



1350 Slater Road Suite 9 Ferndale, WA
 Mail: PO Box 498 Custer, WA 98240
 Phone 360.384.5000 Fax 360.384.1000
 E-Mail cccrew@callen.com

Application for Employment

You are not required to answer any question(s) you feel may violate federal, state, and/or local law or which is not related to the position for which you are applying. By completing this application, you are seeking to join the team of hardworking professionals who are dedicated to consistently delivering outstanding service to our customers and contributing to the financial success of this company.

Today's Date: _____
 Position Desired: _____

GENERAL INFORMATION

Name _____		Social Security No. _____	
Address _____			
Street	City, State	Zip Code	
Home Phone _____		Alternate Phone _____	
In case of Emergency Contact _____			
Name		Phone No.	

Have you been employed by Callen Construction before? Yes No Date of Employment _____
 Do you have friends/family working for Callen? Yes No Name(s) _____
 Are you available for full time work? Yes No
 Are you available for occasional overtime and weekends? Yes No
 How many days of work did you miss last year (excluding vacations)? _____
 Have you ever been convicted of a felony or drug offense or receive a DUI/DWI citation in the past seven years? Yes No If yes, explain (a conviction will not necessarily bar you from employment).

MILITARY

Did you serve in the military? Yes No Branch _____ Highest Rank _____
 Dates of service _____ Special Training _____

<u>EDUCATION</u>	<u>School Name and Location</u>	<u>Last Yr Completed</u>				<u>Graduated</u>		<u>Subj. Studied</u>
High School	_____	1	2	3	4	Y	N	_____
College	_____	1	2	3	4	Y	N	_____
Other	_____	1	2	3	4	Y	N	_____

Please list any training, skills and experience, as well as, licenses and certificates which you feel may be useful.

PHYSICAL DEMANDS AND NON-SOLICITATION

Applicant Name: _____

Date: _____

Because of the physically demanding nature of our business, we want all applicants to be aware of, and in agreement with, the requirements of the job before accepting employment with Callen Construction.

This job will require (based on an 8-10 hour day):

Performance of a wide variety of physically demanding construction labor and/or operating jobs including:

- ▶ Shoveling and moving dirt
- ▶ Pipe laying and digging/shoveling pipe bedding gravel
- ▶ Lifting and carrying pipe, fittings, saws, tools, etc. (up to 100 lbs.)
- ▶ Safe operation of a variety of small equipment including pumps, generators, saws, etc.
- ▶ Safe operation of a variety of heavy equipment and trucks (for qualified persons)
- ▶ Inspection of, clean of and daily maintenance of equipment

All employees must understand that, from time to time, they may be required to complete certain classes and/or certification courses at the cost of the Company.

*** Note: Since we are a small company, all operators and drivers will be required, when needed, to assist laborers and pipelayers with normal day to day duties on all projects.**

APPLICANT SECTION

I can perform this job based on the above-described physical demands with or without reasonable accommodations.

Note: Callen Construction has a non-solicitation rule in place. No solicitation of any kind is to take place on our jobsites during working hours. This rule is strictly enforced on all projects.

I am aware of, and will abide by, the non-solicitation rule (above), if I am hired.

Comments:

Applicants Signature:

Date:

Applications are "active" for thirty (30) days. Re-application will be necessary if not hired within that timeframe.

IMPORTANT INFORMATION TO THE APPLICANT

Pursuant to the Immigration Reform and Central Act of 1986. If you are hired, you must produce, within seventy-two (72) hours, documents, which are specified by the Federal Government to establish your identity and authorization for employment in the United States.

CALLEN CONSTRUCTION COMPANY, INC. is an Equal Opportunity Employer and does not discriminate in hiring or employment in accordance with the requirements of all applicable local, state and federal laws, on the basis of race, color, creed, sex, national origin, age, veteran status or physical or mental disability unrelated to job requirements.

You are not required to disclose information about physical or mental disabilities to the extent it will not interfere with your performance in the job for which you are applying. However, if you wish the company to consider arranging reasonable accommodations due to physical or mental disability, you may suggest the kind of accommodations you believe would be appropriate for consideration.

The use, possession, or being under the influence of illegal drugs or alcohol while on company time is prohibited. In addition, being under the influence of legally prescribed medication that causes either physical or mental impairment of judgment or work performance while on company time is also prohibited. Applicants are required to submit to drug and alcohol tests according to the Company's policy.

PRE-EMPLOYMENT STATEMENT

I hereby agree to submit to any lawful drug testing, integrity testing or post-offer medical examination that may be required as a condition of my employment and I understand that refusal to submit to such testing during the course of my employment may result in disciplinary action, up to and including termination. I authorize any physician, hospital laboratory or collection site to release to the Company results of any test or examination or other information which may be requested prior to employment or, in the future, during my employment with CALLEN CONSTRUCTION COMPANY, INC. to determine my ability to perform the duties of a job for which I am being considered or occupy.

I understand that an investigative consumer report may be made concerning my character, reputation and personal characteristics. I willingly consent to and authorize that such a report be made. Information as to the nature and scope of this report may be made upon signing this application.

I certify that all information supplied in this application, and any attached resume or supporting documents are true and correct. I understand that because CALLEN CONSTRUCTION COMPANY, INC. will rely on this application in making its employment decision, any false, incomplete or misleading information furnished by me regarding this application will result in the rejection of this application or termination if already employed by the Company.

In consideration of my employment, I agree to conform to the rules and regulations of the Company and further agree that my employment and compensation are at the will of the Company and can be terminated, with or without cause, and with or without notice, at any time at the option of either the Company or myself. I understand and agree that these terms can only be modified by the owners of CALLEN CONSTRUCTION COMPANY, INC. in writing. No supervisor, representative, agent, or employees of the Company has now or has had in the past, any authority to enter into any agreement for employment for a specified period of time or to make any agreement which is contrary to or a modification of the above terms nor can any policies of the Company either written or verbal, modify the above terms.

I certify that the above statements have been read and are understood by me and that the statements I have made on this application are true and correct. All questions concerning this application have been answered to my satisfaction.

Signature

Date

RELEASE

I hereby authorize all educational institutions which I have attended, all branches of U.S. military service in which I have served, all of my current and former employers, all court systems and all their representatives to furnish to CALLEN CONSTRUCTION COMPANY, INC. or its representatives, any and all information concerning my education, military service, employment history, and/or criminal convictions. In addition, I hereby agree to hold harmless and to release all of said institutions, services, employers, bureaus, courts and representatives from any and all claims that I may have, or which may arise against any and/or all of them including CALLEN CONSTRUCTION COMPANY, INC. as a result of their furnishing this information to the Company in good faith.

Signature

Date

THIS APPLICATION IS CURRENT FOR ONLY THIRTY (30) DAYS. AT THE CONCLUSION OF THIS TIME, IF YOU WISH FURTHER CONSIDERATION FOR EMPLOYEMNT, IT WILL BE NECESSARY TO SUBMIT A NEW APPLICATION.

CalLEN CONSTRUCTION COMPANY, INC.



Callen Construction Company, Inc. is an equal opportunity employer. We compile statistical data on sex, minority, disability, age and veteran status of job applicants to verify that we are in compliance with governmental policies and regulations. This form will be removed from your application and used for statistical purposes only. If you do not wish to provide this information, your status will be summarized in the "unknown" category and this will in no way jeopardize you as a prospective employee.

STATISTICAL INFORMATION (Completion of this section is voluntary.)

Social Security No.: _____
Position(s) for which you are applying: _____
Date of Birth: _____ Sex: Male Female

ETHNIC CLASSIFICATION

African/Afro-American (Black) _____
American Indian/Alaska Native _____
Asian/Pacific Islander _____
Caucasian (White) _____
Hispanic _____

Physically Disabled:	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Decline to Answer	<input type="checkbox"/>
Mentally Disabled:	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Decline to Answer	<input type="checkbox"/>
Vietnam Era Veteran:	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Decline to Answer	<input type="checkbox"/>
Disabled Veteran:	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Decline to Answer	<input type="checkbox"/>

Location where this application was submitted: _____
Date Submitted: _____

*** Note: This page should be immediately separated from the completed employee application and placed in the statistical information file.**

**CALLEN CONSTRUCTION COMPANY, INC.
NO SOLICITATION, NO DISTRIBUTION
RULE**

THIS COMPANY PROHIBITS SOLICITATION FOR ANY REASON BY OUTSIDE FIRMS, COMPANIES, ASSOCIATIONS OR SILICITORS ON COMPANY PREMISES OR JOBSITES. SOLICITATION BY CALLEN CONSTRUCTION EMPLOYEES SHALL BE PERMITTED ONLY DURING THE EMPLOYEE'S NON-WORK TIME, DEFINED AS BEFORE AND AFTER WORKING HOURS AND DURING LUNCH BREAKS. DISTRIBUTION OF MATERIALS OR LITERATURE OF ANY KIND BY CALLEN CONSTRUCTION EMPLOYEES SHALL BE PERMITTED ONLY IN NON-WORK AREAS, DEFINED AS PLACES WHRE NO WORK IS TO BE PERFORMED, DURING THE EMPLOYEES NON-WORK TIME. PERSONS WHO MAY BE ON NON-WORK TIME SHALL NOT DISTURB THOSE PERSONS WHO ARE ON WORK TIME.

THIS COMPANY ALSO PROHIBITS TRESPASSING AT ITS OFFICES AND ALL JOBSITES. VISITORS SHOULD BE DIRECTED TO THE SUPERINTENDENT AT THE JOBSITES OR TO THE RECEPTIONIST AT CALLEN CONSTRUCTION OFFICES.

CALLEN CONSTRUCTION COMPANY, INC. NO SOLICITATION, NO DISTRIBUTION

Callen Construction Company, Inc. is an equal opportunity employer. It is the Policy of the Company to make all employment decisions without regard to race, color, national origin, religion, sex, age, or status as a disabled veteran or veteran of Vietnam, or disability that can be reasonably accommodated. The Company does, however, have the following hiring priorities when making employment decisions on construction projects:

1. Current Employees of the Company;
2. Former Employees of the Company with proven safety, attendance and work records;
3. Applicants recommended by current supervisors;
4. Applicants recommended by current employees;
5. Applicants recommended to us by our Associates; and lastly
6. Unknown Applicants

All applicants must apply in person on an original application form (no copies will be accepted).

Applications will remain "active" for thirty (30) days. After that time, applicants will be required to re-apply for employment consideration.