



# Job Application

*Pheifer is an equal opportunity employer and does not unlawfully discriminate in employment. No question on this application is used for the purpose of limiting or excluding any applicant from consideration for employment on a basis prohibited by local, state or federal law. Equal access to employment, services and programs is available to all persons. Those applicants requiring reasonable accommodation to the application and/or interview process should notify Pheifer.*

## GENERAL INFORMATION

Name: \_\_\_\_\_ Date: \_\_\_\_\_  
(Last) (First) (M.I.)

Address: \_\_\_\_\_ Phone: \_\_\_\_\_  
 \_\_\_\_\_ Email: \_\_\_\_\_

Under 18? \_\_\_\_\_ If yes, can you furnish a work permit? \_\_\_\_\_  
Yes/No Yes/No

Can you lawfully be employed in the US? \_\_\_\_\_ Current Employment Status: \_\_\_\_\_

Available Start Date \_\_\_\_\_ Previously Employed by Pheifer? If yes, when? \_\_\_\_\_

Type of Work Applying For: \_\_\_\_\_ Union Affiliation? \_\_\_\_\_  
Operator(Apprentice)/Laborer(Apprentice)/Carpenter(Apprentice)/Shop Help etc. Operator/Laborer/Carpenter/None

What experiences in your life qualify you for this position?

## EDUCATION

Highest Level of Education: \_\_\_\_\_

	Name of School	City/State/Zip	Major Field of Study	Degree of Certificate
High School:				
Apprenticeship:				
College:				
Advanced Degree:				
Other:				

## PREVIOUS EMPLOYMENT - List all previous employment from current job going backwards:

	Start Date	End Date	Name of Employer	Address	Title/Duties	Pay Rate	Reason for Leaving
1							
	Contact Name:			Phone:		Email:	
2							
	Contact Name:			Phone:		Email:	
3							
	Contact Name:			Phone:		Email:	
4							
	Contact Name:			Phone:		Email:	
5							
	Contact Name:			Phone:		Email:	

"An Equal Opportunity Employer"

**JOB RELATED QUESTIONS:**

Are you NCCO, or equivalent, certified for lattice boom crawler cranes?  Yes/No  
*If you answer no to this question, we recommend you apply for a laborer/ carpenter apprentice position first.*

Do you have at least 5 years' experience operating lattice boom cranes?  Yes/No

If yes, do you have experience operation cranes while pile driving?  Yes/No

Do you hold a Structural Welding Certificate?  Yes/No

Are you certified to install Epoxy Anchors?  Yes/No

Are you willing to purchase the personal tools required for construction?  Yes/No

During your employment history, have you ever been reprimanded for (Please Circle):

Theft, Drug or Alcohol Use?  Yes/No  Failure to follow Safety or Osha Rules?  Yes/No

Unsafe Work Practices?  Yes/No  Creating a hostile work environment, insubordination, intimidation or hazing?  Yes/No

If yes to any of the above, please explain: \_\_\_\_\_

**TRAVEL & CONVICTIONS:**

The nature of this business requires extensive unpaid travel to and from jobsites and an ability to operate company vehicles. In addition, project owners and insurance providers may require certain eligibility requirements and background checks to perform work on their sites. Answer of the below questions honestly and contact with any questions.

Do you have a current and legal driver's license?  Yes/No  If yes, a CDL?  Yes/No

Are you willing to commute up to 90 miles from Neenah, WI to work each day?  Yes/No  Do you have a vehicle capable of driving 180 miles each day?  Yes/No

Have you ever been convicted of a felony?  Yes/No  If yes, explain: \_\_\_\_\_

List all traffic violations and accidents for the last five years (Include OWI, DUI, and alike):

Date	Description	Location	Notes

**PERSONAL REFERENCES SECTION:** *Exclude family and previous employers*

Name	Email	Phone	Relationship

**VOLUNTARY DECLARATION**

Due to the fact that Pheifer is an Equal Employment Opportunity Employer, as part of our Affirmative Action requirements and our ongoing efforts to employ minorities and females, Pheifer requests the following information. Your response on the form, either by not filling it out or regardless of how the items are checked, will not have any effect on your prospective employment at Pheifer.

I prefer not to complete this section.

or

I am:  Male  Female

I am a United States Military Veteran:  Yes  No

I am:  White  Asian  African American  Native American  Hispanic

**LEGAL SECTION**

I, \_\_\_\_\_, hereby authorize Pheifer to contact, obtain and verify the accuracy of information contained in this application from all previous employers, educational institutions and references. I also hereby release from liability the potential employer and its representatives from seeking, gathering, and using relevant information to make employment decisions and all other persons or organizations for providing such information.

I understand that any false, misrepresentation or material omission made by me on this application will be sufficient cause for cancellation of this application or immediate termination of employment if I am employed, whenever it may be discovered.

If I am employed, I acknowledge that there is no specific length of employment and that this application does not constitute an agreement or contract for employment. Accordingly, either I or the employer can terminate the relationship at will, with or without cause, at any time.

I understand that it is the policy of this organization not to refuse to hire or otherwise discriminate against a qualified individual with a disability because of that persons need for a reasonable accommodation as required by the ADA.

I also understand that if I am employed, I will be required to provide satisfactory proof of identity and legal work authorization within three (3) days of being hired. Failure to submit such proof within the required time shall result in immediate termination of employment.

I understand this application will be considered inactive after 45 days. If an applicant continues to be interested in employment with Pheifer after 45 days, the applicant will be required to complete a new application.

**Applicant's Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_