



APPLICATION FOR EMPLOYMENT

Carlo Construction, Inc. is an Equal Opportunity Employer.

Applicants are considered for all positions without regard to race, color, religion, sex, national origin, age, veteran status, disability, or other factor prohibited by law.

(PLEASE PRINT)

Date of Application ____/____/____

Position(s) Applied For _____

Referral Source: Advertisement Friend Relative Walk-In
 Employment Agency Other _____

Name _____
LAST FIRST MIDDLE

Address _____
NUMBER STREET CITY STATE ZIP CODE

Telephone (_____) _____ Social Security Number _____ - ____ - ____
Area Code

Driver's License #: _____ State _____ Class _____ Expires _____

If employed and you are under 18, can you furnish a work permit? Yes No

Have you filed an application here before? Yes No If yes, give date ____/____/____

Have you ever been employed here before? Yes No If yes, give date ____/____/____

Are you employed now? Yes No May we contact your present employer? Yes No

Are you prevented from lawfully becoming employed in this country because of visa or immigration status? (Proof of citizenship or immigration status will be required upon employment) Yes No

On what date would you be available for work? ____/____/____ Salary or Wage Requirement _____

Are you available to work Full Time Part Time Shift Work Temporary

Hours and Days Available M T W Th F Sat Sun _____ Hours

Are you on a layoff and subject to recall? Yes No

Can you travel if a job requires it? Yes No

Have you been convicted of or pled "no contest," "nolo contendere" or "guilty" to a felony at any time? Yes No

Are you currently awaiting trial or other disposition of a felony charge in connection with which you are currently out on bail or on your own recognizance? Yes No If "yes" to either question, please explain: _____

Note: A conviction record will not necessarily be a bar to employment, and factors such as the applicant's age at the time of the offense, the age of the offense, and the nature and seriousness of the violation will be taken into account.

EMPLOYMENT EXPERIENCE

List **all** jobs in order starting with your present or last job. Include military service assignments and volunteer activities in which you received relevant job experience. You may exclude organization names which indicate race, color, religion, gender, national origin, age, disability or other protected status.

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

You must attach a separate sheet if you have been employed by any other employer(s) not listed above.

EDUCATION

EDUCATION	Name/Location	Years Completed (Circle Highest)	Diploma Degree	Course of Study
High School		9 10 11 12		
College		1 2 3 4 5		
Graduate		1 2 3 4 5		
Vocational/ Training		1 2 3 4 5		

SPECIAL SKILLS & QUALIFICATIONS

Summarize special skills and qualifications acquired from employment, military or other experience:

State any additional information you feel may be helpful to us in considering your application:

EMERGENCY CONTACT INFORMATION

Name: _____ Relationship: _____

Address: _____
NUMBER STREET CITY STATE ZIP CODE

Home Number: (_____) _____ Cell Number: (_____) _____
Area Code Area Code

READ BEFORE SIGNING

1. I understand this application will be considered current for ninety (90) days and that a new application must be completed for further consideration after ninety (90) days.
2. **(APPLIES TO NON-UNION EMPLOYMENT ONLY)** In consideration of any employment of me by Carlo Construction, Inc., I agree that my employment is at the will of the Company, which means that the Company has the right to discharge me or lay me off at any time, with or without cause, and with or without notice. It is expressly agreed and understood that this is the entire agreement between the Company and myself on the subject of discharge, termination and/or layoff, and that this agreement may be changed only by an agreement in writing signed by the President of the Company and addressed specifically to me.
3. I understand that any offer of employment made to me by the Company is contingent upon a favorable health evaluation, which may include a physical examination (including drug screening) by a doctor selected by the Company. I hereby agree to complete a health evaluation form.
4. Carlo Construction, Inc. participates in E-verify. After hiring, the Company 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.
5. I have been given and read a separate consumer report disclosure, and I hereby authorize an investigation of my education, employment, criminal and credit histories, including related statements contained in this application, and specifically authorize the Company to consult with all third parties with whom or which I have been associated concerning those histories and/or any other aspect of my qualifications, or with any third parties who may have information bearing thereon and to receive and utilize any information which may be material to my histories or qualifications; and I hereby release all third parties who provide information to the Company with or without notice to me, from any and all liability for the transmittal of any information bearing on my histories or qualifications, in connection with any such request. I further authorize and release the Company from all liability for forwarding to any other entity to which I may apply for employment, any information concerning me and/or my histories or qualifications as the Company has at the time of my application for employment or hereafter acquires. I further release from all liability any and all third parties for any statements made or any action taken in connection with this application or any other applications made simultaneously herewith, or in connection with any other form of review of my histories or qualifications. I hereby waive on behalf of the Company any and all third parties any and all notice(s) I would otherwise be entitled to receive by law in connection with any reference check.
6. I will hold in the strictest confidence and will not disclose directly or indirectly to any unauthorized persons, without the Company's prior written permission, at any time during or subsequent to my employment, any knowledge not already available to the public, respecting the inventions or respecting designs, methods, systems, improvements, trade secrets, manufacturing techniques and processes, sales promotions and ideas, customer lists or other confidential matters of the Company.
7. I understand that if I have a disability I must timely tell you in writing of my need for accommodation after I know or reasonably should know that an accommodation is needed. I further understand failure to do so will prevent me from alleging a violation of the accommodation requirements otherwise imposed by law.
8. I certify that all information submitted by me in this application is true, complete and correct and understand that if any such information is found to be misrepresented, omitted or otherwise incorrect, it may result in my rejection as an applicant or my termination from employment.
9. I understand that the Company is an Equal Employment Opportunity company and agree to abide by its Equal Employment Opportunity policies (including its harassment policy, as attached).
10. Any dispute arising out of or in connection with any aspect of my employment or any termination thereof which is not otherwise subject to arbitration pursuant to any applicable collective bargaining agreement (including by way of example but not limitation, disputes concerning alleged civil rights violations, employment discrimination of any kind including on the basis of any protected category under federal or state law, retaliation, entitlement to overtime pay, sexual harassment, breach of express or implied contract or tort), shall be exclusively subject to binding arbitration under the national rules for the resolution of employment disputes of the American Arbitration Association "AAA", provided all substantive rights and remedies including any applicable damages provided under any pertinent statute(s) related to such claims, the right to representation by counsel, a neutral arbitrator, a reasonable opportunity for discovery, a fair arbitral hearing, a written arbitral award containing findings of facts and conclusions of law, and any other provision required by law, shall be available in the AAA forum. Any decision of the Arbitrator shall be final and binding as to both parties, and enforceable by any court of competent jurisdiction. Nothing contained herein shall prohibit me from filing any claims or charges with any appropriate governmental agency. **I UNDERSTAND THAT MY AGREEMENT HEREIN CONSTITUTES A WAIVER OF MY RIGHT TO ADJUDICATE CLAIMS AGAINST THE COMPANY IN COURT, AND THAT I AM OPTING INSTEAD TO ARBITRATE ANY SUCH CLAIMS.**
11. In the event that one or more provisions of this application are declared void, the balance of the provisions shall remain in force.
12. **FLORIDA APPLICANTS ONLY:** In accordance with the Florida Statute Section 443.131(3)(a)(2), if an employee is terminated for unsatisfactory work performance within the ninety (90) day introductory period, Carlo Construction, Inc.'s unemployment account may not be charged for any unemployment benefits paid to the Employee.

SIGNATURE OF APPLICANT

DATE