

# Denham-Blythe Company, Inc.

## Application for Employment

Conditions of employment are stated at the end of this form. Please read carefully before you sign this application.  
(Application must be completed in full even if attaching a resume.)

POSITION APPLIED FOR \_\_\_\_\_ DATE OF APPLICATION \_\_\_\_\_

PERSONAL			
PLEASE PRINT USING BLUE OR BLACK INK			
<b>FULL NAME</b>	FIRST/ MIDDLE /LAST	SOCIAL SECURITY NUMBER (if hired)	
<b>PRESENT ADDRESS</b>	STREET	CITY	STATE      ZIP
HOME TELEPHONE:		CELL PHONE:	
Have you ever worked for Denham-Blythe before?		YES	NO      If yes, approximate date:
Have you ever applied for a position at Denham-Blythe before?		YES	NO      If yes, approximate date:
How did you learn about the company/position? (circle one)			
<div style="display: flex; justify-content: space-around;"> <span>Advertisement</span> <span>Friend</span> <span>Walk-in</span> <span>Recruiting Firm</span> <span>Current employee _____</span> </div>			

GENERAL INFORMATION	
If you are under 18 years of age, can you provide required proof of your eligibility to work?	YES      NO
Are you legally eligible for employment in the U.S.?	YES      NO
If offered employment, you will be required to provide documentation to verify eligibility. (If you do not know which documents qualify, please ask).	
Have you ever been convicted of a crime or violation other than a minor traffic offense?	YES      NO
(A conviction record will not necessarily be a bar to employment. Factors such as job relations, age and time of the offense, seriousness and nature of violation and rehabilitation will be taken into account)	
If yes, please explain:	
Are you able to perform the essential requirements of the job?	YES      NO
If no, are there reasonable accommodations that can be made to allow you to perform the essential functions of the job?      YES      NO	
_____	
Have you ever been discharged from any employment or asked to resign?	YES      NO
If yes, please explain:	
WAGE EXPECTED	DATE AVAILABLE FOR WORK

## EMPLOYMENT HISTORY

BEGIN WITH YOUR MOST RECENT EMPLOYMENT [1] AND CONTINUE WITH ALL PAST EMPLOYMENT

<b>1</b>	<b>EMPLOYER</b>	<b>FROM</b>		<b>STARTING SALARY</b>	JOB TITLE	REASON FOR LEAVING (Please Explain)
		MO.	YR.			
NAME OF COMPANY				\$	DESCRIBE YOUR JOB DUTIES	
ADDRESS		<b>TO</b>		<b>ENDING SALARY</b>		
		MO.	YR.			
CITY, STATE, ZIP				\$	NAME & TITLE OF IMMEDIATE SUPERVISOR	
PHONE NO.		TYPE OF BUSINESS				
EXPLAIN ANY PERIOD BETWEEN JOBS						MAY WE CONTACT EMPLOYER? [ ] YES [ ] NO
<b>2</b>	<b>EMPLOYER</b>	<b>FROM</b>		<b>STARTING SALARY</b>	JOB TITLE	REASON FOR LEAVING (Please Explain)
		MO.	YR.			
NAME OF COMPANY				\$	DESCRIBE YOUR JOB DUTIES	
ADDRESS		<b>TO</b>		<b>ENDING SALARY</b>		
		MO.	YR.			
CITY, STATE, ZIP				\$	NAME & TITLE OF IMMEDIATE SUPERVISOR	
PHONE NO.		TYPE OF BUSINESS				
EXPLAIN ANY PERIOD BETWEEN JOBS						MAY WE CONTACT EMPLOYER? [ ] YES [ ] NO
<b>3</b>	<b>EMPLOYER</b>	<b>FROM</b>		<b>STARTING SALARY</b>	JOB TITLE	REASON FOR LEAVING (Please Explain)
		MO.	YR.			
NAME OF COMPANY				\$	DESCRIBE YOUR JOB DUTIES	
ADDRESS		<b>TO</b>		<b>ENDING SALARY</b>		
		MO.	YR.			
CITY, STATE, ZIP				\$	NAME & TITLE OF IMMEDIATE SUPERVISOR	
PHONE NO.		TYPE OF BUSINESS				
EXPLAIN ANY PERIOD BETWEEN JOBS						MAY WE CONTACT EMPLOYER? [ ] YES [ ] NO

## EDUCATION

EDUCATION TYPE OF SCHOOL	NAME AND ADDRESS OF SCHOOL	MAJOR SUBJECT	LAST YEAR ATTENDED	GRADUATED	DEGREE
HIGH SCHOOL				YES NO	
COLLEGE				YES NO	
COLLEGE				YES NO	
GRADUATE SCHOOL				YES NO	
BUSINESS. TRADE OTHER				YES NO	

### ADDITIONAL EXPERIENCE OR QUALIFICATIONS

List any other experience, skills, professional license(s) or other qualifications, which you believe should be considered in evaluating your qualifications for employment. Include equipment operation skills. Please indicate any prior military service which you would like us to consider in connection with your application for employment. You may exclude activities which may reveal sex, race, religion, national origin, age, or disability or other protected status.

### ATTENDANCE AND PUNCTUALITY INFORMATION

Consistent attendance and punctuality are essential requirements of every job with this company. Is there anything which would interfere with your regular attendance and punctuality if you are offered a job with the company?    YES    NO

If Yes, please explain \_\_\_\_\_

Would you have any problems if your assignment required overnight stay(s)?    YES    NO

### OTHER INFORMATION

Are you willing and able to work overtime (over 40 hours per week)?    YES    NO

Do you have reliable transportation?    YES    NO

If yes, are you willing and able to travel up to 75 miles from your home to the job site?    YES    NO

Drivers License Number: \_\_\_\_\_ State: \_\_\_\_\_ Expiration Date: \_\_\_\_\_

Do you own tools of the trade for which you are applying?    YES    NO    N/A

Are you able to read blueprints?    YES    NO

### PERSONAL OR BUSINESS REFERENCES

<b>1</b>	NAME	OCCUPATION	BUSINESS PHONE
	HOME ADDRESS	HOME PHONE	TITLE
			RELATIONSHIP
	CITY AND STATE (ZIP)	HOW LONG KNOWN	
<b>2</b>	NAME	OCCUPATION	BUSINESS PHONE
	HOME ADDRESS	HOME PHONE	TITLE
			RELATIONSHIP
	CITY AND STATE (ZIP)	HOW LONG KNOWN	

**NOTE:            EMPLOYMENT IS CONTIGENT UPON PASSING A PRE-EMPLOYMENT DRUG SCREEN. CAN YOU MEET THIS REQUIREMENT?    YES    NO**  
**OUR COMPANY ALSO DOES RANDOM AND "FOR CAUSE" TESTING.**

## NOTIFICATION AND AGREEMENT

PLEASE READ BEFORE SIGNING

**I CERTIFY THAT ALL ANSWERS GIVEN BY ME ARE TRUE, ACCURATE AND COMPLETE. I UNDERSTAND THAT THE FALSIFICATION, MISREPRESENTATION OR OMISSION OF FACT ON THIS APPLICATION (OR ANY OTHER ACCOMPANYING OR REQUIRED DOCUMENTS) WILL BE CAUSE FOR DENIAL OF EMPLOYMENT OR IMMEDIATE TERMINATION OF EMPLOYMENT, REGARDLESS OF WHEN OR HOW DISCOVERED.**

Questions regarding this statement should be directed to any employment interviewer before signing. The application will be given every consideration, but its receipt does not imply that the applicant will be employed. This application for employment is good for 60 days only. Consideration of employment after 60 days requires a new application.

It is the policy of the company to afford equal opportunity to all applicants for employment without regard to age, race, religion, color, sex, sexual orientation, gender identity, or national origin, and to afford equal opportunities to disabled veterans, veterans of the Vietnam era, and individuals with a disability, any and other characteristic protected by Federal, State or Local law.

I authorize the investigation of all statements and information contained in this application, as may be necessary in arriving at an employment decision. I release from all liability anyone supplying such information, and I also release Denham-Blythe from all liability that might result from making an investigation.

If hired, I agree to abide by all of the company rules and regulations, and understand that, if employed, my employment may be terminated with or without cause, and with or without notice, at any time, at the option of either the company or me. I further understand that no representation, whether oral or written by any representative or agent of the Company, at any time, can constitute a contract of employment. I understand that the Company and all Plan Administrators shall have the maximum discretion permitted by law to administer, interpret, modify, discontinue, enhance or otherwise change all policies, procedures, benefits or other terms or conditions of employment. No representative or agent of the company, has the authority to enter into any agreement for employment for any specified period of time or to make any change in any policy, procedure, benefit or other term or condition of employment other than in a document signed by the President or Executive Vice President, or to make any agreement contrary to the foregoing.

I acknowledge that I have read and understand the above statements and hereby grant permission to confirm the information supplied on this application by me.

APPLICANT SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

INTERVIEWED BY \_\_\_\_\_ DATE \_\_\_\_\_