



WE ARE AN EQUAL OPPORTUNITY EMPLOYER APPLICATION FOR EMPLOYMENT

Cobra Construction, Inc., 4010 Thor Drive, Boynton Beach, FL 33426
561-276-3820

PART A Cobra Construction, Inc. is an equal opportunity employer. In all our employment practices, including hiring, we are firmly committed to equal opportunity without regard to race, religion, color, sex, age, national origin, citizenship, disability or any other basis of discrimination prohibited by applicable local, state or federal law. Applicants requiring reasonable accommodation to the application and/or interview process should notify the Human Resources Manager.

PERSONAL INFORMATION:

Position(s) applied for: _____

Note: A conditional offer of employment is based on the candidate's ability to meet the physical requirements of the job. CONSTRUCTION: Able to lift 50 lbs, standing for long periods of time, kneeling and squatting repeatedly, working in adverse weather conditions at times.

Last Name	First Name	Middle	Social Security #	
Street Address	City	State	Zip Code	Phone #

Applicant Email Address: _____

If you are under 18 and it is required, can you furnish a work permit? YES NO

If no, please explain _____

Have you submitted an application here before? YES NO If yes, give dates _____

Have you ever been employed here before? YES NO If yes, give dates _____

Are you legally eligible for employment in this country? YES NO

Are you willing to work flexible hours, which could include weekends and/or overtime? YES NO

Are you able to meet the attendance requirements of the position? YES NO

Have you ever been bonded? YES NO

Have you ever plead "guilty" or "no contest" to, or been convicted of a crime? YES NO If yes, please provide date(s) and details. Answering "YES" to these questions does not constitute an automatic bar to employment. Factors such as date of the offense, seriousness and nature of the violation, rehabilitation and position applied for will be taken into account. _____

A Driver's License, if driving, is an essential job function. DRIVER'S LICENSE # _____ STATE _____

EDUCATIONAL BACKGROUND – List High School, College or Trade/Vocational school.

SCHOOL / CITY AND STATE	YEARS ATTENDED	DEGREE/ DIPLOMA/ MAJOR

MILITARY

Did you serve in the U.S Armed Forces? ___ YES ___ NO If yes, what branch? _____

REFERENCES – List 3 people who you are not related to and who you have known for at least one year.

Name	Address	Phone Number	Years Known

EMPLOYMENT – Give accurate, complete and part-time employment records. Start with your most recent employer.

Company Name	Telephone
Address	Employed From: To:
Name of Supervisor	Weekly Pay Start: Last:
State Job Title and Describe Your Work	Reason for Leaving

Company Name	Telephone
Address	Employed From: To:
Name of Supervisor	Weekly Pay Start: Last:
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We may contact the employers listed on the other page unless you indicate those you do not want us to contact	DO NOT CONTACT THIS EMPLOYER: _____ REASON: _____
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AGREEMENT

PLEASE READ THE FOLLOWING CAREFULLY AND SIGN IN THE SPACE PROVIDED:

I hereby certify that the facts set forth in this employment application (and accompanying resume, if any) are true and complete to the best of my knowledge, and I agree and understand that any misrepresentation or falsification of information or failure to disclose information during the employment application process may disqualify me from further consideration for employment and, if employed, will subject me to dismissal. I further certify that I am a true and bona fide job applicant honestly interested in working in the position(s) for which I have applied, and am seeking employment with this company solely to provide me with the benefits of a job and for no other purpose.

I understand that in connection with my application for employment an inquiry into my background may include an investigative consumer report, which provides applicable information concerning character, general reputation, personal characteristics and standard of living. A summary of your rights regarding background checks is included at the back of this application along with the Background Check Notification and Authorization Form which must be signed and dated by you before processing this application.

If employed, I agree to conform to all Company rules and regulations. I also understand and agree that if employed, my employment is for an indefinite period of time, that either the Company or I may terminate my employment at will at any time, with or without cause or notice. I hereby disclaim the existence of any contract of employment, either expressed or implied.

I understand that if I am hired, I will be required to provide proof of identity and legal authority to work in the United States and that federal immigration laws require me to complete an I-9 Form in this regard.

I understand it is this company's policy not to refuse to hire a qualified individual with a disability because of that person's need for a reasonable accommodation as required by the ADA. Cobra Construction, Inc. does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or excusing any applicant from consideration for employment on a basis prohibited by local, state or federal law.

This Agreement contains and represents the entire agreement between Cobra Construction, Inc. and me concerning the topics discussed herein. There are no oral or collateral agreements of any kind concerning such topics. I further understand and agree that this Agreement cannot be orally modified and that any subsequent modification of this Agreement including the at-will status of my employment must be in writing and duly executed by the Company President or his or her designee.

AUTHORIZATION TO RELEASE INFORMATION: I agree and understand that Cobra Construction, Inc. and its agents may investigate or seek information concerning my background and/or previous employment, whether of record or not. I further agree and understand that if employed, the Company may at any time seek any information from whatever source, which in its discretion, it deems relevant to my employment. Accordingly, I hereby authorize the previous employers and references listed in my application, or any other source contacted by the Company to give the Company any and all information concerning my previous employment, or any other information they may have, personal or otherwise. I hereby release the Company and its agents, and previous employers, and any other persons or entities whatsoever involved in such an investigation or inquiry from all liability of any kind, including any damages on account of the furnishing of such information.

This application does not constitute an agreement or contract for employment for any specified period or definite duration. I understand that no representative of Cobra Construction, Inc., other than an authorized officer, has the authority to make any assurances to the contrary.

NO DRUG USE POLICY: Cobra Construction, Inc. does not hire persons who use illegal drugs. All persons seeking employment or employed at Cobra Construction, Inc. may be required to take and pass a screen for illegal drugs and may be subject to periodic tests for illegal drugs. I hereby voluntarily consent to provide a urine specimen (or blood specimen as required for alcohol testing only) at a collection facility designated by Cobra Construction, Inc., and further consent to have the specimen tested at a laboratory selected by Cobra Construction, Inc. I hereby certify that I (check one) do _____ or do not _____ use illegal drugs.

Name: _____ Signature: _____

Date: _____

APPLICANTS UNDER 18 YEARS OF AGE

I understand that since I am under 18 years of age the foregoing consent and authorization should be approved by my parent/legal guardian. Signature by my parent/legal guardian constitutes such approval. Signature by my parent/legal guardian also represents acknowledgement that Cobra Construction, Inc. has the authority to drug test me (if employed) in accordance with the company's Fit For Duty policy at any time during my employment.

Parent Legal Guardian Signature _____ Date _____

This form is not intended to be substituted for legal advice nor does it constitute a guarantee of compliance with appropriate statutes or regulations.