

HACKEL
CONSTRUCTION, INC.
Employment Application Form

PLEASE COMPLETE ALL PAGES

DATE _____

Name _____

Last

First

Middle

Present address _____

Number

Street

City

State

Zip

Date of Birth _____

Telephone (____) _____ Alt. Phone: (____) _____

Position applied for: _____

Salary desired: _____

Days/hours available to work

No Pref

Thur

Mon

Fri

Tue

Sat

Wed

Sun

Employment desired ☐ FULL-TIME ONLY ☐ PART-TIME ONLY ☐ FULL- OR PART-TIME

When available for work? Do you smoke? ☐ Yes ☐ No

Wage desired: _____

School attended:

High School? ☐
Did you graduate?
☐ Yes ☐ No

College / University
☐
Did you graduate?
☐ Yes ☐ No

Business / Trade School ☐
Did you graduate?
☐ Yes ☐ No

Other (specify): _____

HAVE YOU EVER BEEN CONVICTED OF A CRIME? ☐ No ☐ Yes

If yes, explain number of conviction(s), nature of offense(s) leading to conviction(s), how recently such offense(s) was/were committed, sentence(s) imposed, and type(s) of rehabilitation.

DO YOU HAVE A VALID DRIVER'S LICENSE? ☐ Yes ☐ No

ARE YOU PROFICIENT AT PULLING A TRAILER? ☐ Yes ☐ No ☐ Somewhat

What is your means of transportation to work? _____

Driver's license
number _____

State of issue _____

☐ Operator

☐ Commercial (CDL)

Expiration date _____

Have you had any accidents during the past three years? ☐ Yes ☐ No How many? _____

Have you had any moving violations during the past three years? ☐ Yes ☐ How Many?
No

Describe construction experience:

Describe equipment you are familiar with:

Work Experience: Please list your work experience for the past five years beginning with your most recent job held.
If you were self-employed, give firm name. **Attach additional sheets if necessary.**

Name of employer Address City, State, Zip Code Phone number	Name of last supervisor	Employment dates From To	Pay or salary Start Final
Your last job title			
Reason for leaving (be specific)			
List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company.			

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Reason for leaving (be specific)			

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company.

May we contact your present employer? ☐ Yes ☐ No

Did you complete this application yourself ☐ Yes ☐ No

If not, who did?

Name of employer
Address
City, State, Zip Code
Phone number

Name of last
supervisor

Employment
dates

Pay or salary

From
To

Start
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Your last job title

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Did you complete this application yourself ☐ Yes ☐ No

If not, who did?

As a construction team member, you are responsible for quality work, integrity of word, assisting team members, and maintaining a safe and organized work site. Below is a list of responsibilities. **Please rate your ability (and experience) to complete each of these important tasks on a scale of 5 (exceeds expectations) to 3 (meet expectations) to 1 (do not meet this expectation)**

	Loading and unloading trucks with construction material
	Inspecting site, vehicles and equipment for safety hazards
	Cleaning work area, tools and equipment
	Helping hoist, align, set and assembling construction materials
	Advanced knowledge of and ability to read project plans, specifications, and shop drawings.
	The ability to work in a timely manner and successfully complete the job at hand
	Driving equipment and supplies truck to and from the site
	Keen understanding of preparing sites for optimizing construction work processes
	Profound knowledge of positioning and aligning structural components for temporary and permanent structures
	Prepare sites to ensure maximum optimization of construction work procedures
	Advanced knowledge in rough/finish carpentry: (framing, door, crown molding and trim work), kitchen, bathroom, wood floor, etc
	Perform preventative and regular maintenance on tools and equipment
	Manage operation and maintenance of saws, drills, power tools and other equipment
	OSHA safety training
	Expedite the site processes by employing processes that work keeping time efficiency in mind
	Hanging, taping, and finishing of interior drywall, hanging and trimming interior doors and locksets, basic layout of floor tile and hardwood floors, cutting and installing baseboard and casing for doors and windows
	Exterior window identification, placement, and installation techniques. Installation of various hardware and door hanging procedures are demonstrated
Our construction team is looking for crew members that seek to daily improve professionally and build strong team effectiveness. Again, using the previous 5 to 1 scale, rate your ability in each of these areas.	
	Ability to work with other team members to complete a project exceptionally well
	The ability to positively communicate with clients, crew members and supervisors
	Are passionate about the quality of the work you do
	Be an adaptable team player who is willing to work together to accomplish daily goals
	The ability to work in a timely manner and successfully complete the job at hand
	Ensure that all work is being done in compliance with the company's protocol
	Work closely with team members to learn specifications of job needs
	Ability to handle general construction issues with creative, problem solving and researching capabilities and to bring solutions to the problems with direction quickly and completely.
	Professional, hard-working, and good leadership to keep company standards and objectives at the forefront of all decision-making.
	Proficient in project scheduling

PLEASE READ CAREFULLY

APPLICATION FORM WAIVER

In exchange for the consideration of my job application by Hackel Construction (hereinafter called "the Company"), I agree that:

Neither the acceptance of this application nor the subsequent entry into any type of employment relationship, either in the position applied for or any other position, and regardless of the contents of employee handbooks, personnel manuals, benefit plans, policy statements, and the like as they may exist from time to time, or other Company practices, shall serve to create an actual or implied contract of employment, or to confer any right to remain an employee of Hackel Construction or otherwise to change in any respect the employment-at-will relationship between it and the undersigned, and that relationship cannot be altered except by a written instrument signed by the owner of the Company. Both the undersigned and Hackel Construction may end the employment relationship at any time, without specified notice or reason. If employed, I understand that the Company may unilaterally change or revise their benefits, policies and procedures and such changes may include reduction in benefits.

I authorize investigation of all statements contained in this application. I understand that the misrepresentation or omission of facts called for is cause for dismissal at any time without any previous notice. I hereby give the Company permission to contact schools, previous employers (unless otherwise indicated), references, and others, and hereby release the Company from any liability as a result of such contract.

I also understand that (1) the Company has a drug and alcohol policy that provides for preemployment testing as well as random and /or periodic testing after employment; (2) consent to and compliance with such policy is a condition of my employment; and (3) continued employment is based on the successful passing of testing under such policy. I further understand that continued employment may be based on the successful passing of job-related physical examinations.

I further understand that my employment with the Company shall be probationary for a period of thirty (30) days, and further, that at any time during the probationary period or thereafter, my employment relation with the Company is terminable at will for any reason by either party.

Signature of applicant _____ **Date:** _____

This Company is an equal employment opportunity employer. We adhere to a policy of making employment decisions without regard to race, color, religion, sex, national origin, citizenship, age or disability. We assure you that your opportunity for employment with this Company depends solely on your qualifications.

Thank you for completing this application form and for your interest in our business.