



864 Hoff Road
O'Fallon, MO 63366

Phone: (636) 385-1000
Fax: (636) 385-1105

APPLICATION FOR EMPLOYMENT

SAK Construction, LLC ("SAK") is an equal opportunity employer dedicated to non-discrimination in employment. SAK selects the best qualified individual for the job based on job-related qualifications regardless of race, age (40+), color, religion, sex, national origin, ancestry, marital status, sexual preference, disability or any other status protected by applicable law. SAK does not tolerate unlawful discrimination or harassment based on sex, race, color, religion, national origin, citizenship, age, disability, or any other protected status under applicable federal, state, or local law. No question on this application is used to limit or exclude an applicant from employment consideration. SAK takes all harassment complaints seriously and investigations each one promptly and thoroughly.

NOTICE TO APPLICANTS AS REQUIRED BY THE FAIR CREDIT REPORTING ACT

As part of our employment process for certain positions, an investigative consumer report, as governed by the Fair Credit Reporting Act or any similar state or local statute, may be requested. However, requests will not be made without your prior written authorization.

Please print clearly and complete ALL information requested (complete or put N/A in each space).

Personal Information

Last Name _____ First Name _____ Middle Name _____ Date _____

Other names by which you have been known (for date verification and reference checking purposes) _____

Social Security Number _____

The Company will make reasonable efforts to safeguard the privacy of this information and will use it only for employment purposes.

Home Phone _____ Other Phone _____ E-mail Address _____

Permanent Address _____ City _____ State _____ Zip Code _____

State age if you are under 18 _____. If you are under 18, hire is subject to verification that you are of minimum legal age to work.

If you are hired, can you present evidence of your legal right to live and work in this country? YES NO (Proof required by law)

Have you ever pleaded guilty or no contest to, or been convicted of, a felony? YES NO _____

Note: Previous convictions do not necessarily disqualify an applicant from employment. If YES, give date, place, offense, and outcome

NOTICE TO APPLICANTS IN CALIFORNIA

IN ANSWERING THIS QUESTION DO NOT INCLUDE: INFORMATION REGARDING AN ARREST OR DETENTION THAT DID NOT RESULT IN CONVICTION; INFORMATION REGARDING REFERRAL TO, AND PARTICIPATION IN, ANY PRE-TRIAL OR POST-TRIAL DIVERSION PROGRAM; MINOR TRAFFIC VIOLATIONS; CONVICTIONS FOR WHICH THE RECORD HAS BEEN JUDICIALLY ORDERED, SEALED OR EXPUNGED; MARIJUANA-RELATED CONVICTIONS DESCRIBED IN CALIFORNIA LABOR CODE SECTION 432.8 THAT ARE MORE THAN TWO YEARS OLD; MISDEMEANOR CONVICTIONS FOR WHICH PROBATION HAS BEEN SUCCESSFULLY COMPLETED OR DISCHARGED AND THAT HAVE BEEN JUDICIALLY DISMISSED PURSUANT TO CALIFORNIA PENAL CODE SECTION 1203.4.

NOTICE TO APPLICANTS IN ILLINOIS

UNDER ILLINOIS LAW, AN APPLICANT IS NOT OBLIGATED TO DISCLOSED, SEALED OR EXPUNGED RECORDS OF CONVICTION OR ARREST.

The following question is not designed to elicit information about an applicant's disability. Please do not provide information about the existence of a disability, particular accommodation, or whether accommodation is necessary. These issues may be addressed at a later stage to the extent permitted by law. Are you able to perform the essential functions of the position applied for, either with or without an accommodation? YES NO

How were you referred to SAK? (please specify) _____