

*Experience Built Into
Every Project*

Please Answer All Questions Completely

Date Available to Start: _____ Desired Wage: \$ _____ per hour

Hight Construction, LLC is an equal opportunity employer and will not discriminate against any applicant or employee on any grounds protected under federal, state or local law, including race, color, creed, religion, age, sex, national origin, ancestry, marital status, disability, including disability related to pregnancy or childbirth, membership or activity in an local commission, status regarding public assistance, membership or non-membership in any labor organization, sexual or affectional preference, or any other characteristic protected under federal, state or local law. None of the questions in this application are intended to elicit information regarding any protected characteristics, nor imply any limitation illegal preference or discrimination based upon non-job-related information or protected characteristics. If you are hired by Hight Construction, LLC, you will be employed on an at will basis. As an at-will employee, you may terminate your employment at any time, for any reason, without notice. Similarly, if you are hired, Hight Construction, LLC, will have the right to terminate your employment at any time, for any reason, without prior notice. No Hight Construction, LLC employee supervisor or manager has the authority to offer or promise anything other than at-will employment.

Type of School	Name and City	Years	Graduate?	Course or Major
College			yes / no	
Technical			yes / no	
High School			yes / no	
Other (specify)			yes / no	

Work History

List all present and past employment beginning with the most recent.

Employer Name _____	Start Date _____
Address _____	End Date _____
Phone _____ Starting Wage _____	Starting Wages _____
Supervisor _____ Ending Wage _____	Ending Wages _____
Describe your duties and responsibilities: _____	
Reason for leaving: _____	

Employer Name _____	Start Date _____
Address _____	End Date _____
Phone _____ Starting Wage _____	Starting Wages _____
Supervisor _____ Ending Wage _____	Ending Wages _____
Describe your duties and responsibilities: _____	
Reason for leaving: _____	

Employer Name _____	Start Date _____
Address _____	End Date _____
Phone _____ Starting Wage _____	Starting Wages _____
Supervisor _____ Ending Wage _____	Ending Wages _____
Describe your duties and responsibilities: _____	
Reason for leaving: _____	

Employer Name _____	Start Date _____
Address _____	End Date _____
Phone _____ Starting Wage _____	Starting Wages _____
Supervisor _____ Ending Wage _____	Ending Wages _____
Describe your duties and responsibilities: _____	
Reason for leaving: _____	

May we contact the employers listed above? ☐ yes ☐ no If no, please explain. _____

Have you ever been discharged by an employer? ☐ yes ☐ no If yes, please explain. _____

Have you signed any agreements or forms with your previous employers(s) that limits your ability to compete, solicit customers, or use business information? ☐ yes ☐ no If yes, please provide copy and explain.

List all Periods of Unemployment

From _____ To: _____ How did you spend this time? _____
From: _____ To: _____ How did you spend this time? _____
From _____ To: _____ How did you spend this time? _____

References: Give the name of at least three persons not related to you.

Individual's Name	Phone	Occupation	Years Acquainted

Physical Demands

The job requirements include but are not limited to the tasks listed below.
Some of the tasks may require repetitive motion for a relatively short period of time.

Work on your feet in excess of 8 hours per day? ☐ yes ☐ no
Lift and/or carry in excess of 50 pounds? ☐ yes ☐ no
Lift and/or hold items in excess of 25 pounds overhead for holding, fastening or attaching? ☐ yes ☐ no
Work with your hands overhead for holding, fastening or attaching items? ☐ yes ☐ no
Work in a kneeling position? ☐ yes ☐ no
Can you perform the essential functions of this job with or without reasonable accommodation? ☐ yes ☐ no

Hight Construction, LLC may require that each employee possess a specified minimum set of tools as a condition of employment. Each individual employee is responsible for having access to these tools each day and the employee is responsible for transporting his/her own tools to each jobsite. Are you willing to purchase such tools, if you do not already have them, and do you have access to a vehicle sufficient to transport tools to and between job sites on a daily basis?

☐ yes ☐ no If no, please explain. _____

Are you available for overtime work in the evening and on weekends as may be required? ☐ yes ☐ no

Do you plan to work for any other employer or engage in self-employment during your period of employment with Hight Construction, LLC? yes ☐ no ☐ If yes, please explain. _____

Hight Construction, LLC requires that each employee be prepared to accept changes in their job description, duties, work sites and projects, locations of work, and specific assignments, at any time for any reason, with or without notice, cause, or prior warning. Are you prepared to accept these conditions if you are employed? ☐ yes ☐ no

To Be Read and Signed by Applicant

I understand that this application form is intended for use in evaluating my qualifications for employment. This is not an employment contract. Any and all information included herein is subject to verification by Hight Construction, LLC at any time before and after employment.

I authorize Hight Construction, LLC during the application process or at any time after I am employed to contact and verify my education, previous employment and/or work history, motor vehicle records and personal references.

I understand Hight Construction, LLC has a drug and alcohol testing policy and that at anytime, I may be required to submit the required specimen. I do hereby consent to the drug and/or alcohol test and agree to fully cooperate.

I do hereby agree to forever release Hight Construction, LLC and their associates to the full extent permitted by law from any claims, damages, losses, liabilities, costs, expenses, or any other charge or complaint filed with any agency arising from the lawful retrieving of reporting of information.

I understand that no manager or representative of the company, other than the company president and then only by written contract specifically executed for that purpose, has the authority to enter into any agreement for a specified period of time or to make any representations upon which I should rely on other than the employment relationship if entered into is terminable at the will of either party at any time.

I understand that any offer of employment is contingent upon my submitting necessary proof of identity and legal authorization to work in the United States.

I certify that all statements made on this application are true and complete to the best of my knowledge and without mental reservation. I understand that any misrepresentation or omission of information or facts included herein, may constitute grounds for rejection of employment, or if hired, grounds for immediate termination. I further understand that it is my my responsibility to submit a new application in accordance with the company's practices at that time.

In compliance with Federal and State Equal Employment Opportunity laws, qualified applicants are considered for all positions without regard to race, color, religion, sex, national origin, age, marital status, veteran status, non-job related disability, or any other protected group status.

Hight Construction, LLC is an Equal Opportunity Employer

Applicant's Signature: _____

Date: _____

Pre-Hire Self Evaluation

Please indicate (x) your personal knowledge and skill level for the job skills listed below using the following guidelines:

Future: I have no experience with this particular skill, but would be interested in training opportunities.
 Minimal: I have seen this down or I have helped someone else with this task.
 General: I have performed this skill at least five times, and am familiar with related codes and terminology.
 Expert: I have mastered this skill. I have successfully bid, completed, and trained others in this area.
 Not Interested: I have no interest in learning or performing this task.

Framing

Stick Frame	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested
Wall Panels	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested
Steel Studs	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested
Windows/Doors	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested
Stairs	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested

Millwork

Base & Case	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested
Cabinets	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested
Stair Railings	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested
Commercial Hardware	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested

Drywall

Hang	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested
Tape	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested
Textures	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested
Boxes	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested

Painting

Roll	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested
Spray	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested
Enamel	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested
Varnish	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested
Faux/Textures	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested

Concrete

Footings	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested
Forms	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested
Flatwork	<input type="checkbox"/>	Future	<input type="checkbox"/>	Minimal	<input type="checkbox"/>	General	<input type="checkbox"/>	Expert	<input type="checkbox"/>	Not Interested

Other

Siding	<input type="checkbox"/>	Cedar	<input type="checkbox"/>	Vinyl	<input type="checkbox"/>	Hardie	<input type="checkbox"/>	Steel
Structural Steel	<input type="checkbox"/>	Layout	<input type="checkbox"/>	Connector	<input type="checkbox"/>	Welding	<input type="checkbox"/>	
Roofing	<input type="checkbox"/>	Shingles	<input type="checkbox"/>	Shakes	<input type="checkbox"/>	Steel	<input type="checkbox"/>	Flat - Membrane
Rough Terrain Forklift	<input type="checkbox"/>	Certified by:	<input type="text"/>			Exp. Date:	<input type="text"/>	
Class A/CDL	<input type="checkbox"/>	State:	<input type="text"/>			Exp. Date:	<input type="text"/>	
OSHA 10 Hr.	<input type="checkbox"/>	Certified by:	<input type="text"/>			Exp. Date:	<input type="text"/>	
First Aid/CPR	<input type="checkbox"/>	Certified by:	<input type="text"/>			Exp. Date:	<input type="text"/>	

Signature:

Date: