



PHEIFER BROTHERS CONSTRUCTION CO., INC.

The Pheifer Way · Encourage and Build · Since 1952

EMPLOYMENT APPLICATION

Character · Craftsmanship · Team

Pheifer Brothers is different by design. Our culture is built on 27 Foundations we call The Pheifer Way. We hire for character and train for skill. Please complete this application thoroughly and honestly — we value straight talk. Incomplete applications may not be considered.

*Fields marked with * are required.*

1. APPLICANT INFORMATION

Full Legal Name (First, Middle, Last) *

Street Address *

City *

State *

ZIP *

Primary Phone *

Email Address *

Position(s) Applying For

Date Available to Start

Desired Pay / Wage

How did you hear about this opportunity?

Are you already affiliated with a union? If so, who?

2. ELIGIBILITY, DRIVING & AVAILABILITY

Are you legally authorized to work in the United States?

☐ Yes ☐ No If needed, explain: _____

Are you at least 18 years of age?

☐ Yes ☐ No If needed, explain: _____

Do you have a valid Wisconsin (or reciprocal) driver's license?

☐ Yes ☐ No If needed, explain: _____

License Class / Endorsements (if any): _____ CDL? ☐ Yes ☐ No

Are you able and willing to drive company vehicles if required?

☐ Yes ☐ No If needed, explain: _____

List any moving violations, accidents, or license suspensions in the last 5 years (or write "None"):

Federally funded projects (many WisDOT jobs) have background requirements. A conviction does not automatically disqualify you.

Have you ever been convicted of a felony, or of any offense that would prevent you from working on federally funded highway/bridge projects?

☐ Yes ☐ No If needed, explain: _____

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If yes, please briefly explain (nature, date, disposition):

Are you able and willing to work outdoors in all Wisconsin weather conditions (heat, cold, rain, snow) during the construction season?

☐ Yes ☐ No If needed, explain: _____

Are you willing and able to work extended hours (50–70+ hours/week) and Saturdays during peak construction season when the project requires it?

☐ Yes ☐ No If needed, explain: _____

Are you willing to travel up to 2 hours each way to job sites on a daily basis if required by the project?

☐ Yes ☐ No If needed, explain: _____

Do you currently own (or are you willing to purchase and maintain in top condition) the common hand tools required for the position?

☐ Yes ☐ No If needed, explain: _____

3. EDUCATION & TRAINING

Highest Level of Education Completed

Trade School, Apprenticeship, or Relevant Certifications (crane, welding, CDL, OSHA, etc.)

Any other training or skills relevant to heavy highway / bridge construction:

4. EMPLOYMENT HISTORY

List your most recent employers first. Account for the last 5–7 years. Attach additional pages if needed. Be complete — gaps and reasons for leaving help us understand your story.

MOST RECENT EMPLOYER

Company Name

Job Title

Dates Employed (From – To)

Supervisor Name & Phone

Primary Duties / Responsibilities

Reason for Leaving

May we contact this employer? ☐ Yes ☐ No

PREVIOUS EMPLOYER

Company Name

Job Title

Dates Employed (From – To)

Supervisor Name & Phone

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Primary Duties / Responsibilities

Reason for Leaving

May we contact this employer? ☐ Yes ☐ No

PREVIOUS EMPLOYER

Company Name

Job Title

Dates Employed (From – To)

Supervisor Name & Phone

Primary Duties / Responsibilities

Reason for Leaving

May we contact this employer? ☐ Yes ☐ No

5. THE PHEIFER WAY – FOUNDATIONS ASSESSMENT

Our unique culture rests on 27 Foundations. The questions below help us understand how you approach work, people, and problems. There are no trick questions — we are looking for honest self-awareness and alignment with how we operate. Answer in your own words.

Rating Scale for numbered items: 1 = Rarely / Not like me 3 = Sometimes 5 = Always / Completely like me

1. ACT WITH INTEGRITY

Describe a time you made a mistake on the job (or outside of work) and chose to own it, even though it was uncomfortable. What did you do and what was the result?

2. BE VIGILANT ABOUT SAFETY

Have you ever stopped work, spoken up, or refused a task because you believed it was unsafe for yourself or a teammate? Briefly describe the situation and what happened.

Do you believe it is ever acceptable to take a safety shortcut if it saves significant time? ☐ Yes ☐ No Explain:

3. BE RELENTLESS ABOUT IMPROVEMENT

Tell us about a process, tool, or way of doing something on a previous job that you improved (or suggested improving). What changed and what was the benefit?

4. PRACTICE BLAMELESS PROBLEM-SOLVING

When something goes wrong on a crew, is your first instinct to figure out who is at fault, or to figure out how to fix it and keep it from happening again? Give a real example.

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5. BE PREPARED

I show up organized, with the tools and materials I need, and a clear plan for the workday. I know the priorities and work them first.

1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ (1 = Rarely / Not like me ... 5 = Always / Completely like me)

Do you currently maintain a full set of personal hand tools in good working order and bring them every day? ☐ Yes ☐ No

6. BE WILLING TO JUMP IN THE WATER

Describe a time you did whatever it took — started early, stayed late, or took on work outside your job description — because the team or the job needed it. What was the situation?

7. HONOR COMMITMENTS

If I say I will do something by a certain time, I deliver — or I communicate early if I cannot. I treat “on time” as 15 minutes early.

1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ (1 = Rarely / Not like me ... 5 = Always / Completely like me)

Are you willing to work the hours the construction season demands (including 50–70+ hour weeks and Saturdays when needed)? ☐ Yes ☐ No

8. GET CLEAR ON EXPECTATIONS

When you are given a task that is unclear or incomplete, what do you typically do? How do you make sure everyone ends a conversation or meeting knowing who is doing what by when?

9. DELIVER RESULTS

I focus on outcomes, not just effort. I follow up until the task is complete and hold myself (and my team) accountable for results.

1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ (1 = Rarely / Not like me ... 5 = Always / Completely like me)

10. BE A FANATIC ABOUT RESPONSE TIME

I respond to questions, calls, texts, and emails from supervisors and teammates quickly — even if only to say “got it, I’m on it.” I keep people updated.

1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ (1 = Rarely / Not like me ... 5 = Always / Completely like me)

11. LISTEN GENEROUSLY

When someone is speaking, I give them my full attention. I listen to understand rather than to reply, defend, or “be right.” I stay curious.

1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ (1 = Rarely / Not like me ... 5 = Always / Completely like me)

12. SPEAK STRAIGHT

Describe a time you had to raise a difficult issue, give honest feedback, or say something that could cause conflict because it was necessary for the team or the job to succeed. How did you handle it?

13. TAKE OWNERSHIP

When something needs to get done and it is not clearly “your job,” what do you do? Give an example of a time you took personal responsibility to make something happen rather than waiting or making excuses.

Are you willing and able to travel up to 2 hours each way to a job site daily if the project requires it? ☐ Yes ☐ No

14. SHOW MEANINGFUL APPRECIATION

I regularly recognize people when they do things right or help the team. I believe catching people doing things well is more effective than only pointing out errors.

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1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ (1 = Rarely / Not like me ... 5 = Always / Completely like me)

15. HAVE EACH OTHER'S BACKS

Describe a time you stepped into another role, covered for a teammate, or helped someone succeed even when it meant extra effort or inconvenience for you. Why did you do it?

16. BE A FANATIC ABOUT ACCURACY AND PRECISION

I pay close attention to details. I double-check my work because missing one detail can have enormous impact on a bridge or highway job. I also keep my work area clean and organized.

1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ (1 = Rarely / Not like me ... 5 = Always / Completely like me)

17. ASSUME POSITIVE INTENT

When a supervisor or teammate gives you direction or correction that you initially disagree with, what is your usual first assumption about their intent? How do you respond?

18. INVEST IN RELATIONSHIPS

I understand that our business (and our jobs) run on trust, and trust is built on relationships. I make decisions that strengthen long-term working relationships.

1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ (1 = Rarely / Not like me ... 5 = Always / Completely like me)

19. TEACH BY EXAMPLE

Have you ever formally or informally coached, trained, or mentored a less experienced co-worker? What did you do, and how did you approach it?

20. LEARN THE WHY

When someone shows you a way of doing a task that does not make sense to you, what do you do? Do you ask questions until you understand the reason behind the method?

21. TREASURE, PROTECT, AND PROMOTE OUR REPUTATION

Pheifer has built bridges in Wisconsin since 1952. What does it mean to you to protect and represent a multi-generation company reputation? How would your actions on and off the job reflect on the company?

22. "BRING IT" EVERY DAY

I approach every workday with energy, focus, purpose, and a sense of urgency. I am not "here just for the paycheck" or the type who thinks "there's always tomorrow."

1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ (1 = Rarely / Not like me ... 5 = Always / Completely like me)

23. TAKE PRIDE IN YOUR WORK

I have a healthy disdain for mediocrity. Good is not good enough. Before I consider something finished, I ask myself: "Is this my best work?"

1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ (1 = Rarely / Not like me ... 5 = Always / Completely like me)

24. EMBRACE CHANGE AND GROWTH

Describe a time you had to learn a new method, piece of equipment, or way of working that was outside your comfort zone. How did you handle it?

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25. BE A PRO

My actions and the condition of my work area, tools, and equipment make a strong statement about the pride I take in my performance. I take responsibility for keeping sites, equipment, and facilities clean, neat, and organized.

1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ (1 = Rarely / Not like me ... 5 = Always / Completely like me)

26. LOOK AHEAD AND ANTICIPATE

Give an example of a time you anticipated a problem before it happened and took steps to prevent it (or gave others the lead time they needed). What was the outcome?

27. ENJOY THE RIDE

What do you enjoy most about construction work or working on a team outdoors? How do you show that you value the people you work with and the contributions you make?

6. ADDITIONAL INFORMATION

Is there anything else you would like us to know about you, your experience, or why you want to work at Pheifer Brothers?

Professional References (Name, Relationship, Phone) — optional but helpful

7. CERTIFICATION & AUTHORIZATION

I certify that the information I have provided on this application is true and complete to the best of my knowledge. I understand that any false or misleading statement may result in rejection of this application or, if hired, termination of employment. I authorize Pheifer Brothers Construction Co., Inc. to investigate my background, references, employment history, driving record, and any other information relevant to my application, and I release all parties from liability for any damage that may result from furnishing such information. I understand that employment, if offered, is at-will and may be terminated by either party at any time.

Applicant Signature*: _____ Date*: _____

Printed Name*: _____

*Thank you for your interest in Pheifer Brothers Construction.
We build more than bridges — we build people and a culture that lasts.*