

NESBITT CONTRACTING CO., INC.

APPLICATION FOR EMPLOYMENT

100 S. PRICE ROAD, TEMPE, AZ 85281-3118

PHONE (480) 423-7600

FAX (480) 423-7680

It is our policy to comply with all applicable state and federal laws prohibiting discrimination in employment based on race, age, color, sex, religion, national origin, or other protected classification.

Name _____ Date _____

Address _____
street city state zip

Telephone number _____ Social Security Number _____

If applying for a construction position, are you over 18 years old? ☐ Yes ☐ No

Are you authorized to work in the U.S. on an unrestricted basis? ☐ Yes ☐ No

How did you learn of this opening? _____

Have you worked here before? ☐ Yes ☐ No Do you have a Current US Drivers License? ☐ Yes ☐ No
If so, is it a CDL? ☐ Yes ☐ No

Are you related to anyone in our employ? ☐ Yes ☐ No State Name and Department _____

Are there any hours, shifts or days you cannot or will not work? _____

Shift preferred _____ Part-Time ☐ Full/Time ☐

Are you willing to work overtime as required? ☐ Yes ☐ No

Have you ever been convicted of a felony? ☐ Yes ☐ No (Conviction will not necessarily disqualify an applicant for employment.)
If yes, describe conditions: _____

EDUCATION	NAME & LOCATION OF SCHOOL	YEAR GRADUATED	MAJOR	DIPLOMA/ DEGREE
High School				
College/Univ.				
College/Univ.				
Other Training/Education:				

In addition to your work history (reverse side), what other experiences, skills or qualifications would especially fit you for work with Nesbitt Contracting?

POSITIONS APPLIED FOR 1. _____ 2. _____

Wage or salary desired? \$ _____ When can you start? _____

WORK HISTORY

May we contact your present employer?

☐ Yes

☐ No

Most Recent Employer		Address		Telephone
Date Started: _____ Date Left: _____		Starting Position		
Starting Salary: \$ _____ Per: _____		Position on Leaving		
Salary on Leaving: \$ _____ Per: _____				
Name and Title of Supervisor				
Description of Duties		Reason for Leaving		
Previous Employer		Address		Telephone
Date Started: _____ Date Left: _____		Starting Position		
Starting Salary: \$ _____ Per: _____		Position on Leaving		
Salary on Leaving: \$ _____ Per: _____				
Name and Title of Supervisor				
Description of Duties		Reason for Leaving		
Previous Employer		Address		Telephone
Date Started: _____ Date Left: _____		Starting Position		
Starting Salary: \$ _____ Per: _____		Position on Leaving		
Salary on Leaving: \$ _____ Per: _____				
Name and Title of Supervisor				
Description of Duties		Reason for Leaving		
Previous Employer		Address		Telephone
Date Started: _____ Date Left: _____		Starting Position		
Starting Salary: \$ _____ Per: _____		Position on Leaving		
Salary on Leaving: \$ _____ Per: _____				
Name and Title of Supervisor				
Description of Duties		Reason for Leaving		

MAINTENANCE AND EQUIPMENT EXPERIENCE & QUALIFICATIONS

(List years of Experience)

Diesel Engine Tune-Up/Rebuilding _____ Diesel Injection Equipment _____ Gas Engine Tune-Up/Rebuilding _____
General Car Repair _____ Tire Service _____ Tire Recapping Mold _____ Wheel/Tire Balancing Machine _____
Brakes _____ Frame/Wheel Alignment _____ Drive Line Components _____ Air Conditioning _____ Inspections _____
Body Work _____ Cooling Systems _____ Electrical Repair _____ Trailer _____ Repair _____ Engine Analyzer _____
Electric Welder _____ Oxyacetylene Welder _____ Frame & Axle Straightening Equipment _____ Spray Paint Gun _____

DRIVER QUALIFICATIONS

Answer the questions in this section.

LICENSES - Drivers Licenses *held* in the past 3 years must be shown.

STATE	LICENSE NO.	CLASS	ENDORSEMENT(S)	EXPIRATION DATE

A. Have you ever been denied a license, permit or privilege to operate a motor vehicle? ☐ Yes ☐ No

B. Has any license, permit or privilege ever been suspended or revoked? ☐ Yes ☐ No

C. Have you ever been disqualified for violations of the Federal Motor Carrier Safety Regulations? ☐ Yes ☐ No

If you answered "Yes" to A, B, or C, attach a statement giving details.

DRIVING EXPERIENCE

Class of Equipment	Type of Equipment (Tank, Flat, Etc.)	Dates From	To	Approximate Total Miles
Straight Truck				
Tractor and Semi-Trailer				
Twin Trailers - LVC's				
Other:				

ACCIDENT REVIEW FOR PAST 3 YEARS (attach separate sheet of paper if more space is needed)

Dates	Nature of Accident (Head-on, Rear-End, Overturn, etc.)	Fatalities	Injuries
Last Accident			
Next Previous			
Next Previous			
Next Previous			

TRAFFIC CONVICTIONS AND FORFEITURES FOR THE PAST 3 YEARS OTHER THAN PARKING VIOLATIONS

Location	Date	Charge	Penalty

APPLICANT'S CERTIFICATION AND AGREEMENT

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, omissions or misrepresentations may result in my dismissal. I authorize the Company to make an investigation of any of the facts set forth in this application.

I understand that, in the absence of a collective bargaining agreement governing the terms of employment, employment at this Company is "at will," which means that either I or the 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 of the Company, other than the president, has any authority to alter the foregoing.

Date _____ Applicant's Signature _____

I understand that Nesbitt Contracting Co., Inc. / Century Materials, Inc. / Arizona Pavement Profiling, Inc. expressly forbid the use of alcoholic beverages while on duty or being under the influence of alcoholic beverages while on duty. I also understand that any use of illegal drugs or any abuse of prescription drugs on or off duty are also prohibited and will not be tolerated.

Accordingly, I understand that I may be required, as a part of the application process, to submit a blood test or urine test for the purpose of determining that the applicant is not in violation of the above-stated policy.

I understand that the test will be conducted by a qualified medical facility, to be selected by the company.

Applicants may be required to pay for their pre-employment drug and alcohol screens prior to providing the sample. If the test turns out negative, the employee will be reimbursed for his expense. Positive test results are non-refundable

Signed _____ Dated _____

FOR OFFICE USE ONLY

Interviewed by: _____ Date: _____

Remarks:

Hired: YES / NO Position: _____ Pay Rate: _____

ADDITIONAL INFORMATION

AFFIRMATIVE ACTION INFORMATION FORM

We are an affirmative action government contractor. In compliance with government regulations we are required to record the number of applicants by age and sex.

We ask that you indicate your race or national origin, date of birth and sex. DO NOT WRITE YOUR NAME. This information will not be kept with your application and will be used only in accordance with federal and state regulations.

YOU ARE NOT REQUIRED TO PROVIDE THIS INFORMATION. Your application for employment will be considered in the same manner whether or not you fill out this form.

☐ Male ☐ Female _____ Date of Birth

Do you consider yourself to be Hispanic or Latino? ☐ Yes or ☐ No

If not, what race/races do you consider yourself to be?

☐ White ☐ Black or African American ☐ Native Hawaiian or Other Pacific Islander
☐ Asian ☐ American Indian or Alaska Native ☐ Two or more races (Not Hispanic or Latino)

After completing the application, click the red "Click to Email Completed Form" button on the first page and follow prompts or save the form and email a copy to careers@nesbitts.com.