

Charles DeWeese Construction, Inc.

APPLICANT INFORMATION

The Company wishes to voluntarily comply with various laws and regulations which requires us to file annual statistical reports on applicants for employment. In addition, we wish to voluntarily comply with the various laws and regulations which protect the disabled, disabled veterans, veterans who served more than 180 days on active duty during the Vietnam era. **Submission of this information by you is voluntary.** Please be assured that you will not be subjected to any adverse treatment if you do not provide the information requested. This information will not be considered in any hiring, promotion, or other employment actions.

PLEASE PRINT

Name: _____ Date _____
Last First Middle

Position(s) applying for: _____

I. APPLICANTS IDENTIFYING THEMSELVES AS DISABLED

You are not required by law to provide the above information concerning a disability. If you do, however, it will be kept confidential, with the following exceptions:

- Supervisors may be informed if accommodation is necessary or if your work duties are restricted.
- Government representatives may be given information in compliance with various laws and regulations.

1. Are you a disabled individual or do you have any physical condition or disability which may limit your ability to perform the position(s) for which you are applying? (Circle) Yes No
2. If yes, do you possess or can you provide with any special methods, skills or procedures which might qualify you for positions you might not otherwise be able to do because of your disability?

II. APPLICANTS IDENTIFYING THEMSELVES AS DISABLED OR VIETNAM-ERA VETERANS

1. Are you a disabled veteran? Yes No
2. Are you a veteran who served on active duty for more than 180 days during the Vietnam era? Yes No

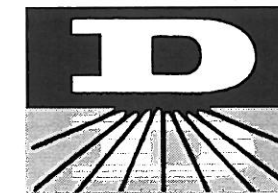
III. APPLICANTS IDENTIFYING THEIR SEX AND RACE

Sex Classification: Male Female

EEO Classification _____ White (Not of Hispanic Origin)
_____ Black (Not of Hispanic Origin)
_____ Hispanic
_____ Asian or Pacific Islander
_____ American Indian or Alaskan Native

Signature

Date



Charles DeWeese Construction, Inc.

CERTIFICATION BY APPLICANT

I certify that the statements made on this application and any accompanying resumé are true and correct to the best of my knowledge. I understand the falsification, misrepresentation, or omission of facts on this application or otherwise during the hiring process is cause for the denial of employment or if employed, immediate termination.

I understand that I will be asked to take a post-offer / pre-employment Fitness for Duty Test and Physical Exam. Such tests are voluntary. Refusal to take the test will mean that I withdraw my application for employment. If the test reveals intoxicants, including controlled substances at or above the stipulated minimum levels, I will be ineligible for employment.

I acknowledge that consideration for employment is contingent on the results of a reference check and, depending on the nature of the position. Therefore, I hereby authorize *Charles DeWeese Construction, Inc.* to thoroughly investigate all statements contained in this application, as well as my background, references, employment record, and other matters related to my suitability for employment. I further authorize all former employers; educational institutions; federal, state or municipal agencies; military services; and any other entities or individuals named or otherwise referred to by me in my resumé, related documentation, or conversations conducted with authorized personnel, all in connection with my application for employment with *Charles DeWeese Construction, Inc.* to release information that they may have about me to *Charles DeWeese Construction, Inc.*, the *Charles DeWeese Construction, Inc.* employee with whom this form has been filed or the authorized agent of *Charles DeWeese Construction, Inc.* I fully indemnify, release, and hold harmless all such parties and *Charles DeWeese Construction, Inc.* from any liability and responsibility that may arise in connection with obtaining or providing any such information. This authorization is valid for the duration of my employment at *Charles DeWeese Construction, Inc.*

If I am hired and my employment terminates for any reason, *Charles DeWeese Construction, Inc.* may answer all questions asked by a prospective employer concerning my abilities and employment record, and I release *Charles DeWeese Construction, Inc.* from any and all liability that may result from its responding to any such questions.

If employed, I agree to abide by the policies and procedures of *Charles DeWeese Construction, Inc.* I expressly acknowledge and understand that in the absence of a written contract to the contrary, my status, if I am hired, will be that of an employee at will having no contractual right, express or implied, to remain in the Company's employ. In this connection, I expressly acknowledge further that neither anything said to me during the Company's application and/or interview process or during employment nor any provision in the Company's Handbook constitutes the terms of an express or implied employment agreement. In consideration of any employment offered, I specifically agree that my employment may be terminated, with or without cause or notice, at any time, at the option of either the Company or myself. I understand that no unauthorized representative may enter into any agreement for employment or make any agreement contrary to the foregoing. I understand that no manager or supervisor can make promises or agreements without the written approval from the Senior Management of *Charles DeWeese Construction, Inc.*

Signature

Date

In conformity with applicable laws, **CHARLES DEWEESE CONSTRUCTION, INC.** is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, sex, age, marital status, national origin, status as a disabled or Vietnam Era Veteran, or status as a qualified disabled individual, in accordance with applicable laws.

APPLICATION FOR EMPLOYMENT

All questions, requests for information, and items on this Application must be fully and completely answered. No blanks may be left on this Application. Failure to fill in a blank, or to write legibly will result in automatic rejection of this Application. This Application for Employment form may not be reproduced. It may only be filled out at the Company's office.

(PLEASE PRINT CLEARLY)

Position Applied for _____ Date _____

Salary Expected: \$ _____ Date Available _____

Are you prevented from lawfully becoming employed in the U.S.? Yes _____ No _____

Have you been convicted of a felony within the last seven years? Yes _____ No _____

Conviction will not necessarily disqualify an applicant from employment.

If yes, Please explain. _____

PERSONAL DATA

Name _____ Telephone () _____
Last First Middle

Social Security Number _____

Permanent Address _____
Street/No. City State Zip

Emergency Contact: _____ Emergency Telephone () _____

Are you able to perform each of the essential functions of the job for which you are applying, with or without accommodation. Yes _____ No _____

(You may be asked to describe or to demonstrate how you will be able to perform these functions, with or without accommodation.)

Referral Service: Friend (Name of Friend) _____ Walk in

Agency (Name of Agency) _____

Relative (Please Name) _____

Newspaper Ad (Paper) _____

Check if worked for Charles DeWeese Construction, Inc. before.

If checked, list dates, position, and supervisor: _____

Check if you ever filed an application with the Company before.

If checked, list dates: _____

