

Westec, Inc.

53 N 200 W, Jerome, ID 83338 208-324-3427

Application for Employment

We are an equal opportunity employer and do not unlawfully discriminate in employment. No question on this application is used for the purpose of limiting or excluding any applicant from consideration for employment on a basis prohibited by local, state, or federal law. Equal access to employment, services, and programs is available to all persons.

Applicant name: _____ Date: _____

Type of work desired: _____

Address: _____

Telephone #: _____ Social Security #: _____ DL #: _____ State: _____

Date available to start work: _____ Employment Desired: Full Time Part Time Desired Pay: \$ _____ / hour

Have you applied for a position with our company before? Yes No

Do you have your own transportation to get to and from work? Yes No

Can you submit proof of legal employment authorization and identity? Yes No

Have you been convicted of a felony within the last 7 years? Yes No

If "Yes", please explain: _____

Have you received any traffic violations? If Yes, explain: _____ Yes No

Do you have any objection to working overtime if necessary? Yes No

Are you under 18 years of age, limiting tasks which State law allows you to perform? Yes No

Are you currently employed? Yes No

Do you have any continuing obligation to service in the military? Yes No

Will you voluntarily consent to a pre-employment physical examination and drug and/or alcohol testing if required by us as a condition of employment? Yes No

Will you voluntarily consent to skills testing as part of the application process? Yes No

Do you know anyone who has worked or currently works for our company? Yes No

If yes, please state the person's name: _____

How were you referred to us? Newspaper ad Agency Sign Other _____

List any physical limitations that would affect your working in construction _____

Employment History:

Date Month/Yr.	Employer Name/Address/ Phone	Salary / Wage	Position	Reason for Leaving	Eligible for Rehire?
From: To:					
From: To:					
From: To:					
From: To:					

References: List 2 reference names, telephone numbers, and years known (do not include relatives or employers):

Education:

Level	Name/Location of School	# of Yrs.	Graduate?	Major Subjects
1-8				
H.S.				
College				
Other				

Other Skills & Qualifications

Summarize any job-related training, skills, licenses, certificates, and/or other qualifications:

Do you have a CDL? Yes No

Understandings

I hereby authorize Westec, Inc. to contact, obtain, and verify the accuracy of information contained in this application from all previous employers, educational institutions, and references. I also hereby release from liability Westec, Inc. and its representatives for seeking, gathering, and using such information to make employment decisions and all other persons or organizations for providing such information.

I understand that Westec, Inc. is concerned about my fitness to do the job for which I am applying. One aspect of whether I am fit to do the job is whether I do or do not use drugs and/or alcohol. I understand that I may be asked to submit to a pre-employment physical examination which will include drug and/or alcohol testing. I understand that such testing is voluntary on my part, that I may refuse to submit to testing, and that such refusal may be considered in the Westec, Inc. employment decision. I further understand that, should I submit to said testing, the test results may be released to Westec, Inc. and that the results may be considered in the Westec, Inc. employment decision.

With full knowledge of the foregoing, by signing this Application for Employment, I agree to submit to drug and/or alcohol testing at a medical clinic and/or laboratory selected by Westec, Inc. Initial _____

If I am employed, I acknowledge that there is no specified length of employment and that this application does not constitute an agreement or contract for employment. Accordingly, either I or Westec, Inc. can terminate the relationship at will, with or without cause, at any time, so long as there is no violation of applicable federal or state law.

I understand that if I am employed, I will be required to provide satisfactory proof of identity and legal work authorization upon or before to reporting for work. Failure to submit such proof by that time may result in immediate termination of employment.

I certify that the facts contained in this application, and representations made in the attached Evaluation Form (hereby made a part of this application) are true and complete to the best of my knowledge. I understand that any misrepresentation or material omission made by me on this application will be sufficient cause for cancellation of this application or immediate termination of employment if I am employed, whenever it may be discovered.

Applicant signature: _____ Date: _____

Do Not Write Below This Line

Interviewed by: 1) _____ Remarks: _____
Recommend Yes No

Interviewed by: 2) _____ Remarks: _____
Recommend Yes No

Hired: Yes No Date of Hire: _____ Report Date: _____ Salary/Wage: _____

Department: _____ Position: _____ Approved: _____

SELF-EVALUATION FORM

APPLICANT'S NAME _____

DATE _____

RATE the following area's on a scale of 0 – 5, for experience or for lowest to highest level:

- 0 = No experience, lots of supervision or lowest level
- 1 = Little experience, fair amount of supervision
- 2 = Average experience, still need help
- 3 = Above average, some help needed (at least one year experience)
- 4 = Do with very little help or supervision (at least two years experience)
- 5 = Do without any supervision and able to demonstrate skills to others (at least three years experience) or highest level

Carpentry Work

- _____ Accurate with skills in sawing, measuring, hammering, & etc.
- _____ Hang doors and windows
- _____ Able to layout a wall or do an assignment from a set of plans
- _____ Do a complete set of stairs, run-rise calculations, lay out stringer, and do complete installation
- _____ Able to set grade (level and sloping) with instruments
- _____ Able to square a building
- _____ Able to put up trusses
- _____ Able to build floors

Concrete Work

- _____ Understanding basic concrete practices, compacting, grading, control joints
- _____ Knowledge of transit and grade work
- _____ Set up concrete screeds for flat work
- _____ run bull float, roller bug, edging, hand mag, steel trowel and power trowel
- _____ Ability to set up steel or plywood forms

Metal Application

- _____ Able to run metal on walls and roof without sawtooth effect
- _____ Accuracy in placing of screws, and proper torque on washer
- _____ Able to run trim and make it look good

GENERAL AREA - Rate yourself on a 1 to 10 scale with 10 being the highest

- _____ Management of time, efficient and productive
- _____ Implement safety practices
- _____ Keep job organized, use materials resourcefully
- _____ Ability to hustle, quality of work, quantity of work
- _____ Respect of company equipment or borrowed equipment
- _____ Have the ability to apply basic construction technique to areas of work not previously experienced in
- _____ Arrive at job site early enough every day, and be prepared to start work on time
- _____ Accurate in reporting time worked, breaking time into proper jobs & categories
- _____ Able to keep busy, search out additional tasks

EQUIPMENT - Please indicate the years of experience

___ Grader ___ Backhoe ___ Forklift/Gradall ___ Skid Steer ___ Other _____

TOOL LIST - Please mark the ones you can, both use and will to have available at work

- | | | |
|---------------------------|-----------------------------|------------------------|
| ___ Carpenter's pencil | ___ Utility knife | ___ Wood chisels – set |
| ___ Tape – 25' & 100' | ___ 2# short sledge Hammer | ___ Tin snips |
| ___ Square – Tri or Speed | ___ Handsaw | ___ Mag Float |
| ___ Finish hammer | ___ Set of screwdrivers | ___ Trowel |
| ___ Framing hammer | ___ Level | ___ Boots (concrete) |
| ___ Nail Apron | ___ Hacksaw – Heavy Duty | ___ Flashlight |
| ___ Chalk line | ___ Wrenches - 1/4" TO 7/8" | ___ Files – Assorted |
| ___ Nail sets | ___ Pliers (tying wire) | ___ Ear Plugs |
| ___ Cat's paw | ___ Wrecking Bar | ___ Safety glasses |
| ___ Dry line | ___ Crescent Wrench – 12" | ___ Hard Hat |
| ___ Framing Square | ___ Vice Grip Pliers | ___ Pouch or belt |