



10960 Wheatlands Ave., Ste. 105
Santee, CA 92071
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License # 756809
www.dowlingconst.com

Employment Application

An Equal Opportunity Employer

Please Print

Date Last Name First Name Middle

Present Address

No. & Street City State Zip Code

Permanent Address (if different from present address)

No. & Street City State Zip Code

Business Phone Home Phone Email Address

Employment Desired

Position applying for: _____

Are you applying for:

- Regular full-time work?..... Yes No
- Regular part-time work?..... Yes No
- Temporary work, e.g., summer or holiday work?..... Yes No

What days and hours are you available for work? _____

If applying for temporary work, during what period of time will you be available?

From: _____ To: _____

Are you available for work on weekends?..... Yes No

Would you be available to work overtime, if necessary?..... Yes No

If hired, what date can you start work? _____

Employment Application

Personal Information

How did you hear about our company and this job opening? _____

Have you ever applied here before? _____

If yes, when? _____

Yes No

Why are you applying for work at Dowling Construction? _____

If hired, would you have a reliable means of transportation to and from work?..... Yes No

Are you at least 18 years old? (If under 18, hire is subject to verification that you are of minimum legal age.)..... Yes No

Are you able to perform the essential functions of the job for which you are applying, either with or without reasonable accommodation? Yes No

If no, describe the functions that cannot be performed.

(Note: We comply with the ADA and consider reasonable accommodation measures that may be necessary for eligible applicants/employees to perform essential functions. Hire may be subject to passing a medical examination, and to skill and agility tests.)

Employment Application

Education, Training, and Experience

School	Name and Address	No. of Years Completed	Did you Graduate?	Degree or Diploma
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High School

Name _____

Yes No

Address _____

City _____ State _____ Zip Code _____

Yes No

College/ University

Name _____

Address _____

City _____ State _____ Zip Code _____

Vocational/ Business

Name _____

Address _____

City _____ State _____ Zip Code _____

Yes No

Training

Name _____

Address _____

City _____ State _____ Zip Code _____

Do you have any other experience, training, qualifications, or skills that you feel make you especially suited for work at James Dowling Construction Inc.?

Yes No

If so, please explain:

Employment Application

Employment History

List below all present and past employment starting with your most recent employer.

Name of Employer

Phone Number

Type of Business

Your Supervisor's Name

Address & Street

City

State

Zip Code

Dates of Employment: _____
From _____ To _____

Your Position and Duties

Reason for Leaving

Current employer?..... Yes No

May we contact this employer for a reference?..... Yes No

.....

Name of Employer

Phone Number

Type of Business

Your Supervisor's Name

Address & Street

City

State

Zip Code

Dates of Employment: _____
From _____ To _____

Your Position and Duties

EMPLOYMENT APPLICATION

References

List below three persons not related to you who have knowledge of your work performance within the last three years.

_____		_____			_____	
First Name		Last Name		Phone Number		
_____		_____		_____	_____	
Address & Street		City		State	Zip Code	
_____		_____				
Occupation		No. of Years Acquainted				

_____		_____			_____	
First Name		Last Name		Phone Number		
_____		_____		_____	_____	
Address & Street		City		State	Zip Code	
_____		_____				
Occupation		No. of Years Acquainted				

_____		_____			_____	
First Name		Last Name		Phone Number		
_____		_____		_____	_____	
Address & Street		City		State	Zip Code	
_____		_____				
Occupation		No. of Years Acquainted				

EMPLOYMENT APPLICATION

Please Read Carefully, Initial Each Paragraph and Sign Below

Initials

I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery.

Initials

I hereby authorize Dowling Construction Inc. to thoroughly investigate my references, work record, education and other matters related to my suitability for employment (excluding criminal background information) unless otherwise specified above. I further authorize the references I have listed to disclose to the company any and all letters, reports and other information related to my work records, without giving me prior notice of such disclosure. In addition, I hereby release the Company, my former employers and all other persons, corporations, partnerships and associations from any and all claims, demands or liabilities arising out of or in any way related to such investigation or disclosure.

Initials

I understand that nothing contained in the application, or conveyed during any interview which may be granted or during my employment, if hired, is intended to create an employment contract between me and the Company. In addition, I understand and agree that if I am employed, my employment is for no definite or determinable period and may be terminated at any time, with or without prior notice, at the option of either myself or the Company, and that no promises or representations contrary to the foregoing are binding on the company unless made in writing and signed by me and the Company's designated representative.

Initials

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire.

The Company will consider qualified applicants, including those with criminal histories, in a manner consistent with state and local "Fair Chance" laws.

Date

Applicant's Signature

INDUSTRIAL ESSENTIAL FUNCTIONS

The answers you provide to the following questions will be used as a guide to assist in your **safe job placement, based on a 8 to 10 hour day, 40+ hours a week.** Please answer all questions honestly and completely. If you have any questions please email them to: info@dowlingconst.com

Applicant Name: _____ Applicant Signature: _____ Date: ____/____/____

WRIST REPETITION
Defined as repetitious movement of your wrists. Does include, but is not limited to: SANDING, PULLING LUMBER, STACKING, ETC.

Please check at what weight range you can **safely** perform the above functions.

- 0 - 15 lbs. []
- 16 - 25 lbs. []
- 26 - 50 lbs. []
- 51 - 99 lbs. []
- 100+ lbs. []

Do you require any accommodations for the weight checked above?

YES NO

List _____

PUSHING/PULLING
Defined as using upper body and arms to move objects from place to place.

Please check at what weight range you can **safely** perform the above functions.

- 0 - 15 lbs. []
- 16 - 25 lbs. []
- 26 - 50 lbs. []
- 51 - 99 lbs. []
- 100+ lbs. []

Do you require any accommodations for any of the above?

YES NO

List _____

FINGER DEXTERITY
Defined as the ability to use ones fingers for specific tasks.

(check all that you can safely perform)

Small, delicate work []

Moderate sized work []

Large, bulky work []

Repetitive finger movement []

Do you require any accommodations for any of the above?

YES NO

List _____

FLEXIBILITY
Defined as a person's ability to move and bend their body with reasonable ease and comfort.

Can you safely do the following for 8-10 hours a day?:

- Bend at the waist? Y / N
- Twist from side-to side? Y / N
- Squat down? Y / N
- Crawl on hands & knees? Y / N
- Kneel? Y / N
- Stand while stationary Y / N
- Walking and standing Y / N

Do you require any accommodations for any of the above?

YES NO

List _____

LIFTING OR CARRYING
Defined as a person's ability to use lower body & upper body strength to move objects from place to place.

Please check the appropriate boxes indicating the possible maximum weights that can be handled safely.

Consistent	Yes	No	Max. lbs.
Lifting to waist			
Lifting to chest			
Lifting overhead			
Lifting & walking			
Occasional			
Lifting to waist			
Lifting to chest			
Lifting overhead			
Lifting & walking			

Do you require any accommodations for any of the above?

YES NO

List _____

OTHER
 In this section list any additional problems or atmospheres that you would need accommodations for, or conditions and/or jobs

WORK ATMOSPHERE
Defined as the surrounding environmental conditions present in a workplace.

conditions/exposures:
 Can you work in the following?

- Heights Y / N
- Close Quarters Y / N
- In Crowds Y / N
- Dirty/Dusty areas Y / N
- Extreme Heat Y / N
- Extreme Cold Y / N
- Wet Conditions Y / N
- Fumes (paint, wood, etc) Y / N
- Chemicals Y / N
- Household / Industrial Y / N
- Animals/Insects Y / N
- Plants/Pollens Y / N

Do you require any accommodations for any of the above?

YES NO

List _____

Essential Functions 11/03