

Date of Application: _____

Our mission is to safely and profitably provide the best construction services with skill, responsibility, and integrity.

Corna Kokosing is an equal employment opportunity employer and in accordance with federal, state, and local laws does not discriminate on the basis of race, color, national origin, gender, age, religion, Veteran status, or non-disqualifying disability.

Applications remain active for three (3) months from the date of application. At the completion of the three (3) month period, the application must complete a new application in order to be considered for employment.

Please circle the position you are applying for:

| | | | |
|-------------------|--------------------|---|----------------------------|
| Concrete Finisher | Concrete Carpenter | Concrete Laborer | |
| Carpenter | Drywall Carpenter | Drywall Finisher | Ironworker |
| General Laborer | Truck Driver | Foreperson (please specify which trade) _____ | |
| Superintendent | Project Manager | Project Engineer | Estimator |
| Human Resources | Marketing | Accounting | Administrative Other _____ |

Personal InformationName _____
Last First MiddleAddress _____
Street City State Zip

Phone Number _____ E-mail address _____

Social Security Number _____ Are you 18 years old or older? Yes _____ No _____

Corna Kokosing conforms to the Immigration Reform and Control Act of 1986 and requires associates to verify both their identity and their right to work in the United States. Are you prevented from lawfully becoming employed in this country because of Visa or Immigration Status? Yes _____ No _____

Employment Information

Are you employed now? _____ If so, may we inquire of your present employer? _____

Have you applied to Corna Kokosing before _____ If so, when _____

Have you ever been employed by Corna Kokosing _____ If so, when _____

Reason for leaving _____

How did you learn about Corna Kokosing? _____

Were you referred by a Corna Kokosing associate? _____ If so, which associate _____

When are you available to start work? _____ Salary Desired _____

Education

| Name and Location | Did you Graduate? | Area of Study |
|--------------------|-------------------|---------------|
| High School _____ | Yes No | _____ |
| College _____ | Yes No | _____ |
| Trade School _____ | Yes No | _____ |

References (select three references you have known for at least a year and are not related to you.)

| Name | Phone Number | Relationship to You | Years Acquainted |
|-------|--------------|---------------------|------------------|
| _____ | _____ | _____ | _____ |
| _____ | _____ | _____ | _____ |
| _____ | _____ | _____ | _____ |

Former Employment Information (please list your last three employers)

Name of Company _____

Address of Present or Last Employer _____

Name and Title of Supervisor _____ Phone Number _____

May we Contact your Supervisor _____ Starting Date _____ Ending Date _____

Job Title _____ Description of Work _____

Starting Salary _____ Ending Salary _____

Reason for Leaving _____

Name of Company _____

Address of Employer _____

Name and Title of Supervisor _____ Phone Number _____

May we Contact your Supervisor _____ Starting Date _____ Ending Date _____

Job Title _____ Description of Work _____

Starting Salary _____ Ending Salary _____

Reason for Leaving _____

Name of Company _____

Address of Present or Last Employer _____

Name and Title of Supervisor _____ Phone Number _____

May we Contact your Supervisor _____ Starting Date _____ Ending Date _____

Job Title _____ Description of Work _____

Starting Salary _____ Ending Salary _____

Reason for Leaving _____

General Information

Have you served in an apprenticeship before? Yes ___ No ___ If yes, how long, where, trade and was it completed? _____

Have you been convicted of a felony or misdemeanor within the last 5 years? Yes ___ No ___

If yes, please describe (you will not be denied employment solely because of a conviction record, unless the offense is related to the job for which you have applied). _____

Please describe any specific skills and/or construction skills _____

Please describe any safety or construction related training you have had _____

Have you been trained to operate construction? Yes ___ No ___ If yes, which equipment? _____

Do you own the tools of your trade? Yes ___ No ___ If yes, which tools? _____

PLEASE READ CAREFULLY BEFORE SIGNING. IF YOU HAVE ANY QUESTIONS, PLEASE OBTAIN THE ANSWER BEFORE SIGNING YOUR NAME BELOW.

By submitting this application, I certify that the answers given herein are true and complete. I authorize the investigation of all information contained in this application and hereby give the Company permission to contact schools, previous employers (unless otherwise indicated), references, and others. I hereby release the Company from any liability as a result of such contact. False, misleading or omission of information discovered may result in the rejection of the application or is cause for dismissal at any time without any previous notice. Corna Kokosing is committed to providing a safe working environment for its associates. There is a proven relationship between alcohol and drug abuse and workplace accidents. Therefore, all Corna Kokosing applicants are required to submit to a pre-employment drug test once an offer of employment is extended. Corna Kokosing associates are required to submit to massive unannounced drug testing throughout their

employment. I agree, if an offer of employment is extended or I become a Corna Kokosing associate, to give specimens of my body fluids for alcohol and drug testing by an approved testing laboratory. I understand that if I refuse to participate in a pre-or post-employment drug test that I will not be eligible for employment with Corna Kokosing.

In consideration of my employment, I agree to conform to the company's rules and regulations, and I agree that my employment and compensation can be terminated, with or without cause, and with or without notice, at any time, at either my or the company's option. I also understand and agree that the terms and condition of my employment may be changed, with or without cause and with or without notice at any time by the company. I understand that no company representative, other than its' President, and then only when in writing and signed by the President, has any authority to enter into any agreement for employment for any specific period of time, or to make any agreement contrary to the foregoing.

Date _____

Signature _____



Corna Kokosing Construction Company provides equal employment opportunity for all persons, without regard to race, color, national origin, gender, age, religion, Veteran status, or non-disqualifying disability.

To ensure compliance with our Equal Employment Opportunity Policy and with state and federal laws, we collect the following information from all of our applicants. This information will be kept separately from your application and is not used as a basis for making employment decisions.

Date: _____

Position you are applying for: _____

Date of Birth: _____ Gender: Male Female

Race Categories:

_____ Hispanic or Latino

_____ White

_____ Black/African American

_____ Native Hawaii/Pacific Islander

_____ American Indian or Alaska Native

_____ Asian

_____ 2 or more Races

How did you find out about Corna Kokosing Construction Company?

_____ Newspaper

_____ Internet

_____ Career Fair

_____ Friend/Relative

_____ Word of Mouth

_____ Walk-in

_____ CK Associate

_____ Other - Please explain: _____

CORNA KOKOSING CONSTRUCTION COMPANY
EMPLOYMENT CANDIDATE CONSENT TO BACKGROUND SEARCH AND INVESTIGATION

CONSUMER NOTIFICATION: This is to inform you that a consumer report is being obtained from a consumer reporting agency for the purpose of evaluating you for employment, promotion, reassignment, and/or retention as an employee. The report may include among other items, criminal background information, confirmation of your employment history, an investigative consumer report (for which you may request a disclosure of nature and scope) as to your work performance, and confirmation of any references provided.

The undersigned hereby authorizes Corna Kokosing Construction Company (hereinafter referred to as "Employer") and/or its agents to make an investigation of my background, references, character, employment, credit, motor vehicle, education and criminal/civil history information which may be in any federal, state or local files, including those maintained by both private and public organizations, and all public records, for the purpose of confirming the information contained in my application and/or obtaining other information which may be material to my qualifications for employment. A telephone Facsimile (fax) or xerographic copy of this consent shall be considered as valid as the original consent.

In the event of my employment by the Employer, this authorization shall remain in effect for the duration of such employment. Prior to taking adverse action as a result of any investigations resulting from this authorization, Employer shall provide to me a copy of the consumer report or investigative consumer report which caused such adverse action and a summary of my rights under the *Fair Credit Reporting Act*.

I release Employer and/or its agents and any person or entity which provides information pursuant to this authorization from any and all liabilities, claims, or lawsuits in regard to the information obtained from any and all of the above-referenced sources.

Please type or print legibly, black ink only.

True and Complete
Legal Name: First _____ Middle: _____ Last: _____

Maiden or Other Names Used: _____ Dates Used: _____

Present Street Address: _____ Dates of Residence (e.g. 1998 to 2000) _____ to _____

City: _____ County: _____ State: _____ Zip: _____

Other cities and states lived in during the past seven years:

City: _____ State: _____ Dates of residence: _____ to _____

City: _____ State: _____ Dates of residence: _____ to _____

City: _____ State: _____ Dates of residence: _____ to _____

City: _____ State: _____ Dates of residence: _____ to _____

Driver's License Number: _____ State of Issue: _____

Date of Birth: _____ Social Security Number: _____

Signature: _____ Date: _____

NOTE: The above information is required to ensure positive identification and is in no manner used as qualification for employment