> Grade Setting	<input type="checkbox"/> Layout	<input type="checkbox"/> Mass Grading
<input type="checkbox"/> Fine/Finish Grading	<input type="checkbox"/> Loading Trucks	<input type="checkbox"/> Sewer/Storm	<input type="checkbox"/> Water
<input type="checkbox"/> Electric/Telephone	<input type="checkbox"/> Gas	<input type="checkbox"/> Septic Systems	<input type="checkbox"/> Fiber Optic

Do you have a CDL? _____ Endorsements? _____ Training Cards? _____

Employment Experience

NAME:

Start with your present or last job. Please include any job-related military service assignments and volunteer activities. You may exclude any organizations which indicate race, color, religion, gender, national origin, disabilities, or other protected status.

1.	Employer	Dates Employed		Work Performed
		From	To	
	Address			
	Telephone Number (s)		Hourly Rate/Salary	
			Starting	Final
	Job Title	Supervisor		
Reason for Leaving				
2.	Employer	Dates Employed		Work Performed
		From	To	
	Address			
	Telephone Number (s)		Hourly Rate/Salary	
			Starting	Final
	Job Title	Supervisor		
Reason for Leaving				
3.	Employer	Dates Employed		Work Performed
		From	To	
	Address			
	Telephone Number (s)		Hourly Rate/Salary	
			Starting	Final
	Job Title	Supervisor		
Reason for Leaving				
4.	Employer	Dates Employed		Work Performed
		From	To	
	Address			
	Telephone Number (s)		Hourly Rate/Salary	
			Starting	Final
	Job Title	Supervisor		
Reason for Leaving				

If you need additional space, please continue on a separate piece of paper

List any professional, trade, business, or civic activities and offices held. *You may exclude membership which would reveal gender, race, religion, national origin, age, ancestry, disability, or other protected status*

References

Name	Telephone	Number of years known

Applicant Statement

I certify that all information I have provided in order to apply for work with F and P Construction is true, complete and correct.

I understand that any information provided by me that is found to be false, incomplete or misrepresented in any respect will be sufficient cause to (i) cancel further consideration of this application, or (ii) immediately discharge me from F and P Construction.

I expressly authorize, without reservation, F and P Construction, its representatives, employees or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, resume or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees or representatives, for seeking, gathering and using such information in the employment process and all other persons, corporations or organizations for furnishing such information about me.

I understand that F and P Construction does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or excusing any applicant from consideration from employment on a basis prohibited by applicable local, state or federal law.

I understand that this application remains current for only 90 days. At the conclusion of that time, if I have not heard from F and P Construction and still wish to be considered for employment, it will be necessary to reapply and fill out a new application.

If I am hired, I understand that I am free to resign at any time, with or without prior notice, and that F and P Construction reserves the same right to terminate my employment at any time, with or without cause and without prior notice, except as may be required by law. This application does not constitute an agreement or contract for employment for any specified period of definite duration. I understand that no supervisor or representative of F and P Construction is authorized to make any assurances to the contrary and that no implied, oral or written agreements contrary to the foregoing expressed language are valid unless they are in writing and signed by the employer's president.

I also understand that if I am hired, I will be required to provide proper documentation as proof of my identity and my legal authority to work in the United States, according to federal immigration law.

Signature _____ Date _____
of Applicant _____

F AND P CONSTRUCTION, INC

DRUG TESTING PROGRAM

NOTICE TO APPLICANTS

F and P Construction, Inc has a vital interest in maintaining safe, healthful and efficient working conditions for its customers and employees. Using to be under the influence of drugs and/or alcohol on the job may pose serious safety and health risks not only for the user, but to the public and all those who work with the user. The possession, use or sale of an illegal drug or controlled substance may also pose unacceptable risks to safe, healthful and efficient operations.

To meet this compelling interest, individuals who wish to be considered for employment must agree to **PREEMPLOYMENT DRUG TESTING AND DRUG AND ALCOHOL TESTING DURING EMPLOYMENT.**

By completing and signing this Notice and the attached Application of Employment, the applicant understands and agrees to submit to drug testing as a condition of our employment offer as well as to alcohol and drug testing during the course of employment as provided for in F and P Construction, Inc.'s Drug and Alcohol Policy.

The applicant further understands and agrees to release F and P Construction, Inc. and its directors, officers, agents, employees, parents, subsidiaries and affiliated concerns from any and all liability, claims, demands, damages and causes of action of every kind and nature arising out of or resulting from or in connection with submitting to drug and alcohol testing and any decision concerning employment made by F and P Construction, Inc. in whole or in part, based upon the results of drug and alcohol testing. Submission of an altered or adulterated specimen or the substitution of a specimen by the applicant will result in a withdrawal of the employment offer.

ANY APPLICANT WHO IS UNWILLING TO AGREE TO THESE CONDITIONS SHOULD NOT APPLY FOR EMPLOYMENT WITH F AND P CONSTRUCTION, INC.

Applicant's Signature

Date

This Employer Participates in E-Verify



This employer will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each new employee's Form I-9 to confirm work authorization.

IMPORTANT: If the Government cannot confirm that you are authorized to work, this employer is required to provide you written instructions and an opportunity to contact SSA and/or DHS before taking adverse action against you, including terminating your employment.

Employers may not use E-Verify to pre-screen job applicants or to re-verify current employees and may not limit or influence the choice of documents presented for use on the Form I-9.

In order to determine whether Form I-9 documentation is valid, this employer uses E-Verify's photo screening tool to match the photograph appearing on some permanent resident and employment authorization cards with the official U.S. Citizenship and Immigration Services' (USCIS) photograph.

If you believe that your employer has violated its responsibilities under this program or has discriminated against you during the verification process based upon your national origin or

citizenship status, please call the Office of Special Counsel at 1-800-255-7688 (TDD: 1-800-237-2515).

NOTICE:

Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States.

Employment Verification.  **Done.**

For more information on E-Verify, please contact DHS at:

1-888-464-4218



E-VERIFY IS A SERVICE OF DHS AND SSA