



4171 W 1st Avenue
Eugene, Oregon 97402
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www.binehamconstruction.com • info@binehamconstruction.com

APPLICATION FOR EMPLOYMENT

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

We hire and promote without regard to race, color, sex, national origin, religion, marital status, age, sexual orientation, prior industrial injury, or mental or physical disability unrelated to the job performance.

Personal Data

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

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

Street Address (if different): \_\_\_\_\_

Phone Number: \_\_\_\_\_ SSN#: \_\_\_\_\_ Date Available to Start Work: \_\_\_\_\_

Driver's License #: \_\_\_\_\_ State: \_\_\_\_\_ Class (CDL, ect): \_\_\_\_\_

Job Interest

Position you're applying for: \_\_\_\_\_

- Are you willing to work shift work? [ ] Yes [ ] No
Are you willing to work rotating shifts? [ ] Yes [ ] No
Are you willing to work weekends? [ ] Yes [ ] No
Are you willing to work day, swing and night Shifts? [ ] Yes [ ] No
Shift Preference: [ ] Day [ ] Swing [ ] Night
Are you comfortable with working heights? [ ] Yes [ ] No
Have you received any fall protection training? [ ] Yes [ ] No

A 'No' answer to any of the above questions will not automatically disqualify you from employment.

Employment at Bineham Construction, Inc. requires you to be punctual, dependable and careful. Do you feel you can meet these requirements? [ ] Yes [ ] No

## Former Employers

List your (4) four most recent employers, starting with the most current.				
Company Name		Start Date		End Date
Job Title				
Job Duties				
Reason for Leaving				
Company Address				
	Street	City	State	Zip
Supervisor			Supervisor Phone #	
Company Name		Start Date		End Date
Job Title				
Job Duties				
Reason for Leaving				
Company Address				
	Street	City	State	Zip
Supervisor			Supervisor Phone #	
Company Name		Start Date		End Date
Job Title				
Job Duties				
Reason for Leaving				
Company Address				
	Street	City	State	Zip
Supervisor			Supervisor Phone #	
Company Name		Start Date		End Date
Job Title				
Job Duties				
Reason for Leaving				
Company Address				
	Street	City	State	Zip
Supervisor			Supervisor Phone #	

## Professional References

Give (4) four names of others who have observed and know your work.			
Name	Address	Phone	Position
1)			
2)			
3)			
4)			

**APPLICANT ACKNOWLEDGMENT OF TERMS AND CONDITIONS OF THIS APPLICATION**

**IT IS IMPORTANT THAT YOU READ THIS SECTION CAREFULLY, AND THAT YOU FULLY UNDERSTAND IT BEFORE YOU SIGN IT. THIS SECTION AFFECTS YOUR LEGAL RIGHTS. IF YOU HAVE ANY QUESTIONS, PLEASE ASK A BINEHAM CONSTRUCTION, INC. REPRESENTATIVE BEFORE YOU SIGN THIS APPLICATION.**

By signing below, you promise that all information you have supplied in this application and any other form, oral or written, is complete, true and accurate. Any misstated, misleading, incomplete, or false information is grounds for rejection of this application form, refusal to hire, withdrawal of an offer of employment, or immediate discharge without recourse, whenever and however discovered. Your promise is made with the understanding that your statements will be relied upon in the hiring process. If you disagree with the policies and procedures listed below, you should not fill out an employment application form and should not seek employment with Bineham Construction, Inc. (the "Company").

1. **Background Check.** In order to learn as much as possible about the applicant, the Company engages in background checking, which may include communications with various agencies and organizations. In this regard, checks may be made with courts, credit reporting agencies, former employers, and educational institutions. You will be required to sign an authorization permitting background checks. Since employees may use Company vehicles and/or their own vehicle in pursuit of Company business, one of the concerns of the Company involves an individual's driving record. Therefore, the applicant's driving record may be checked. Likewise, an employee's driving record will be periodically checked. Not all agencies and organizations may be contacted for each applicant, but if you have reservations about the background checks, then you should not fill out an application.
2. **At-Will Employment.** This means an employee can terminate his/her employment with the Company at any time and for any reason. Similarly, the Company can terminate the employee at any time and for any reason. This at-will status cannot be changed by any oral or written statements by any supervisor or manager.
3. **Sexual Harassment.** Sexual harassment includes any unwelcome sexual advances, request for sexual favors, or other verbal or physical conduct of a sexual nature. Sexual harassment (including jokes, comments, touching, etc.) will not be tolerated and will be grounds for immediate termination.
4. **Policies and Rules.** The Company utilizes basic common-sense rules, standards, guidelines, and practices in its day-to-day work requirements and employment. Both written and unwritten standards of employment and job performance are in effect. The rules, standards, guidelines, and practices (oftentimes referred to as "policies") may be amended or rescinded from time to time at the discretion of the Company. These "policies" are not intended to and do not constitute any contractual relationship.
5. **Property Inspection.** Company property and premises include lockers, closets, or other receptacles for storing personal property. The Company reserves the right to inspect or search its property in the event grounds exist for such inspection or search. The grounds may include questions, suspicions, or investigation of theft or missing property (Company or otherwise), possession of alcoholic beverages or illicit drugs, and/or possession of dangerous weapons.
6. **Drug/Alcohol Testing.** In order to assure a drug-free work environment, the Company prohibits the use, sale, transfer, being under the influence and/or reporting to work after using or ingesting illicit drugs (including alcohol). One way to maintain a drug-free workplace is to test applicants and employees; and therefore, successful passage of a drug test will be a condition for employment and/or continued employment.
7. By my signature below, I attest that I have read and understand everything on this application.

\_\_\_\_\_  
Applicant's Printed Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Applicant's Signature