



IMPORTANT NOTICE FOR APPLICANT

1. Complete the entire application (front and back).
 2. Be certain others can read your application. Please print.
 3. Completion of an application does not ensure that you will be interviewed or hired, but that you will be considered for vacancies available within your stated occupational preferences or other suitable positions.
 4. Applications are active for the current calendar year only.
 5. If offered employment, you must provide documentation of your identity and eligibility to work in the U.S. within three (3) days from your first day worked; pursuant to the Immigration Reform and Control Act of 1986. (A driver's license and social security card will satisfy this requirement; however, other documents may also be used.)
 6. If offered employment that requires highway driving, you must present a valid driver's license.
 7. If offered employment, you must provide a valid social security card.
 8. If offered employment, you must complete a substance abuse test; the results of which are satisfactory to Ebert Construction Co., Inc.
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Acknowledgement and Attestation

I understand that a payroll deduction of \$50.00, for substance abuse test fees, will be withheld from any compensation owed to me in the event my employment is terminated for any reason prior to the completion of two hundred hours of service.

I hereby represent that all information provided with my application is correct and complete to the best of my knowledge. I understand that any incorrect or false statements of information furnished by me may void the application or subject me to discharge at any time after employment. I understand that if offered employment, my employment will be for no specified period and may be terminated by the company or me at any time with or without cause. I also hereby permit my present and prior employers to divulge any relevant personal information from my personnel file(s) to Ebert Construction Co., Inc.

Signature of Applicant: _____ Date: _____

This page must be attached to the Application for Employment.



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

TO: EMPLOYEES, APPLICANTS FOR EMPLOYMENT, POTENTIAL EMPLOYEES, MINORITY
AND FEMALE REFERRAL AGENCIES AND EEO COMPLIANCE OFFICERS

Resolved, that it is and will continue to be the policy of Ebert Construction Co., Inc., Wamego, Kansas not to discriminate against any applicant for employment, or any employee, because of race, color, religion, national origin, veteran status, handicap, age, or sex. We will take affirmative action to insure that this policy is implemented, particularly with regard to employment, upgrading, demotion, transfer, recruitment and recruitment advertising, layoff and termination, compensation, training, and working conditions.

We will continue to make it understood by the employment entities with whom we deal, and in our employment opportunity announcements that the foregoing is our policy, and that applicants and employees will continue to be compensated, trained, advanced, demoted, terminated, hired and transferred solely on the basis of their skill, devotion, loyalty, honesty, reliability, and integrity.

All present employees are requested to encourage minorities, women, and veterans of the Vietnam era and qualified handicapped persons to make application for employment with this company. It is also the policy of the company to satisfy special accommodations for qualified handicapped individuals.

It is the policy of this company to ensure and maintain a working environment free of harassment, intimidation, and coercion at all sites, and in all facilities at which our employees are assigned to work. This policy will be rigidly adhered to at all times. Any violation of this policy should be reported immediately to your supervisor or the company EEO officer.

It is the policy of this company that all facilities and company activities are non-segregated except that separate or single-user toilet and necessary changing facilities shall be provided to assure privacy between the sexes.

This company is bound to live up to the provisions of the Civil Rights Act of 1964 and 1991, as amended, Executive Order No. 11246 and The Americans with Disabilities Act of 1990. Anyone who believes he or she has been discriminated against should report this fact promptly.

Any complaint of alleged discrimination by this company, its supervisors or employees, or any person or organization acting on behalf of the company, should immediately be called to the attention of the company EEO officer.

The company EEO Officer is: Dirk Riniker, PO Box 198, Wamego, Kansas, Work Number 785-456-2455.


James E. Ebert, C.E.O.



APPLICATION FOR EMPLOYMENT

Please complete both sides of this form and return to:
 Ebert Construction Co., Inc.
 PO Box 198, 103 W. Valley Street
 Wamego, KS 66547-0198
 Phone (785) 456-2455 Fax (785) 456-2017

We are an equal opportunity employer, dedicated to a policy of nondiscrimination in employment on any basis including race, color, age, sex, religion, handicap, or veteran status.

Personal Information

Date: _____ Social Security Number: _____

Name: _____

Last First Middle

Current Address: _____

Street City State Zip

Phone Number: _____ Are you at least 18 years old? _____

Employment Desired

Position _____ Date you can start: _____ Salary Desired: _____

Are you employed now? _____ If so, may we contact your current employer? _____

Have you ever applied to this company before? _____ When? _____

Education

	Name and location of school	Circle last year completed	Did you graduate?	Subjects studied and degree(s) received
High School		1 2 3 4		
College or Other		1 2 3 4		

GeneralJob Related Skills (Types of equipment and length time operated):

Do you have a driver's license? _____ If so, indicate class and endorsements: _____

Former Employers

List below your last three employers, starting with the most recent one.

Date Month and year	Name and Address of Employer	Salary (Upon leaving)	Position	Reason for Leaving
From				
To				
From				
To				
From				
To				

References

List below at least two persons not related to you, whom you have known for at least one year.

Name	Relationship to Applicant	Address	Years Acquainted	Occupation

Authorization

I authorize investigation regarding all statements contained in this application. I understand that misrepresentation of information requested is cause for dismissal. Further I understand and agree that my employment is for no definite period and may, regardless of the date of payment of my wages and salary, be terminated at any time without cause and without any previous notice.

Date: _____

Signature: _____
