



Bacco Construction Company

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Iron Mountain, MI 49801
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An Equal Opportunity Employer

APPLICATION FOR EMPLOYMENT

PLEASE PRINT Date of Application_____

Name:_____ Phone #_____

Address:_____

Email Address:_____

Are you authorized to work in the United States? Yes No

Position applied for:_____ Union affiliation, if any_____

Can you perform all of the job functions of the position for which you are applying? Yes No

If not, describe how, with or without reasonable accommodation, you will be able to perform the job function(s) : _____

Would you be willing to take a screen test for illegal drugs? Yes No

Were you ever convicted of a crime? Yes No If yes, when, where, and nature of offense:

Date available for work:_____

EMERGENCY INFORMATION:

Person to notify in case of emergency:_____

Phone Number:()_____

Address:_____

List any friend(s) and relatives working for Bacco Construction Company:

Name: _____ Relationship: _____

EMPLOYMENT HISTORY AND EXPERIENCE:

Have you ever served in an apprenticeship program? Yes No How Long? _____

When served? _____ Where served? _____ Trade _____

Do you have any special training, skills, qualifications, or other experience that relate to the position applied for? If yes, please explain: _____

Are you now employed? Yes No Where _____

PREVIOUS EMPLOYERS: (List current or most recent job first)

1	Employer	Date		Work Performed
	Address	From	To	
	City State Zip			
	Phone Number	Hourly Rate / Salary		
	Job Title	Starting	Final	
	Supervisor			
	Reason for Leaving			

2	Employer	Date		Work Performed
	Address	From	To	
	City State Zip			
	Phone Number	Hourly Rate / Salary		
	Job Title	Starting	Final	
	Supervisor			
	Reason for Leaving			

3	Employer	Date		Work Performed
	Address	From	To	
	City State Zip			
	Phone Number	Hourly Rate / Salary		
	Job Title	Starting	Final	
	Supervisor			
	Reason for Leaving			

4	Employer	Date		Work Performed
	Address	From	To	
	City State Zip			
	Phone Number	Hourly Rate / Salary		
	Job Title	Starting	Final	
	Supervisor			
	Reason for Leaving			

RECORD OF EDUCATION:

Education	Name / Location	Years Completed	Diploma / Degree	Courses of Study
High School				
College				
Graduate				
Certifications				

ADDITIONAL REMARKS:

IF ADDITIONAL SPACE IS NEEDED, PLEASE ATTACH ANOTHER SHEET.

DRIVER APPLICANT INFORMATION

Name: _____
First Complete Middle Last

If a Commercial Drivers License is required for the position you applied for per Section 391.21 of the Federal Motor Carrier Safety Regulation, enter your Date of Birth _____

If at current address less than 3 years, previous address: _____

List all states that a drivers license was held during the last (5) years.

STATE	LICENSE NUMBER	TYPE	EXPIRATION DATE
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Have you ever been denied a drivers license, permit, or privilege to operate a motor vehicle?

Yes No If yes, explain: _____

Has any license, permit, or privilege ever been suspended or revoked? Yes No

If yes, explain: _____

DRIVER EXPERIENCE AND RECORD:

Class of Truck Driven	Type of Equipment	Dates		Total Miles Driven
	Van, Truck, Dump, etc.	From	To	
Dump Tractor	_____	_____	_____	_____
Tractor-Two Trailers	_____	_____	_____	_____
Tractor & Semi Trailer	_____	_____	_____	_____
Other	_____	_____	_____	_____

LIST ALL ACCIDENTS FOR THE PAST THREE (3) YEARS.

Date	Nature of Accident (Head-On, Rear-End, etc.)	Injuries	Fatalities
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

LIST ALL TRAFFIC CONVICTIONS AND FORFEITURES FOR THE PAST THREE (3) YEARS.

Date	Location	Type of Charge	Penalty
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

TO BE READ AND SIGNED BY ALL APPLICANTS

I hereby authorize Bacco Construction Company to make such investigations and inquiries on my personal, employment, education, driving record, criminal history, financial, or medical history and other related matters as may be necessary to arrive at an employment decision. I hereby release employers, schools or persons from all liability in responding to inquiries in connection with my application.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge of employment. I also understand that I am required to abide by all rules and regulations of Bacco Construction Company, as permitted by law.

I hereby understand that construction work is seasonal, and therefore, if hired, my employment will most likely be terminated at the seasons end or upon completion of the project for which I was hired.

I understand all employment is terminable at the will of either the employee or Bacco Construction Company and any oral statements to the contrary should not be relied upon by any prospective or existing employee.

I agree that any action or suit against the firm, its agents or employees, arising out of my employment or termination of employment, including, but not limited to, claims arising under State and Federal law, but not Federal civil rights statutes containing a separate limitations period, must be brought within 180 days of the event giving rise to the claims or be forever barred unless the applicable statute of limitations period is shorter than 180 days in which case I will continue to be bound by that shorter limitations period. I waive any limitation periods to the contrary. I further agree that if I should bring any non-statutory action or claim arising out of my employment against the firm, in which the firm prevails, I will pay to the firm any and all such costs incurred by the firm in defense of said claims or actions, including attorney fees.

Bacco Construction Company recognizes that drug and alcohol abuse creates serious problems for employees. Bacco takes a cooperative and constructive effort to overcome drug and alcohol abuse by fostering and encouraging an environment that assures all employees are fit for duty while on the job. Employees and applicants are subject to testing for the presence of alcohol, drugs or controlled substances.

I understand that this application will be kept on file at Bacco Construction Company for no more than ninety (90) days from the date of application. After ninety (90) days, if I still desire to seek employment with Bacco Construction Company, I will have to complete a new application.

Under the Persons with Disabilities Civil Rights Act, a person may allege a violation of the Act regarding failure to accommodate only if the person notifies the employer in writing of the need for accommodation within 182 days after the date the person knew or reasonably should have known that an accommodation was needed.

The Civil Rights Act of 1964, as amended, prohibits discrimination in employment practice because of age, race, color, religion, sex and national origin.

This certifies that this application has been completed by me, and that all information given is true and complete.

Applicant's Signature

Date