



A requirement of employment at Fox Construction, Inc. is a post offer screen (POS) to assure the health and safety of prospective employees. Job offers from Fox Construction are conditional upon the successful completion of the POS. The POS consists of: job specific questions and testing to evaluate the conditional hire's ability to safely complete the essential functions of the job. Any job offer is contingent upon the following:

1. You must have completed the questions on the application, and we must verify that your answers are complete and correct.
2. You must complete the Health and Fitness Questionnaire, Post Offer Screen Form, Medical Record Release Form, Waiver and Consent and Workers' Compensation Claim History Check.

We will verify that your answers are complete and correct on all of these forms. Inaccurate and incomplete forms will not be processed. This information is considered personal and medical in nature, and will be treated as such by handling it confidentially in strict compliance with the Americans with Disabilities Act and all state laws.

If a conditional job offer is made, it will not be rescinded unless:

1. You choose not to complete any of the tests or questionnaire presented to you.
2. You choose not to provide necessary medical information or releases.
3. A medical review reveals that you cannot perform one or more of the essential functions of the job (with accommodation if you so request); and/or
4. You present a direct safety or health risk to yourself or others which cannot be eliminated or minimized to an acceptable level by a reasonable accommodation; and/or
5. The accommodations you are requesting to perform the job safely are not reasonable and/or will create an undue hardship on the employer; and /or
6. You have given us false or misleading statements at any stage of the hiring process including your application or interview.

A conditional job offer is valid only if it is signed by a company representative.

If, during the post-offer screen, a medical condition warrants medical attention, the conditional hire will be responsible for all costs thereafter. If a medical release is needed to complete the screen, the potential employee has five (5) business days from the original offer date to obtain a medical release and complete the screen. Refusal of the post-offer screen is grounds for rescinding this offer or termination of your employment.

AFFIRMATION

I understand all the requirements to complete the job application process with Fox Construction. I also understand that if I receive a conditional job offer, it is contingent upon completion of the above documents and screening.

I understand that if I am given a start date, I will enter into an employment relationship with Fox Construction, Inc. voluntarily, and acknowledge that there is no specified length of employment. Accordingly, either Fox Construction, Inc. or I can terminate the relationship at will, with or without cause, at any time. This document does not constitute a contract of employment, either express or implied.

I understand that I will be contacted if I am selected to receive a conditional job offer. Upon successful completion of the above review, I would then be given a start date.

MINIMUM TOOL REQUIREMENTS & PERSONAL PROTECTIVE EQUIPMENT (PPE)

I understand that Fox Construction requires personal protective equipment (PPE) to be worn at the appropriate times including but not limited to a hardhat, work boots, clothing to fit the task, gloves and safety glasses. Safety glasses and sunglasses must be OSHA approved code Z87. Fox Construction provides a hardhat, safety glasses and hearing protection. I understand that it is my responsibility to provide the basic PPE that is not provided by Fox Construction or to replace what was issued if it is lost. Failure to wear the appropriate PPE could result in the termination of my employment.

I have also read the attached minimum tool list and understand that it is my responsibility to have the required tools upon hire.

I, _____, agree to the above terms.
(Printed Name)

Signature: _____ Date: _____



Employment Application

Equal Opportunity Employer

Personal Information:

Date: _____

Last name: _____

First name: _____

Street Address: _____

Mailing Address: _____

City: _____

State _____

Phone: _____

Do you have a valid U.S., Over Age 21, Drivers License?

Yes **No**

State of Issue: _____

Drivers License #: _____

Are you 18 years or older? **Yes** **No**

Education & Other Information:

Are you a high school graduate? **Yes** **No**

Have you attended college? **Yes** **No**

Did you graduate? **Yes** **No**

If yes, please provide the name and location of the school, subjects studied and years attended:

Have you been convicted of a felony? **Yes** **No**

If yes, year of conviction? _____

If yes, please explain: _____

Additional studies, education, trade school: _____

Military: _____

Work History (start with last one first)

Most Recent Employer Name: _____

Employer address and phone: _____

Start Date: _____ End Date: _____ Position: _____ Salary: _____

Reason for leaving: _____

Second Employer Name: _____

Employer address and phone: _____

Start Date: _____ End Date: _____ Position: _____ Salary: _____

Reason for leaving: _____

Work History (continued)

Third Employer Name: _____

Employer address and phone: _____

Start Date: _____ End Date: _____ Position: _____ Salary: _____

Reason for leaving: _____

Fourth Employer Name: _____

Employer address and phone: _____

Start Date: _____ End Date: _____ Position: _____ Salary: _____

Reason for leaving: _____

Employment desired:

Position: _____ Starting salary desired: _____ Date you can start: _____

Are you currently employed: _____ May we contact your present employer? **Yes** **No**

Do you own the personal tools required (see attached list) required for the position you are applying for?
Yes **No**

Do you own a reliable vehicle: **Yes** **No** Commercial drivers license? **Yes** **No**

The position you are applying for may require you to work outside of the immediate Steamboat area
(i.e. Hayden, Clark, Oak Creek, Toponas). Does this present problem **Yes** **No**
If yes, please explain: _____

Do you have any limitations that preclude you from performing any work for which you are being considered?
Yes **No** If yes, please explain: _____

Please list all job related skills/experience: _____

"I certify that the facts contained in this application are true and complete to the best of my knowledge and understand that, if employed, falsified statements on this application shall be grounds for dismissal. I authorize investigation of all statements herein and the references listed to give you any and all information regarding my previous employment and any pertinent information that they may have, personal or otherwise and release all parties from all liabilities for any damage that may result from furnishing the same to Fox Construction Inc.

I understand and agree that, if hired, my employment is "at will" and is for no definite period and may, regardless of the date of payment of my wages and salary, be terminated at any time without prior notice."

Signed: _____ Date: _____



Minimum Tool & Personal Protective Equipment (PPE) Requirements

These lists are a minimum, additional tools are helpful. We recommend you supply your own tool box for safekeeping of your items. All new employees are required to have the same tools and Fox Construction will not hire you unless these requirements are met.

Carpenters

Hand tools:

- Carpenter tool belt
- Tape measure - 25 ft minimum
- Cats paw
- Utility knife with blades
- 25 ft Extension cord: 12/2 w/ground
- Wood rasp (four way file preferred)
- Wood chisels: 1/2", 3/4", 1", 1-1/2"
- Levels: 2', 4', Torpedo
- Plumb Bob
- Pry bar, flat bar
- Speed square, carpenter square
- Hammers: Heavy framing, finish
- Nail sets: 3 regular, 1 large punch
- Chalk line
- Plier sets: Channel lock, lineman, longnose
- Wrenches: 10" Crescent, End wrench assortment, socket set
- Nail cutters: End cutter, diagonal
- Screw driver sets: Regular and Phillips
- Caulking Gun
- Hammer stapler

Power tools (must be in good working order):

- 7-1/4" Circular saw
- 3/8" Electric drill with full drill index
- Jig saw with blades
- Reciprocating saw

Personal Protective Equipment (PPE) - All

- Work Boots - Leather or Firm Material w/Heavy Sole
- Clothing to Fit Task
- Gloves

Carpenter's helper

Hand Tools:

- Carpenter tool belt
- Tape measure - 25 ft minimum
- Cats paw
- Utility knife with blades
- 25 ft. extension cord: 12/2 w/ground
- Wood rasp (four way file preferred)
- Wood chisels: 1/2", 3/4", 1", 1-1/2"
- Level: 4'
- Pry bar, flat bar
- Speed square
- Hammers: Heavy framing, finish
- Nail set: Large punch
- Chalk line
- Lineman pliers
- Crescent Wrench: 10"
- Nail cutters: End cutter, diagonal
- Screw driver sets: Regular and Phillips
- Caulking Gun
- Hammer stapler

Power Tools (must be in good working order):

- 7-1/4" Circular saw
- 3/8" Electric drill with full drill index
- Jig saw with blades

Laborer - Full Time

- Nail Apron
- Tape measure: 25 ft minimum
- Cats paw
- Utility knife with blades
- Screw driver sets: Regular and Phillips
- Pry bar, flat bar
- Hammer: Framing 20 oz. Plus