

**KENCON CONSTRUCTORS/CONSTRUCTION MANAGERS, LTD.**

4823 WHIRLWIND

SAN ANTONIO, TEXAS 78217

P (210) 590-7909 F (210)590-8120

**APPLICATION FOR EMPLOYMENT**

Rev. 3/9/17

PENDING

PROSPECTIVE APPLICANTS WILL RECEIVE CONSIDERATION WITHOUT DISCRIMINATION OF RACE, COLOR, RELIGION, SEX, AGE, ETHNIC ORIGIN, DISABILITY OR VETERAN STATUS. THIS APPLICATION WILL BE GIVEN EVERY CONSIDERATION BUT ITS RECEIPT DOES NOT IMPLY THAT THE APPLICANT WILL BE EMPLOYED BY KENCON CONSTRUCTORS/CONSTRUCTION MANAGERS, LTD. ANY APPLICANT WHO FALSIFIES OR OMITTS INFORMATION ON THE APPLICATION IS DISQUALIFIED FROM BEING HIRED. IF THE APPLICANT HAS BEEN HIRED BEFORE THE FALSIFICATION OR OMISSION IS DISCOVERED, HE/SHE IS SUBJECT TO TERMINATION. AN APPLICANT, IF HIRED, WILL BE SUBJECT TO EMPLOYMENT-AT-WILL.

**GENERAL INFORMATION:**

DATE: \_\_\_\_\_ SOCIAL SECURITY # XXX-XX-\_\_\_\_\_

LAST NAME \_\_\_\_\_ FIRST NAME \_\_\_\_\_ MI \_\_\_\_\_

ADDRESS \_\_\_\_\_

PHONE # \_\_\_\_\_ CELL PHONE # \_\_\_\_\_ EMAIL: \_\_\_\_\_

ARE YOU 18 YRS. OF AGE OR OLDER?  YES  NO  
DO YOU HAVE A VALID DRIVER'S LICENSE?  YES  NO  
DRIVERS LICENSE # \_\_\_\_\_ EXP. DATE \_\_\_\_\_ STATE \_\_\_\_\_

HAS YOUR LICENSE EVER BEEN REVOKED OR SUSPENDED?  YES  NO  
DO YOU HAVE DEPENDABLE TRANSPORTATION?  YES  NO  
HAVE YOU EVER BEEN CONVICTED OF A FELONY?  YES  NO  
(RECORD OF CONVICTION DOES NOT DISQUALIFY APPLICANT FROM CONSIDERATION)

IF YES, EXPLAIN: \_\_\_\_\_

HOW WERE YOU REFERRED TO KENCON?  WALK-IN  ADVERTISING  TEXAS WORKFORCE  
 EMPLOYEE NAME: \_\_\_\_\_  OTHER: \_\_\_\_\_

ARE YOU INTERESTED IN:  FULL-TIME  PART-TIME  TEMPORARY  
WILL YOU WORK OVERTIME?  YES  NO ARE YOU WILLING TO WORK WEEKENDS?  YES  NO  
WAGE/SALARY DESIRED \_\_\_\_\_ DATE AVAILABLE FOR WORK \_\_\_\_\_

MAY WE CONTACT YOUR PRESENT EMPLOYER?  YES  NO  
PRESENT EMPLOYER \_\_\_\_\_ PHONE # \_\_\_\_\_  
PRESENT EMPLOYER CONTACT: \_\_\_\_\_

**EDUCATION:**

HIGH SCHOOL ADDRESS MAJOR COURSE/DIPLOMA GRADUATE

COLLEGE ADDRESS MAJOR COURSE/DIPLOMA GRADUATE

OTHER ADDRESS MAJOR COURSE/DIPLOMA GRADUATE

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**EXPERIENCE:**

PLEASE MARK ALL THAT APPLY. INCLUDE ANY OTHER EXPERIENCE OR TRAINING NOT INCLUDED ON THIS LIST:

- |  |   |   |   |
|--|---|---|---|
| <input type="checkbox"/> WELDING       | <input type="checkbox"/> BACK HOE       | <input type="checkbox"/> FORM WORK        | <input type="checkbox"/> COMPUTER         |
| <input type="checkbox"/> AIR HAMMER    | <input type="checkbox"/> DUMP TRUCK     | <input type="checkbox"/> CONCRETE         | <input type="checkbox"/> TYPING           |
| <input type="checkbox"/> CUTTING TORCH | <input type="checkbox"/> CRANE          | <input type="checkbox"/> ROUGH CARPENTRY  | <input type="checkbox"/> WORD PROCESSING  |
| <input type="checkbox"/> POWER TOOLS   | <input type="checkbox"/> BOB CAT LOADER | <input type="checkbox"/> FINISH CARPENTRY | <input type="checkbox"/> READ BLUE PRINTS |
| <input type="checkbox"/> _____         | <input type="checkbox"/> _____          | <input type="checkbox"/> DOOR HANGING     | <input type="checkbox"/> DRYWALL          |

**EMPLOYMENT HISTORY:** THIS SECTION OF APPLICATION MUST BE COMPLETED. LIST ALL EMPLOYMENT (INCLUDING US MILITARY) - START WITH PRESENT OR MOST RECENT EMPLOYMENT - ATTACH RESUME, IF DESIRED

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BEGIN DATE OF EMPLOYMENT - END DATE OF EMPLOYMENT                      PAY RATE WHEN STARTED - PAY RATE WHEN ENDED

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NAME & ADDRESS OF EMPLOYER    SUPERVISOR NAME, TITLE, & PHONE #

---

JOB TITLE    DESCRIPTION OF DUTIES    REASON FOR LEAVING

---

BEGIN DATE OF EMPLOYMENT - END DATE OF EMPLOYMENT                      PAY RATE WHEN STARTED - PAY RATE WHEN ENDED

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LIST ANY SPECIAL SKILLS \_\_\_\_\_

IN WHAT WORK AREA DO YOU CONSIDER YOURSELF THE STRONGEST? \_\_\_\_\_

LIST TWO PAST SUPERVISORS AND ONE PERSON, WHO IS NOT RELATED TO YOU, WHO HAS KNOWLEDGE OF YOUR QUALIFICATIONS FOR THE POSITION WHICH YOU ARE APPLYING FOR:

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FIRST & LAST NAME	ADDRESS	PHONE #	TITLE	OCCUPATION
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FIRST & LAST NAME	ADDRESS	PHONE #	TITLE	OCCUPATION
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FIRST & LAST NAME	ADDRESS	PHONE #	TITLE	OCCUPATION
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**HIRING POLICIES:**

We hire applicants solely based upon merit. We do not discriminate on the basis of union affiliation, race, sex, color, age, national origin, disability or any other protected status.

No employee is required to pay dues to any labor organization to join our company.

The acceptance of this application does not necessarily mean we have a position available. When openings become available, we reserve the right to review applications already on file. It is the applicants' responsibility to keep our hiring personnel informed of his/her availability. We do not accept group applications. We hire based on personal contact with individuals so that we can make a sound business judgment as to the most qualified applicants.

Any applicant who falsifies or omits information on the application is disqualified from being hired. If the employee has been hired before the falsification or omission is discovered, he or she is subject to termination.

We base our hiring decisions on a variety of factors, including skills and ability to perform the job, prior employment with Kencon, employment references as to character and willingness to work, willingness to accept the offered salary, and personal interviews. Our hiring priority is as follows:

1. Current Kencon employees.
2. Past Kencon employees with proven safety, attendance and work records.
3. Applicants recommended by current supervisors.
4. Applicants recommended by current employees.
5. Unknown applicants.

Full-time employees are expected to work only for Kencon and must state that any other employer will not employ them while they work for us.

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**NOTICE TO PROSPECTIVE EMPLOYEES:**

We require drug testing as a condition of employment. Applicant will pay for the drug testing and will be reimbursed if: 1) negative results are received and 2) they are employed with Kencon for a minimum of 40 hours.

We require Senate Bill 9 fingerprinting and background checks as a condition of employment. Kencon prepays this. Texas Education Code section 21.060, Texas Education Code 22.0834, as stated in amendments SB 1042 and HB 345, a contractor or subcontractor employee may not serve at a district if the employee has a disqualifying conviction under Texas Education Code section 22085(a). Section 22085 states that a district must discharge or refuse to employ a person who has been convicted of a felony offense under Title 5 of the Texas Penal Code or an offense for which the person is required to register as a sex offender if, at the time of the offense, the victim was under 18 years of age or enrolled in a public school. The following offenses constitute Title 5 felonies: criminal homicide, kidnapping and unlawful restraint, trafficking of persons, sexual offenses, and assaultive offenses.

By signing below, the applicant hereby acknowledges these hiring policies and gives full consent and release for Kencon to obtain information from previous employers and also consent and release previous employers to release such information. Also by signing below, the applicant hereby acknowledges he/she has no past or present condition that would prevent him/her from doing the job applying for. Note that if false information is given, this is reason for dismissal.

You may elect to retain your common law right of action if, no later than five days after you begin employment or within five days after receiving written notice from the employer that the employer has obtained coverage, you notify your employer in writing that you wish to retain your common law right to recover damages for personal injury. If you elect to retain your common law right of action, you cannot obtain worker's compensation income or medical benefits if you are injured.

Applicant Signature \_\_\_\_\_ Date \_\_\_\_\_