



277 Blair Park Road
Suite 130
Williston, VT 05495
P (802) 872-0505
F (802) 872-0707
plonge@dewcorp.com

We are an Equal Opportunity Employer

Application for Employment

NAME: _____ Date: _____

Address: _____

City/State: _____ Zip Code: _____

Social Security #: _____ Telephone #: _____

Cell Phone/Pager #: _____ Email Address: _____

Are you 18 Years of Age or Older? ___ Yes ___ No Can you legally work in the U.S.? ___ Yes ___ No

Type of Employment Seeking: Full Time Part Time Temporary Internship

Can we contact your present employer? _____

Who referred you? _____

Any relatives employed by the company? _____

Position desired: _____ Salary desired: _____

Date you could start work: _____

Can you provide your own transportation: Yes No

What are your career objectives? _____

Have you been convicted of a felony in the past 5 years? If yes, explain: _____

Give 3 references unrelated to you and who are not previous employers:

<u>Name</u>	<u>Telephone</u>	<u>Relationship</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____

EMPLOYMENT EXPERIENCE

Please list positions you have held. If lapses occurred between periods of employment, please specify in the space provided at the bottom of this page. List your most recent employment first. Include military service assignments and volunteer activities. *(Exclude groups that indicate race, color, religion, sex or national origin.)*

Employer _____ Address _____ Telephone _____ Supervisor _____ Position Held _____ Primary Duties _____	Starting Position _____ Final Position _____ Employed From _____ To _____ Starting Salary _____ Ending Salary _____ Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Temp <input type="checkbox"/> Intern <input type="checkbox"/> Reason for Leaving _____
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Reason for gaps in employment _____

NAME:	<i>PLEASE RATE YOURSELF ON THE FOLLOWING SKILLS</i>					
	1	2	3	4	5	1 = no experience – 5 = very skilled
TASK – SKILL						COMMENTS
Blueprint Reading						
Site Layout						
Site Work						
Heavy Equipment Operator						
Rough Carpentry/Framing						
Finish Carpentry						
Wood Door & Windows Installation						
Metal Framing						
Steel Door & Windows Installation						
Sheetrocking						
Taping & Painting						
Siding						
Roofing						
Floors (hard & softwood installation)						
Ceilings						
Formica						
Concrete Formwork						
Concrete Finishing						
Mechanical Piping						
Electrical						
Clean Room Environments						
Plyscore, Walls & Façade						
Unistrut Bracing						
Metal Partitions						
Trenching						
Pipe Laying						
Masonry						
Mechanical						
Superintendent						
Foreman						
Lasor Operation						
Utility Work						
Industrial Building						
Commercial Building						
Residential Building						
Acoustical Ceilings						
VCT						

EDUCATION

	Elementary	High School	College/University	Graduate/Professional
School Name				
Years complete (circle)	5 6 7 8	9 10 11 12	1 2 3 4	1 2 3 4
Diploma/Degree				
Describe course study:				
Describe specialized training, apprenticeship, skills and extra curricular activities.				

Honors received:

Summarize special skills and qualifications acquired from employment or other experience:

Applicant Acknowledgement

The information provided by me in this Application for Employment is true and complete. I understand that if I were employed, misrepresentation or any false statements contained in this application would be cause for dismissal. I hereby authorize DEW to investigate all statements in this application as may be necessary. Further, I understand that employment with DEW is not an employment by contract either explicit or implied. I understand that the use or possession of alcohol or controlled substances on DEW projects and during the course of DEW work assignments is strictly prohibited, and would be cause for immediate dismissal.

Applicant Signature

Date



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TO: Prospective DEW Employee
FROM: Doug Robie, Safety Director
RE: POPES – Post Offer Pre Employment Screening

A condition of employment is that you must pass our POPES test. The following information will help you prepare for the test. I have also included a handout from Injury and Health Management Solutions, Inc. (IHMS), our POPES test administrator. Our POPES test is conducted at the DEW warehouse. See map other side.

POPES: **E**mployee **P**rospect (EP) provides some background information to Physical Therapist (PT). PT checks blood pressure and will screen for carpal tunnel, shoulder and lower back injuries. If there is any problem/issue during this screening, the POPES is suspended and EP must get medical clearance to proceed at later date. Passing this part, EP performs the following tests.

1. Grip Test. Grip Test device set at 4 setting and if passes grip, no further testing. If failure, set at 2 for retest. Difference between 4 and 2 is pull/grip distance, not poundage. Must pull 95 pounds.
2. Push/Pull Test. This is done using a push/pull gauge that adapts to person's height. EP must push/pull at chest height with 60 pounds force.
3. Lift. Lifts of 55#, 75# and 100# to different heights are performed. Some include lifting and turning. Of note – EP receives excellent pre lift instruction. PT corrects errors, like twisting while lifting, mechanics, etc. Very instructional.
4. EP tested in a circuit to assess endurance. Circuit includes bending, reaching, walking and climbing.

EP must pass all tests to be employed. The grip and lift assessments are the most difficult.

The POPES is a workout. You will not receive pass/fail information from IHMS during or after the test. Therefore, always exert your maximum effort. After the test, you will see me at my office and I will review your POPES test results. If you passed, I will provide a safety orientation and you will be enrolled as an employee by Cindy Gibson, Benefits Administrator. If you fail the POPES, you will not be employed.

IMPORTANT – YOU MUST BRING TWO FORMS OF ID WITH YOU – DRIVERS LICENSE AND SOCIAL SECURITY CARD ARE PREFERRED



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TOOL REQUIREMENTS

Below is a list of tools required for carpenters, carpenters helpers and laborers. We expect that all employees understand and plan ahead so that the tools required are on site each day. This will assure that you have enough tools and the right tools with you at all times.

CARPENTERS TOOL REQUIREMENTS

Pencils
Tool pouch
Hammer holster & hammer
25' tape & 50' tape
2' and 4' level
2' square Speed square
Combination square
Metal drill index 1/8 up to 1/2" - (DEW will replace when broken)
Wood bits 3/8 to 1 1/2" - (DEW will replace when broken)
Chalk line 100'
100' extension cord
Chisels 1/4 to 1 1/2"
Nail sets
Screwdrivers – straight and Phillips, assorted sizes
Wrenches – assorted sizes
Adjustable wrenches – 10"
Vice grips
Socket wrenches – assorted sizes
Hacksaw
Hand saws 8 & 12 point
Circular saw – DEW will supply blades
3/8" drill – battery or electric
Toolbox
4' square
Sheetrock knife
Driver bits 1/2 5/16 & 3/8"
Pliers
Clamps – assorted
Line level
Putty knife
Block plane
File and rasp
Masonry chisel
Flat and crow bars

LABORER TOOL REQUIREMENTS

Pencils
Apron
Hammer holster and hammer
25' tape
Sheetrock knife
Combination square

CARPENTERS HELPER TOOL REQUIREMENTS

Pencils
Hammer holster and hammer
Nail pouch
25' tape
50' chalk line
Combination square
Assorted screw drivers – straight & Phillips
Assorted wrenches
Sheetrock knife



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Affirmative Action Program Voluntary Applicant Information Form

DEW Construction Corporation, as an employer and government contractor, is in compliance with government regulations and affirmative action responsibilities.

Please complete this form for analysis and affirmative action. Submission is voluntary. Failure to supply this information will not jeopardize or adversely affect any consideration you may receive for employment or later advancement in employment. This form will be kept in a confidential file separate from the Employment Application.

Applicants are considered for all positions, and employees are treated without regard to race, color, religion, sex, national origin, age, marital or veteran status, medical condition or handicap.

Please check all that apply:

Race or Ethnicity	Gender	Veteran Status
<input type="checkbox"/> Hispanic or Latino <input type="checkbox"/> White <input type="checkbox"/> Black or African American <input type="checkbox"/> Native Hawaiian or Other Pacific Islander <input type="checkbox"/> Asian <input type="checkbox"/> American Indian or Alaskan Native	<input type="checkbox"/> Male <input type="checkbox"/> Female	<input type="checkbox"/> Veteran <input type="checkbox"/> Non-Veteran

Please identify where you learned about employment opportunities with DEW Construction Corporation:

- Newspaper Ad
- Employee Referral
- Recruiter
- Tech School/College Placement
- Temporary Service
- State Employment Service
- Other