



Application for Employment

We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, or any other legally protected status.

Baseline Contracting, Inc. is a merit shop company, specializing in heavy/highway, structural and site concrete construction work. We do rated (prevailing wage) AND private (non-prevailing wage) projects. We usually work within a seventy-five (75) mile radius of the Lehigh Valley, and at times complete projects outside of this area. ALL field positions require travel to and from job sites, and applicants for field positions MUST HAVE reliable transportation AND a valid driver's license, as employees are at times required to drive company owned vehicles.

PLEASE PRINT

Position Applied For: _____ Date of Application _____

| | | | | | |
|-----------------------------|--|--------------------|--------------|---------------------|-------------|
| Last Name: | | First Name: | | Middle Name: | |
| | | | | | |
| Street Address: | | | City: | State: | Zip: |
| | | | | | |
| Telephone Number(s): | | | | | |
| | | | | | |

Are you over the age of 18? Yes No If no, please give your date of birth: _____

If you are under 18 years of age, can you provide required proof of your eligibility to work? Yes No

Are you eligible for employment in the United States? Yes No

Has any time restriction been placed on your eligibility for employment in the U.S.? Yes No

If Yes, what restrictions: _____

If hired, you are required by law to submit proof of identity and eligibility to work in the U.S.

Have you ever filed an application with us before? Yes No

If Yes, give date _____

Have you ever been employed with us before? Yes No

If Yes, give date _____

Are you currently employed? Yes No

If Yes, may we contact your present employer? Yes No

Are you currently on "lay-off" status and subject to recall? Yes No

On what date would you be available for work? _____

Are you available to work: Full Time Part Time Temporary

Do you have a VALID driver's license? Yes No

If Yes, in which state was it issued? _____ Driver License No. _____

Do you have a CDL Endorsement?

Yes No

If Yes, what Class? _____

If No, are you willing to participate in company provided training to secure a CDL?

Yes No

Do you have reliable transportation?

Yes No

Have you ever been convicted of a felony?

Yes No

If Yes, please explain: _____

Disclosure of a criminal record will not necessarily disqualify you from employment, as the nature of the offense, date and the position for which you are applying will also be considered..

Do you have any friends/relatives employed with this Company?

Yes No

Name of friend/relative: _____

How did you learn about us? Advertisement Friend Walk-In
 Employment Agency Relative Other: _____

Name of person who referred you: _____

| EDUCATION | Name & Address of School | Course of Study | Years Completed | Diploma/Degree |
|--------------------------------|-------------------------------------|------------------------|------------------------|-----------------------|
| Elementary School | | | | |
| | | | | |
| High School | | | | |
| | | | | |
| Undergraduate College | | | | |
| | | | | |
| Graduate / Professional | | | | |
| | | | | |
| Other (Specify) | | | | |
| | | | | |

| Indicate any foreign languages you can speak, read and/or write | | | |
|--|---------------|-------------|-------------|
| | FLUENT | GOOD | FAIR |
| SPEAK | | | |
| READ | | | |
| WRITE | | | |

Describe any specialized training, apprenticeship, skills and extra-curricular activities. *You may exclude organizations/activities that indicate race, color, religion, gender, national origin, disabilities or other protected status.*

MILITARY SERVICE

Have you ever served in the U.S. Armed Forces?

Yes No

If Yes, give dates of service: _____ to _____

Describe any specialized training/skills acquired.

| |
|--|
| |
| |
| |
| |
| |
| |

EMPLOYMENT EXPERIENCE

Do you have any Heavy, Highway, or Structural work experience?

Yes No

Do you have any Concrete work experience?

Yes No

If Yes, indicate types: Concrete Pavement

Bridges

Walls

Foundations

Curb

Floors

Barrier

Sidewalk

Inlets

Other (Specify) _____

Due to DOT regulations, we require that **ALL** applicants provide the following information on all employers during the preceding **10 YEARS**. Applicants **MUST** give complete address, phone number and contact person for all previous employers.

Start with your present or last job. Include any job-related military service assignments and volunteer activities. *You may exclude organizations that indicate race, color, religion, gender, national origin, disabilities or other protected status.*

| Employer | | Dates Employed | | Work Performed |
|---------------------|------------|--------------------|-------|----------------|
| | | From | To | |
| Address | | | | |
| Telephone Number(s) | | Hourly Rate/Salary | | |
| | | Starting | Final | |
| Job Title | Supervisor | | | |
| Reason for Leaving | | | | |

| | | | | |
|---------------------|------------|--------------------|-------|----------------|
| Employer | | Dates Employed | | Work Performed |
| | | From | To | |
| Address | | | | |
| Telephone Number(s) | | Hourly Rate/Salary | | |
| | | Starting | Final | |
| Job Title | Supervisor | | | |
| Reason for Leaving | | | | |
| Employer | | Dates Employed | | Work Performed |
| | | From | To | |
| Address | | | | |
| Telephone Number(s) | | Hourly Rate/Salary | | |
| | | Starting | Final | |
| Job Title | Supervisor | | | |
| Reason for Leaving | | | | |
| Employer | | Dates Employed | | Work Performed |
| | | From | To | |
| Address | | | | |
| Telephone Number(s) | | Hourly Rate/Salary | | |
| | | Starting | Final | |
| Job Title | Supervisor | | | |
| Reason for Leaving | | | | |
| Employer | | Dates Employed | | Work Performed |
| | | From | To | |
| Address | | | | |
| Telephone Number(s) | | Hourly Rate/Salary | | |
| | | Starting | Final | |
| Job Title | Supervisor | | | |
| Reason for Leaving | | | | |
| Employer | | Dates Employed | | Work Performed |
| | | From | To | |
| Address | | | | |
| Telephone Number(s) | | Hourly Rate/Salary | | |
| | | Starting | Final | |
| Job Title | Supervisor | | | |
| Reason for Leaving | | | | |

List professional, trade, business or civic activities and offices held.

You may exclude membership which would reveal gender, race, religion, national origin, age, ancestry, disability or other protected status:

ADDITIONAL INFORMATION

Other Qualifications

Summarize special job-related skills and qualifications acquired from employment or other experience.

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

References

List the names of three persons familiar with your character, ability or education for more than one year. Please do not include friends or relatives.

1. _____ () _____
Name Phone #
_____ Address

2. _____ () _____
Name Phone #
_____ Address

3. _____ () _____
Name Phone #
_____ Address

Are you capable of performing in a reasonable manner, with or without a reasonable accommodation, the activities involved in the job or occupation for which you have applied? Yes No

If No, please describe: _____

Pre-Employment Physical Testing Notice

We are committed to maintaining a drug-free workplace. Therefore, all candidates for employment (applicants to whom a contingent offer of employment has been made) are required to complete a medical examination, including testing for drug and alcohol use, by a physician of the Company's choice. Employment is contingent upon a candidate's submission to and successful completion of the medical exam and test.

Applicant's Acknowledgment

I agree to undergo the pre-employment physical and drug/alcohol test. I understand that the results of such a test will be disclosed only to the Company's Human Resources personnel and others with a need to know or as required by law. I understand that if I refuse to consent to testing, fail to provide a test sample when requested, provide a false or tampered sample, or fail to successfully complete the physical or drug/alcohol test, I will not be hired.

Permission is granted to the Baseline Contracting, Inc. to conduct an investigation and to solicit information as to my educational and employment history, character and general reputation, driver history record, and criminal conviction record. I release Baseline Contracting, Inc. and all persons or organizations from any liability arising from such statements, their solicitation or use.

I understand that this employment application and any other company documents are not contracts of employment and that any individual who is hired may voluntarily leave or be terminated at any time, with or without cause. If terminated, I authorize the Company to deduct, to the extent permitted by law, any amount which I may owe to it from any amount which the Company may owe me. I understand that no representative of the Company has any authority to offer or to enter into any agreement for employment for any specified period of time or to make any agreement contrary to the foregoing.

I certify that all statements made by me on this application are true and correct to the best of my knowledge and belief. I understand that any false, inaccurate, or omitted statements of a material fact could be cause for rejection of my application or termination of my employment at any time.

I have read, understand and by my signature consent to these statements.

Signature of Applicant

Printed Name of Applicant

Date