



Employment Application

541 B Huntley Industrial Drive, Smyrna, TN 37167

Office Phone: 615-220-5335

Applicant Information

Full Name: _____ Date: _____
Last First M.I.

Address: _____
Street Address Apartment/Unit #

City State ZIP Code

Phone: _____ Email _____

Date Available: _____ Social Security No.: _____ Desired Salary: \$ _____

Position Applied for: _____

Are you a citizen of the United States? YES NO If no, are you authorized to work in the U.S.? YES NO

Have you ever worked for this company? YES NO If yes, when? _____

Have you ever been convicted of a felony? YES NO

If yes, explain: _____

Education

High School: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Diploma: _____

College: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____

Other: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____

References

Please list three professional references.

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Address: _____

Full Name: _____ Relationship: _____
Company: _____ Phone: _____
Address: _____

Full Name: _____ Relationship: _____
Company: _____ Phone: _____
Address: _____

Previous Employment

Company: _____ Phone: _____
Address: _____ Supervisor: _____
Job Title: _____ Starting Salary:\$ _____ Ending Salary:\$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Company: _____ Phone: _____
Address: _____ Supervisor: _____
Job Title: _____ Starting Salary:\$ _____ Ending Salary:\$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Company: _____ Phone: _____
Address: _____ Supervisor: _____
Job Title: _____ Starting Salary:\$ _____ Ending Salary:\$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Military Service

Branch: _____ From: _____ To: _____

Rank at Discharge: _____ Type of Discharge: _____

If other than honorable, explain: _____

Disclaimer and Signature

I certify that my answers are true and complete to the best of my knowledge.

If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.

Signature: _____ Date: _____



**Authorization Consenting to Employer,
Insurance Agent, or Insurance Company
obtaining confidential driving records,
consumer reports, worker compensation
claim history, or criminal background
check.**

Name of Job Applicant/Employee: _____
Last First Middle

Address: _____
Number & Street City State Zip

Phone #: _____

SSN: _____ Date of Birth: _____ [MM/DD/YY]

Driver's License number: _____

State of Issue: _____ Exp Date: _____

Dear Beech Construction Services, Inc.,

I hereby consent and authorize you to obtain, as part of your evaluation of my job application or continued employment; Consumer Reports, Driving Records, Worker's Compensation Claim History, and/or Criminal Background Checks. I understand that this information may be obtained by Erie Insurance, and/or insurance companies on behalf of, or at the request of Erie Insurance, and may be used to assess my insurability and acceptability to the insurance company, and as an employee under your insurance coverage. By signing this disclosure, I hereby authorize you or Erie Insurance, Inc., or insurance companies on behalf of Erie Insurance to procure such reports and/or additional reports about me from time to time, as deemed appropriate, to evaluate my insurability or for other permissible purposes.

Signature: _____

Print Name of Applicant: _____

Date: _____



Pre-Employment Drug Testing Consent and Release Form

I hereby consent to submit to urinalysis and/or other tests as shall be determined by Beech Construction Services, Inc. in the selection process of applicants for employment, for the purpose of determining the drug content thereof.

I agree that Tennessee Urgent Care Associates (TUCA) may collect these specimens for these tests and may test them or forward them to a testing laboratory designated by the company for analysis.

I further agree to and hereby authorize the release of the results of said tests to the company.

I understand that it is the current illegal use of drugs and/or abuse of alcohol that prohibits me from being employed at this company.

I further agree to hold harmless the company and its agents (including the above named physician or clinic) from any liability arising in whole or part out of the collection of specimens, testing, and use of the information from said testing in connection with the Company's consideration of my employment application.

I further agree that a reproduced copy of this pre-employment consent and release form shall have the same force and effect as the original.

I have carefully read the foregoing and fully understand its contents. I acknowledge that my signing of this consent and release form is a voluntary act on my part and that I have not been coerced into signing this document by anyone. I also understand that if I leave Beech Construction Services, Inc. employment within the first six (6) months the cost of the drug test will come out of my first pay check.

Applicant Print Name: _____

SSN: _____ - _____ - _____

Applicant Signature: _____

Date: _____

Witness Printed Name: _____

Witness Signature: _____



Employment-At-Will Notice to New Hires

Tennessee is known as an "Employment-At-Will" state. Generally, this means that an employer may legally hire, fire, suspend or discipline any employee at any time and for any reason - good or bad - or for no reason at all. However, an employer may not discriminate against any employee on the basis of the employee's race, sex, age, religion, color, national origin, or disability.

The first six (6) months of continuous employment at Beech Construction Services, Inc. is considered a trial period. During this time you will learn your responsibilities, get acquainted with fellow employees and determine whether you are happy with your job. Also, during this time, your supervisor will closely monitor your performance. Your employment during the trial period is employment-at-will and completion of the trial period does not alter the employment-at-will relationship.

Upon completion of the trial period, the Company, at its option, may review your performance at any time. If Beech Construction Services, Inc. finds your performance satisfactory and decides to continue your employment, it will advise you of any improvements expected from you.

During this trial period, new hires are not entitled to holiday pay. After the six month trial period, full-time employees are eligible for holiday pay. Beech Construction Services, Inc. reserves the right to extend the trial period of the company determines it is necessary.

Even after a successful completion of the trial period, all employees are employed strictly on an employment-at-will basis. Both you and Beech Construction Services, Inc. are free at any time, with or without notice and with or without cause, to end the employment relationship and your compensation. After completion of the trial period, eligible employees will receive applicable benefits.

Please sign and acknowledge receipt of this document.

Signature: _____

Date: _____