

FIELD LABORER KEARNEY

Hausmann has steadily matured into one of the region's premier commercial general contracting, construction management, and design-build firms. Our team is looking for people ready to get their feet wet in the construction industry and those interested in experiencing all facets of an active construction site as a field laborer.

This position is an entry-level position that will assist in the organization and clean-up of on-going commercial construction projects. Primary duties center around assisting the foreman or superintendent in keeping a jobsite running efficiently and safely. Specific tasks may include the timely and workmanlike performance of grouting, demolition work, installation of safety rails or partitions, tool inspection and tracking. The ability to work productively with others, maintain open lines of communication and demonstrate problem-solving skills are all attributes we seek from successful applicants.

An exciting opportunity with Hausmann awaits the right candidate. This is a busy, high-volume and friendly environment that will suit a hardworking person with the desire to grow in a company with an award-winning culture. Benefits include a competitive wage, comprehensive and competitive benefits package, an energetic work environment and opportunities for advancement.

Submit your resume at

www.hausmannconstruction.com/careers

or send your resume and cover letter directly to
careers@hausmannconstruction.com





APPLICATION FOR EMPLOYMENT

Please print clearly and answer all questions. You may attach a resume to this application; however, resumes are not a substitute for a completed application.

Hausmann Construction is an equal opportunity employer. Applicants are considered for positions without regard to race, religion, sex, national origin, age, disability, or any other consideration made unlawful by applicable federal, state, or local laws.

NAME _____ **DATE** _____

Position(s) Applied For _____

Telephone # _____ Alt # _____

Current Address _____

Email Address _____

Desired Salary or Hourly Rate _____ Date on which you can start _____

If under the age of 18, can you produce the necessary work certificate at the time of employment? _____

Type of Employment Desired? Full-Time Part-Time Willing to work overtime? Yes No

Have you previously applied for employment with Hausmann Construction? Yes No If so, When? _____

Have you ever been employed by Hausmann Construction? Yes No If so, When? _____

Instructions for answering the next two questions: Do not include convictions that were sealed, eradicated, erased, annulled by a court, or expunged, or convictions that resulted in referral to a diversion program.

Have you ever plead guilty or no contest to, or been convicted of any criminal offense other than the applicable exceptions listed above?

Yes No

Have you ever been arrested for any matters for which you are out on bail or on your own recognizance pending trial?

Yes No

Criminal Offenses Only: If you answered "yes" to either of the above two questions, please provide the date(s) and explain in accordance with the above instructions so that individual circumstances can be considered.

Criminal convictions or arrests will not automatically disqualify an applicant from a particular job. Hausmann Construction will consider the nature of the crime, its seriousness, whether the conviction(s) substantially relates to the position's functions and qualifications, the frequency of convictions, the applicant's age at the time of conviction, the time elapsed since the date of conviction or completion of jail sentence, the applicant's entire work and educational history, and employment references and recommendations.

Have you ever initiated an act of violence in the workplace?

Yes No

If yes, please provide the date(s) and explain so that individual circumstances can be considered. (A "yes" answer will not necessarily disqualify you from employment.)

List all special technical skills that you feel qualify you for the job for which you are applying. (e.g., computer operation, language, software programs, equipment operations, special tools or machines, etc.)

EDUCATION	School Name and Location	Course of Study	Did You Graduate	# of Years Completed	Degree/Major
High School					
College					
Business/Tech or Trade School					
Advanced Degree					
Professional Certifications or Licensure					

Additional Information relative to change of name, use of an assumed name, or nickname necessary to enable a check on your work and educational records? [] Yes [] No

WORK EXPERIENCE

Please list the names of your present or previous employers in chronological order with present or last employer listed first. Account for all periods of time including any period of unemployment. If self-employed, supply firm name and business references. You may include any verifiable work performed on a volunteer basis, internships, or military service. Your failure to completely respond to each inquiry may disqualify you for future consideration from employment.

Employer Name _____ Address _____

Telephone # _____ Dates of Employment _____

Job Title _____ Supervisor's Name _____

Job Duties _____

Reason for Leaving? _____

May we contact this employer? [] Yes [] No

Employer Name _____

Address _____

Telephone # _____

Dates of Employment _____

Job Title _____

Supervisor's Name _____

Job Duties _____

Reason for Leaving? _____

May we contact this employer? Yes No

Employer Name _____

Address _____

Telephone # _____

Dates of Employment _____

Job Title _____

Supervisor's Name _____

Job Duties _____

Reason for Leaving? _____

May we contact this employer? Yes No

Please explain fully all gaps in your employment history in excess of one month.

Have you ever been terminated or asked to resign from any job?

Yes No

Has your employment ever been terminated by mutual agreement?

Yes No

Have you ever been given the choice to resign rather than be terminated?

Yes No

If you answered Yes to any of the above three questions, please explain the circumstances of each occasion.

REFERENCES:

Please list the names of additional work-related references we may contact. Individuals with no prior work experience may list school or volunteer related references.

Name	Position	Company	Work Relationship	Telephone #	Email Address

Please list the names of personal references (not previous employers or relatives) who know you well that we may contact.

Name	Occupation	Address	Telephone #	Email Address	# of Years Known

Application Certification

I understand and agree that if driving is a requirement of the job for which I am applying, my employment and/or continued employment is contingent on possessing a valid driver's license and automobile liability insurance in an amount equal to the minimum required by the state where I reside.

I understand Hausmann Construction maintains a drug-free workplace and has a drug and/or alcohol testing and pre-employment physical screening program in place. If I am offered a conditional offer of employment, I understand that if my pre-employment (post-offer) drug and/or alcohol test is positive, the employment offer may be withdrawn. I agree to work under the conditions requiring a drug-free workplace, consistent with applicable federal, state, and local law. I also understand that all employees of the location, pursuant to Hausmann Construction's policy and federal, state, and local law, may be subject to urinalysis and/or blood screening or other medically recognized tests designed to detect the presence of alcohol or controlled drugs. If employed, I understand that the taking of alcohol and/or drug tests is a condition of continual employment, and I agree to undergo alcohol and drug testing consistent with Hausmann Construction's policies and applicable federal, state, and local law.

If employed by Hausmann Construction, I understand and agree that Hausmann Construction, to the extent permitted by federal, state, and local law, may exercise its right, without prior warning or notice, to conduct investigations of property (including, but not limited to, files, lockers, desks, vehicles, and computers) and, in certain circumstances, my personal property.

I understand and agree that as a condition of employment and to the extent permitted by federal, state, and local law, I may be required to sign a confidentiality, non-compete, and/or conflict of interest statement.

I certify that all the information on this application, my resume, or any supporting documents I may present during any interview is and will be complete and accurate to the best of my knowledge. I understand that any falsification, misrepresentation, or omission of any information may result in disqualification from consideration for employment, or if employed, disciplinary action, up to and including immediate dismissal.

I understand that neither this application nor any communication by a management representative is intended to create or does contract of employment, offer, or promise of employment for a definite term. I acknowledge that if hired by Hausmann Construction, employment is on an At-Will basis in accordance with state law. This means the company is free to terminate my employment at any time, with or without cause or advance notice, in accordance with state law, and acceptance of employment is not a contract of employment for any specified time. Similarly, I am free to terminate my employment with the company at any time for any reason. This At-Will provision may be modified or waived only in a written agreement signed by an authorized representative of Hausmann Construction and me. I agree to conform to the rules and regulations of the company, and I understand that the company has complete discretion to modify such rules and regulations at any time, except that it will not modify its policy of Employment At-Will or its arbitration policy, if any.

I authorize Hausmann Construction or its agents to confirm all statements contained in this application and/or resume as it relates to the position I am seeking and to the extent permitted by federal, state, or local law. I agree to complete any requisite authorization forms for the background investigation.

I authorize and consent to, without reservation, any party or agency contacted by this employer to furnish the above-mentioned information. I hereby release, discharge and hold harmless, to the extent permitted by federal, state, and local law, any party delivering information to Hausmann Construction or its duly authorized representative pursuant to this authorization from any liability, claims, charges, or causes of action which I may have as a result of the delivery or disclosure of the above requested information. I hereby release from liability Hausmann Construction and its representative for seeking such information and all other persons, corporations, or organizations furnishing such information.

If hired by Hausmann Construction, I understand that I will be required to provide genuine documentation establishing my identity and eligibility to be legally employed in the United States. I also understand Hausmann Construction participates in the E-Verify program and employs only individuals who are legally eligible to work in the United States.

Applicant Signature _____

Date _____

Print Name _____

Applicant Affirmative Action Plan Self-Identification Form

Name: _____

Date: _____

Position(s) for which you are applying for: _____

Hausmann Construction is subject to Executive Order 11246, as amended, which requires Federal contractors to ensure that applicants are employed and that employees are treated during employment without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin. We are therefore requesting information about race and gender in order to comply with government reporting requirements and in order to ensure equal employment opportunity.

Submission of this information is voluntary and will be kept confidential. Refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with Federal affirmative action regulations.

MALE FEMALE I CHOOSE NOT TO SELF-IDENTIFY

- WHITE (not Hispanic or Latino)
- BLACK or AFRICAN AMERICAN (not Hispanic or Latino)
- HISPANIC OR LATINO
- ASIAN (not Hispanic or Latino)
- AMERICAN INDIAN/ALASKA NATIVE (not Hispanic or Latino)
- NATIVE HAWAIIAN or PACIFIC ISLANDER (not Hispanic or Latino)
- TWO or MORE RACES (not Hispanic or Latino)

I CHOOSE NOT TO SELF-IDENTIFY

Definitions of Race/Ethnic Categories

White (Not Hispanic or Latino) - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Black or African American (Not Hispanic or Latino) - A person having origins in any of the black racial groups of Africa.

Hispanic or Latino - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

Asian (Not Hispanic or Latino) - A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Island, Thailand, and Vietnam.

American Indian/Alaska Native (not Hispanic or Latino) - A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

Native Hawaiian or Pacific Islander (Not Hispanic or Latino) - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Two of More Races (Not Hispanic or Latino) - All persons who identify with more than one of the above five races.

Applicant Affirmative Action Plan Self-Identification Form

Name: _____

Date: _____

Position(s) for which you are applying for: _____

Hausmann Construction is subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA), which requires Government contractors to take affirmative action to employ and advance in employment veterans in the following classifications:

Submission of this information is voluntary and will be kept confidential. Refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with Federal affirmative action regulations.

A "disabled veteran" is one of the following:

- o a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or
 - o a person who was discharged or released from active duty because of a service-connected disability.
- A "recently separated veteran" means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval, or air service.
- An "active duty wartime or campaign badge veteran" means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.
- An "Armed forces service medal veteran" means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.
- If you believe you belong to any of the categories of protected veterans listed above, please indicate by checking the appropriate box below. As a Government contractor subject to VEVRAA, we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA.

I IDENTIFY AS ONE OR MORE OF THE CLASSIFICATIONS OF PROTECTED VETERAN LISTED ABOVE

I AM NOT A PROTECTED VETERAN

Applicant Affirmative Action Plan Self-Identification Form

Name: _____

Date: _____

Position(s) for which you are applying for: _____

Hausmann Construction is subject to section 503 of the Rehabilitation Act of 1973, which requires Government contractors to take affirmative action to employ and advance persons with disability status.

Submission of this information is voluntary and will be kept confidential. Refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with Federal affirmative action regulations.

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition.

Disabilities include, but are not limited to:

Blindness Deafness

Cancer

Diabetes Epilepsy

Autism Cerebral palsy

HIV/AIDS

Schizophrenia

Muscular dystrophy

Bipolar disorder

Major depression

Multiple sclerosis (MS)

Missing limbs or partially missing limbs

Post-traumatic stress disorder (PTSD)

Obsessive compulsive disorder

Impairments requiring the use of a wheelchair Intellectual disability (previously called mental retardation)

Other

Federal law requires employers to provide reasonable accommodation to qualified individuals with disabilities. Please inform us if you require a reasonable accommodation to apply for a job or to perform the required job duties. Reasonable accommodation includes, but is not limited to, making a change to the application process or work procedures, providing documents in an alternate format, using a sign language interpreter, or using specialized equipment.

YES, I HAVE A DISABILITY (or previously had a disability)

NO, I DON'T HAVE A DISABILITY

I DON'T WISH TO ANSWER