

Application for Employment

Our policy is to provide equal employment opportunity to all qualified persons without regard to race, creed, color, religious belief, sex, age, national origin, ancestry, physical or mental disability, or veteran status.

Date _____

Last Name _____ First Name _____ MI _____

Street Address _____

City _____ State _____ Zip _____

Email Address _____ Telephone _____

Social Security # _____

Position Applied For _____

How did you hear of this opening? _____

When can you start? _____ Desired Wage \$ _____

Are you a U.S. citizen or otherwise authorized to work in the U.S. on an unrestricted basis?

(You will be required to provide documentation. Yes No

Are you looking for full-time employment? Yes No

If no, what hours are you available? _____

Are you willing to work swing shift? Yes No

Are you willing to work graveyard? Yes No

Have you ever been convicted of a felony?
(This will not necessarily affect your application.) Yes No

If yes, please describe conditions.

(Provide details of conviction: Offense, Date, State, Sentence – time served, probation, etc.)



Education

	School Name and Location	Year	Major	Degree
High School	_____	_____	_____	_____
College	_____	_____	_____	_____
College	_____	_____	_____	_____
Post-College	_____	_____	_____	_____
Other Training	_____	_____	_____	_____

In addition to your work history, are there other skills, qualifications, or experience that we should consider?

Employment History

(Start with the most recent employer)

1. Company Name _____

Address _____ Telephone _____

Date Started _____ Starting Wage _____ Starting Position _____

Date Ended _____ Ending Wage _____ Ending Position _____

Name of Supervisor _____

May we contact? Yes No

Responsibilities _____

Reason for leaving _____



2. Company Name _____

Address _____ Telephone _____

Date Started _____ Starting Wage _____ Starting Position _____

Date Ended _____ Ending Wage _____ Ending Position _____

Name of Supervisor _____

May we contact? Yes No

Responsibilities _____

Reason for leaving _____

3. Company Name _____

Address _____ Telephone _____

Date Started _____ Starting Wage _____ Starting Position _____

Date Ended _____ Ending Wage _____ Ending Position _____

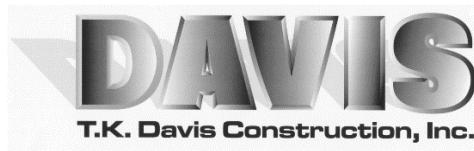
Name of Supervisor _____

May we contact? Yes No

Responsibilities _____

Reason for leaving _____

Attach additional information if necessary.



I certify that the facts set forth in this application for employment are true and complete to the best of my knowledge. I understand that if I am employed, false statements on this application shall be considered sufficient cause for dismissal.

I understand that a complete application of employment requires completion and execution of the companies Background Check Permission Agreement and that this application for employment will not be considered without receipt of the executed agreement.

I understand that employment at this company is “at will,” which means that either I or this company can terminate the employment relationship at any time, with or without prior notice, and for any reason not prohibited by statute. All employment is continued on that basis. I understand that no supervisor, manager, or executive company, other than the president, has any authority to alter the foregoing.

Signature _____

Date _____



BACKGROUND CHECK PERMISSION AGREEMENT

This Background Check Permission (the “Agreement”) is made and effective this _____ day of _____, 20_____.

BETWEEN:	[_____], an individual with current address at: Applicant Name [_____] Address [_____], [_____] [_____] City State Zip
AND:	<u>T. K. Davis Construction, Inc.</u> (the “Company”), a corporation organized and existing under the laws of the state of Virginia with its head office located at: 711 Dawn Street, Richmond, VA 23222

In connection with my application for employment to the Company, I hereby agree as follows:

1. GENERAL CONSENT TO BACKGROUN INVESTIGATION

As a condition the “Company’s” consideration of my application of employment, I give permission to the “Company” to investigate my personal and employment history. I understand that this background investigation will include, but not be limited to, verification of all information given by me to the “Company”.

2. CONSENT TO CONTACT PAST EMPLOYERS AND COMPANIES

I specifically give permission to the “Company” to contact all of my prior employers and companies I have provided services to for references. I further give permission to all current or previous employers and/or managers or supervisors to discuss my relevant personal and employment history with Company, consent to the release of such information orally or in writing, and hereby release them from all liability and agree not to sue them for defamation or other claims based upon any statements they make to any representative of Company. I further waive all rights I may have under law to receive a copy of any written statement provided by any of my former employers or companies I have provided services to Company. I further agree to indemnify all past employers or companies I have provided services to for any liability they may incur because of their reliance upon this Agreement.



3. CONSENT TO CONTACT GOVERNMENT AGENCIES

I further give permission to the "Company" to receive a copy of any information obtained in the file of any federal, state, or local court, or government agency concerning or relating to me. I further consent to the release of such information and waive any right under law concerning notification of the request for a release of such information. In the event a law does not provide for the "Company" to have access to information, I hereby delegate the "Company" as my agent for the receipt of information. I understand that the scope of this investigation will be limited as required by applicable law.

4. COOPERATION WITH INVESTIGATION

I agree to fully cooperate in the "Company's" background investigation, and to sign any waivers or releases that may be necessary or desirable to obtain access to relevant information. In the event that any former employer or other company or federal, state, or local government agency will not release reference information or criminal history information directly to the "Company", I agree to personally request such information to the extent permitted by law.

5. MISCELLANEOUS

This Agreement represents the entire understanding and agreement relating to its subject matter. The "Company" shall be entitled fully to rely on this Agreement. I understand that I have no guarantee of being hired/employed by the "Company" and that the "Company" may determine not to engage me for any lawful reason.

APPLICANT

T. K. DAVIS CONSTRUCTION, INC.

[_____]
Name

Thomas K. Davis
President

Sign and Date

Sign and Date