

JSR, Inc.

P.O. Box 870
 8835 Greaves Lane
 Schertz, Texas 78154
 Ph: (210) 653 - 7772
 Fax: (210) 653 - 7778

Date Received: _____

APPLICATION FOR EMPLOYMENT

APPLICANT INSTRUCTIONS

1. Please read "APPLICANT NOTE".
2. Complete all pages of this form.
3. If more space is needed to complete any question, use comments section on the last page.
4. Print clearly; incomplete or illegible applications will not be processed.
5. This application expires 120 days from date submitted.

If you need help to fill out this application form or for any phase of the employment process, please notify the person that gave you this form and every effort will be made to accommodate your needs in a reasonable amount of time.

APPLICANT NOTE

This application form is intended for use in evaluating your qualifications for employment. This is not an employment contract. Please answer all appropriate questions completely and accurately. False or misleading statements during the interview and on this form are grounds for terminating the application process or, if discovered after employment, terminating employment. All qualified applicants will receive consideration without discrimination because of sex, marital status, race, age, creed, national origin or the presence of disabilities. A felony conviction will not necessarily bar an applicant from employment. Affirmative action hiring may be requested by qualified applicants. Additional testing of job-related skills may be required prior to employment. After an offer of employment, and prior to reporting to work, you are required to submit to a medical review and a drug/alcohol test. Depending on company policy and the needs of the job, you will be required to complete a medical history form and may be required to be examined by a medical professional designated by the company.

Please Print

Last Name		First	Middle	
Street Address		City	State	Zip
Home Phone		Business Phone		
How Did You Learn About our Company?		Are You Legally Authorized to Work in the United States? Yes <input type="checkbox"/> No <input type="checkbox"/> Proof of citizenship or immigration status will be required upon employment.		Social Security Number
Position Applied For?	Are You Employed Now? Yes <input type="checkbox"/> No <input type="checkbox"/>	Will You Work Overtime if Asked? Yes <input type="checkbox"/> No <input type="checkbox"/>		Pay Expected
Are You on Layoff and Subject to Recall? Yes <input type="checkbox"/> No <input type="checkbox"/>	Date Available for Work		Can You Travel if job Requires? Yes <input type="checkbox"/> No <input type="checkbox"/>	
Have you <input type="checkbox"/> Worked (or) <input type="checkbox"/> Applied with us Before?	If yes, give date:		Month	Year
		Location		
		Supervisor		
Have you been convicted of a crime in the past ten years, excluding misdemeanors and summary offenses, which has not been annulled, expunged, or sealed by a court? Yes <input type="checkbox"/> No <input type="checkbox"/> If yes, explain				

NOTE: Do not fill out any part of this section you believe to be non-job related.

List languages in which you are fluent

Yes No If the job requires, do you have the appropriate valid driver's license?
 Type _____ State _____

DL#

Date of Birth

Yes No Have you had any moving violations? Please describe _____

Yes No Have you been given a job description or had the requirements of the job explained to you?

Yes No Do you understand these requirements?

Yes No Are there any functions of this job that you think you are unable to perform? If your answer is "yes", please explain in the "comments" section on the last page.

Please list any other skills, licenses or certificates that may be job-related or that you feel would be of value to this job or company:

EDUCATION

School	Name and Location of School	Course of Study	Years Completed	Did You Graduate?	Degree/Diploma
High School				Yes <input type="checkbox"/> No <input type="checkbox"/>	
College/University				Yes <input type="checkbox"/> No <input type="checkbox"/>	
Other				Yes <input type="checkbox"/> No <input type="checkbox"/>	

EMPLOYMENT REFERENCES

Your application will not be considered unless every question in this section is answered. Since we will make every effort to contact previous employers, the correct telephone number of past employers is critical.

MOST RECENT EMPLOYER

Are you currently working for this employer? Yes No
 If yes, may we contact? Yes No

Company Name	City	State	Phone Number
Dates Employed: From _____ To _____		Job Title	Supervisor
Duties:			
Salary \$ _____ Month)	Per _____ (Hour, Week,	Reason for Leaving	

SECOND MOST RECENT EMPLOYER

Company Name	City	State	Phone Number
Dates Employed: From _____ To _____		Job Title	Supervisor
Duties:			
Salary \$ _____ Month)	Per _____ (Hour, Week,	Reason for Leaving	

THIRD MOST RECENT EMPLOYER

Company Name	City	State	Phone Number
Dates Employed: From _____ To _____		Job Title	Supervisor
Duties:			
Salary \$ _____ Month)	Per _____ (Hour, Week, Month)	Reason for Leaving	

SKILLS ASSESSMENT – INDICATE YEARS OF EXPERIENCE FOR ALL THAT APPLY AND HIGHEST CAPACITY IN WHICH EMPLOYED BY ENTERING THE FOLLOWING IN THE CAPACITY COLUMN: LEADMAN, FOREMAN, GENERAL FOREMAN, SUPERINTENDENT OR LABORER/HELPER

SKILLS	YEARS	CAPACITY	SKILLS	YEARS	CAPACITY
Build wood forms			Concrete pile		
Assemble metal forms			Structural welding		
Finish carpentry			Wire feed welding		
Lay block			GTAW pipe welding		
Lay brick			Inner shield welding		
Place concrete			Dual shield welding		
Finish concrete			Mig welding		
Set pre-cast concrete			Tig welding		
Operate power trowel			Oxy/acetylene burning		
Layout steel			Air arc/plasma arc		
Set Steel			Fit carbon pipe		
Tie rebar			Fit welded stainless steel pipe		
Light rigging (2 tons)			Fit threaded pipe		
Heavy rigging (2 tons)			Fit plastic pipe		
Drive H-pile			Operate horizontal boring mill		
Sheet pile			Install PLC		
Operate cnc machining center or lathe			Bull dozer (small & medium)		
Operate lathe/Bridgeport			Bull dozer (D7 or larger)		
Lay underground pipe			Motor grader operator		
Expand boiler tubes			Air hand tools		
Steel fabrication			Hydraulic crane		
Heavy equipment repair			Conventional crane		
Diesel engine repair			Maintainer		
Small engine repair			Excavator		
Align couplings with dial indicator			Rubber tired loader		
Operate laser alignment equipment			Roller, compactor, mixer		
Install industrial bearings			Track loader		
Bend/install industrial tubing			Water truck		
Pneumatic/hydro calibration			Dozers		
Run cable trays			Backhoe (large)		
Install and bend conduit			Forklift		
Electronic calibration			Aerial lift off road haul truck, dump		
Hydraulic repair			Air track/rock drill		
Industrial painting			Skid steel loader		
Sandblasting			Sheet metal fabrication		
Install drywall			Operate screed		
Blueprint reading			Install glass		
Drafting			Install electronics		
Personal computer			Install door hardware		
Transit			OTHER:		
Operate auto level					
Boom truck					
Clerical skills					
Electrical termination					

CHECK ALL CRAFT CATEGORIES THAT APPLY:

- | | | | | | |
|--|--|-------------------------------------|-------------------------------------|-------------------------------------|---|
| <input type="checkbox"/> Boilermaker | <input type="checkbox"/> Bricklayer | <input type="checkbox"/> Burner | <input type="checkbox"/> Carpenter | <input type="checkbox"/> Concrete | <input type="checkbox"/> Crane Operator |
| <input type="checkbox"/> Electrician | <input type="checkbox"/> Fabrication | <input type="checkbox"/> Firewatch | <input type="checkbox"/> Fitter | <input type="checkbox"/> Formsetter | <input type="checkbox"/> Grinder |
| <input type="checkbox"/> Instrument Fitter | <input type="checkbox"/> Insulation | <input type="checkbox"/> Ironworker | <input type="checkbox"/> Machinist | <input type="checkbox"/> Mechanic | <input type="checkbox"/> Millwright |
| <input type="checkbox"/> Painter | <input type="checkbox"/> Pile Driver | <input type="checkbox"/> Pipefitter | <input type="checkbox"/> Pipelayer | <input type="checkbox"/> Plumber | <input type="checkbox"/> Rigger |
| <input type="checkbox"/> Purchasing Agent | <input type="checkbox"/> Rod Buster/Steel Tier | <input type="checkbox"/> Scheduling | <input type="checkbox"/> Sheetmetal | <input type="checkbox"/> Surveyor | <input type="checkbox"/> Tool Man |
| <input type="checkbox"/> Welder | <input type="checkbox"/> Clerical | <input type="checkbox"/> Other | | | |

ADDITIONAL COMMENTS: _____

AFFIRMATIVE ACTION SURVEY FORM

JSR, Inc. performs work on federal construction projects and is required to take affirmative action to employ minorities and women. JSR, Inc. is also subject to Section 503 of the Rehabilitation Act of 1973 and Section 402 of the Vietnam Era Veterans Readjustment Assistance Act. Those statutes require government contractors to take affirmative action to employ qualified persons with disabilities and veterans of the Vietnam era. If you have a disability or if you are a veteran or disabled veteran of the Vietnam Era and would like to be considered under our affirmative action program, please tell us. Submission of this information is voluntary and your refusal to provide it will not subject you to any penalty or discriminatory treatment. All information submitted will be kept confidential and used only in accordance with federal laws and regulations.

A Vietnam era veteran is a person who served on active duty for a period of more than 180 days, any part of whose service occurred between August 5, 1964, and May 7, 1975. Please answer the following questions.

1. Are you a veteran of any of the Campaigns or Expeditions on the attached sheet? Yes <input type="checkbox"/> No <input type="checkbox"/> Check which one(s).
2. If you answered question 1 "yes", please state the dates of your military service and the branch of the armed forces in which you served.
Are you a newly separated veteran, defined as "any veteran during the one year period beginning on the date of such veteran's discharge or release from active duty"? Yes <input type="checkbox"/> No <input type="checkbox"/>
3. Do you have a disability which might affect your ability to perform the job for which you are applying or create a hazard to yourself or others in connection with your performance of the job? Yes <input type="checkbox"/> No <input type="checkbox"/>
4. If you answered question 3 "yes", please state the following: a. The skills or procedures you use or intend to use to perform the job notwithstanding the disability.
b. The accommodations we could make which would enable you to perform the job properly and safely, including special equipment, changes in the physical layout of the job, elimination of certain duties relating to the job, or other accommodation.
5. Please provide information concerning your race and sex. Race: Black <input type="checkbox"/> Hispanic <input type="checkbox"/> Caucasian <input type="checkbox"/> American Indian <input type="checkbox"/> Asian <input type="checkbox"/> Other <input type="checkbox"/>

Date

Signature

Social Security Number

Printed Name

This survey form is **not** part of your employment application and will be used solely for affirmative action purposes. Your participation is voluntary.

Campaigns and Expeditions that Qualify for Veteran's Preference

<i>Campaign or Expedition</i>	<i>Inclusive Dates</i>
Armed Force Expeditionary Medal (AFEM) A veteran's DD Form 214 showing the award of any Armed Forces Expeditionary Medal is acceptable proof. The DD form 214 does not have to show the name of the theater or country of service for which that medal was awarded.	
Berlin	August 14, 1961 to June 1, 1963
Bosnia (Operations Joint Endeavor, Joint Guard, and Joint Forge)	November 20, 1995 to December 20, 1996; December 20, 1996 to present; June 21, 1998 to present
Cambodia	March 29, 1973 to August 15, 1973
Cambodia Evacuation (Operation Eagle Pull)	April 11-13, 1973
Congo	July 14, 1960 to September 1, 1962, and November 23 to 27, 1964
Cuba	October 24, 1962 to June 1, 1963
Dominican Republic	April 28, 1965 to September 21, 1966
El Salvador	January 1, 1981 to February 1, 1992
Grenada (Operation Urgent Fury)	October 23, 1983 to November 21, 1983
Haiti (Operation Uphold Democracy)	September 16, 1994 to March 31, 1995
Iraq (Operation Northern Watch)	January 1, 1997 to present
Korea	October 1, 1966 to June 30, 1974
Laos	April 19, 1961 to October 7, 1962
Lebanon	July 1, 1958 to November 1, 1958, and June 1, 1983 to December 1, 1987
Mayaguez Operation	May 15, 1975
Operations in the Libyan Area (Operation Eldorado Canyon)	April 12-17, 1986
Panama (Operation Just Cause)	December 20, 1989 to January 31, 1990
Persian Gulf Operation (Operation Earnest Will)	July 24, 1987 to August 1, 1990
Persian Gulf Operation (Operation Southern Watch)	December 1, 1995 to present
Persian Gulf Operation (Operation Vigilant Sentinel)	December 1, 1995 to February 1, 1997
Persian Gulf Operation (Operation Desert Thunder)	November 11, 1998 to December 22, 1998
Persian Gulf Operation (Operation Desert Fox)	December 16, 1998 to December 22, 1998
Persian Gulf Intercept Operation	December 1, 1995 to present
Quemoy and Matsu Islands	August 23, 1958 to June 1, 1963
Somalia (Operation Restore Hope)	December 5, 1992 to March 31, 1995
Taiwan Straits	August 23, 1958 to January 1, 1959
Thailand	May 16, 1962 to August 10, 1962
Vietnam Evacuation (Operation Frequent Wind)	April 29, 1975 to April 30, 1975
Vietnam (including Thailand)	July 1, 1958 to July 3, 1965

Navy Expeditionary Medal and Marine Corps Medal for these Operations:

<i>Campaign or Expedition</i>	<i>Inclusive Dates</i>
Cuba	January 3, 1961 to October 23, 1962
Indian Ocean/Iran	November 21, 1979 to October 20, 1981
Iranian/Yemen/Indian Ocean	December 8, 1978 to June 6, 1979
Lebanon	August 20, 1982 to May 31, 1983
Liberia (Operation Sharp Edge)	August 5, 1990 to February 21, 1986
Libyan Area	January 20, 1980 to June 27, 1986
Panama	April 1, 1980 to December 19, 1986 and February 1, 1990 to June 13, 1990
Persian Gulf	February 1, 1987 to July 23, 1987
Rwanda (Operation Distant Runner)	April 7-18, 1994
Thailand	May 16- August 10, 1962

Other Campaign and Service Medals Qualifying for Preference:

<i>Campaign or Expedition</i>	<i>Inclusive Dates</i>
Army Occupation of Austria	May 9, 1945 to July 21, 1955
Army Occupation of Berlin	May 9, 1945 to October 2, 1990
Army Occupation of Germany (exclusive of Berlin)	May 9, 1945 to May 5, 1955
Army Occupation of Japan	September 3, 1945 to April 27, 1952
Chinese Service Medal (Extended)	September 2, 1945 to April 1, 1957
Korean Service	June 27, 1950 to July 27, 1954
Navy Occupation of Austria	May 8, 1945 to October 25, 1955
Navy Occupation of Trieste	May 8, 1945 to October 25, 1954
Southwest Asia Service Medal (SWASM) (Operations Desert Shield and Desert Storm)	August 2, 1990 to November 30, 1995
Units of the Sixth Fleet (Navy)	May 9, 1945 to October 25, 1955
Vietnam Service Medal (VSM)	July 4, 1965 to March 28, 1973

REFERENCES

Include only individuals familiar with your work ability. Do not include relatives.

NAME	ADDRESS/PHONE	YEARS KNOWN	RELATIONSHIP
1.			
2.			

COMMENTS

CERTIFICATION AND RELEASE

I declare that the answers given by me to the question in this application are correct to the best of my knowledge and that I understand that any misstatement, falsification, or omission of facts shall be cause for disciplinary action up to and including dismissal or rejection from employment. I authorize the company to investigate my answers to all questions in this application. I authorize any law enforcement agency or criminal history background reporting agency to furnish information in its records about me to the Company or its agents. I further authorize the company to contact any of my previous employers, as well as reference sources, in order to verify the information that I have furnished regarding my qualifications and character. I hereby authorize all person(s) having knowledge thereof to provide such information to the company, and I hereby release from liability and agree to hold harmless any person that furnishes such information in good faith. I further agree that I will submit to a medical review after an offer of employment is made but prior to reporting to work. Additional testing of job related skills and for the presence of drugs in my body may be required prior to employment. I authorize the company to supply my employment records in whole or in part and in confidence to any employer, insurance agency or other party with a legal and proper interest. I hereby release the company from any liability and agree to hold harmless any employee of the company who furnished such information. I understand that I must comply with the company safety rules, including the company substance abuse policy, and that failure to comply will result in disciplinary action up to and including termination. I understand and agree that my employment is on an "at will" basis and that the employment relationship may be terminated by the company, or by me, at any time for any reason, with or without cause or notice. I further understand that no exceptions to this policy will be honored or recognized unless contained in a written agreement signed by a director of the company and the affected employee. Any verbal representations to the contrary are invalid and should not be relied upon.

I authorize the company to obtain an investigative consumer report on me, after an offer of employment is made, but before reporting to work, as defined by the Fair Credit Reporting Act. This report may include information pertaining to my safety and driving record. I understand that if any such inquiry is made, further information as to its nature and scope will be supplied upon written request.

I have carefully read the information on this form. I realize I had the opportunity to ask questions about it and I understand what it means.

Signature of Applicant

Date