

# The Harper Company

1648 Petersburg Road

Hebron, KY 41048

859-586-8890

## EMPLOYMENT APPLICATION

Thank you for your interest in applying for a position with our Company. We want to have a complete understanding of your qualifications and interests, so we can make careful and deliberate hiring decisions that will benefit the Company, you, and all of our employees. Please answer the questions honestly and completely.

We are an equal employment, affirmative action employer. All applicants are considered for employment based upon their qualifications, without regards to race, color, religion, sexual orientation, gender identity, national origin, sex, age, marital status or disability. This statement is also intended to adhere to the Rehabilitation Act, Vietnam Era Veterans' Readjustment Assistance Act, Americans with Disabilities Act and The Civil Rights Act.

The Harper Company is a UNION Contractor and we contact the local union halls for employee referrals to meet our employment demands. If you are a Union Member be sure they know you are available for work. If you are not a Union Member, you will be expected to join within seven working days.

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_  
Street City State Zip

Telephone Number: \_\_\_\_\_

### Your Job Interests:

Type of work desired:     Laborer     Operating Engineer     Cement Mason  
                                   Teamster     Other: \_\_\_\_\_

Date you can start work: \_\_\_\_\_

Are you willing to work nights or weekends?     Yes     No

Are you willing to travel?     Yes     No

Have you ever worked for this Company before?     Yes     No

If so When? \_\_\_\_\_ Who was your Supervisor? \_\_\_\_\_

Why did you leave? \_\_\_\_\_

Do you know anyone who works here?     Yes     No

If yes, Who? \_\_\_\_\_

**Your Education and Training**

Elementary High School

Circle highest grade completed: 1 2 3 4 5 6 7 8 9 10 11 12

Job related courses taken or acquired: \_\_\_\_\_

College and Graduate School

Circle number of years completed: 1 2 3 4 5 6 7

Job related courses taken or acquired: \_\_\_\_\_

**Your Employment Experience**

Are you presently employed?     Yes     No

Are you on layoff and subject to recall?     Yes     No

If yes, to where? \_\_\_\_\_

Beginning with your present or most recent employer, describe employment history for the past 3 years below:

1. Present or Last Employer: \_\_\_\_\_

Address: \_\_\_\_\_

Dates Employed: From: \_\_\_\_\_ To: \_\_\_\_\_

Type of Work: \_\_\_\_\_

Reason for Leaving: \_\_\_\_\_

2. Next Previous Employer: \_\_\_\_\_

Address: \_\_\_\_\_

Dates Employed: From: \_\_\_\_\_ To: \_\_\_\_\_

Type of Work: \_\_\_\_\_

Reason for Leaving: \_\_\_\_\_

3. Next Previous Employer: \_\_\_\_\_

Address: \_\_\_\_\_

Dates Employed: From: \_\_\_\_\_ To: \_\_\_\_\_

Type of Work: \_\_\_\_\_

Reason for Leaving: \_\_\_\_\_

Have you ever been discharged (other than layoff) by an employer?     Yes     No

If yes, please explain: \_\_\_\_\_

**Miscellaneous Information**

Have you ever been convicted of a crime or charged with a felony? Yes No

If yes, please explain: \_\_\_\_\_

Do you have a valid driver's license? Yes No  
Driver's License No: \_\_\_\_\_ Issuing State: \_\_\_\_\_

Has your driver's license ever been suspended or revoked? Yes No  
If yes, please explain: \_\_\_\_\_

Have you ever been cited for any moving violations in the last five years? Yes No  
If yes, please explain: \_\_\_\_\_

Have you had any accidents in the last five years? Yes No  
If yes, please explain: \_\_\_\_\_

**Please Read the Following Paragraphs Carefully:**

I certify that all the information I have supplied is true, accurate and complete to the best of my knowledge, and that I have not knowingly withheld any information which, if know to The Harper Company, would affect my application unfavorable. I understand that any false, misleading and/or incomplete statements on the application constitute sufficient cause for The Harper Company not to employ me, or if I am employed, to terminate my employment.

I agree to take any lawful examination or test, including any drug and/or alcohol test, required by The Harper Company as a condition of my being hired or if I am hired, as a condition of my continued employment. I further agree that my refusal to take any such lawful examination or test will constitute sufficient cause for The Harper Company not to employ me, or if I am employed, to terminate my employment. I release The Harper Company and all other named and unnamed sources from any and all liability that may result from any lawful examination or test.

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Applicant Signature Date

