



Passion
Respect
Integrity
Discipline
Excellence

Thank you for your interest in joining the Watson team. Please know that Watson Construction Company, LLC (“Watson”) is a drug free workplace. Prospective employees must pass a 12 panel + adulterant drug screen prior to any offer of employment being finalized. Additionally, all employees are subject to periodic and random drug testing. Any employee involved in an incident resulting in damage to people or property will immediately be drug tested. Any employee suspected of being impaired while on the job will be drug tested. Refusing to take a drug test is grounds for immediate termination.

Please reconsider applying for a position with Watson if you will not successfully pass the pre-employment drug screening,

Equal Opportunity Employer

APPLICANT INFORMATION

Legal Name				Preferred Name, If different			Date		
Street Address					Apartment/Unit #				
City				State			ZIP		
Phone				E-mail Address					
Date Available						Desired Salary			
Position Applied for									
Are you a citizen of the United States?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If no, are you authorized to work in the U.S.?		YES <input type="checkbox"/>	NO <input type="checkbox"/>			
Have you ever worked for this company?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If so, when?						
Have you ever been convicted of a felony? Answering Yes does not automatically disqualify you from employment.	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, explain						
How did you find us?	Watson’s website <input type="checkbox"/>		Job Fair <input type="checkbox"/>	Sign <input type="checkbox"/>	Watson Truck <input type="checkbox"/>		Employee Referral? <input type="checkbox"/>		
	Google / Web search <input type="checkbox"/>		Job Board <input type="checkbox"/>		If so, who?				

All candidates need to complete and sign an employment application. Please attach any documents (resume, cover letter, certifications, copy of driver’s license) you have prepared that may aid in the process of your application.

EDUCATION

High School				Location					
From	To	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree				
Trade School				Location					
From	To	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree				
College				Location					
From	To	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree				
Graduate School									
From	To	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree				

Additional training programs or certifications earned:

EXPERIENCE

Current Employer	From (Month, Year)	To: (Month, Year)
Location:	Phone:	
Position:	Hourly Rate or Salary:	
Responsibilities:		
Previous Employer	From (Month, Year)	To: (Month, Year)
Location:	Phone:	
Position:	Hourly Rate or Salary:	
Responsibilities:		
Previous Employer	From (Month, Year)	To: (Month, Year)
Location:	Phone:	
Position:	Hourly Rate or Salary:	
Responsibilities:		
Previous Employer	From (Month, Year)	To: (Month, Year)
Location:	Phone:	
Position:	Hourly Rate or Salary:	
Responsibilities:		
Previous Employer	From (Month, Year)	To: (Month, Year)
Location:	Phone:	
Position:	Hourly Rate or Salary:	
Responsibilities:		
References: Please list 4 references		

By submitting your references and their contact information you authorize Watson to contact these individuals and you consent to these individuals releasing information regarding your employment record along with any additional information related to securing employment with Watson, whether the information is positive or negative. You knowingly and voluntarily release all former and current employers, references, and Watson from any, and all liability arising from the giving or receiving of this information.

Name:	Company:	Position:
Relationship:	How long?	
Phone:	Email:	
Name:	Company:	Position:
Relationship:	How long?	
Phone:	Email:	
Name:	Company:	Position:
Relationship:	How long?	
Phone:	Email:	
Name:	Company:	Position:
Relationship:	How long?	
Phone:	Email:	

DISCLAIMER AND SIGNATURE

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

I hereby authorize investigation of all statements contained in this application. I understand that misrepresentation or omission of facts is cause for dismissal. I authorize Watson to contact previous employers to verify dates of employment, positions held and wages paid. I understand and agree that my employment is for an indefinite period and may, regardless of the date of payment of my wages and salary, be terminated at any time without previous notice. Watson is a Drug Free Workplace, is an EEO Employer and utilizes E-Verify to ensure I-9 compliance.

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

Signature	Date
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Once again, thank you for your interest in joining the Watson team! All applications are kept on file for twelve months. If your contact information changes or if you have any questions you can reach out to Joni at (352) 437-2224.

If you are seeking an **Equipment Operator** or a **Trucking** position, please continue and complete the following:

EQUIPMENT OPERATOR CANDIDATES:

Below is a list of heavy equipment utilized on many of our job sites. For each type please share your experience and expertise level. Please be as detailed as possible.

DOZER (Example: Rough grade / finish grade)
LOADER (Example: lime rock work / clearing / loading trucks)
GRADER (Example: roads / parking lots / berms / retention ponds)
ROLLER / COMPACTOR (Example: lime rock / subgrade / asphalt / traffic roller)
RUBBER TIRE BACKHOE
EXCAVATOR (Example: cutting ditches for underground work / loading trucks / lime rock / pit work)
TRUCKERS (Example: dump trucks / frameless / fuel truck / water trucks / vacuum truck / low boy equipment transport)
OTHER EQUIPMENT NOT LISTED ABOVE

GPS EXPERIENCE
Is there any additional information related to equipment operating that you wish to include?

DUMP TRUCK / COMMERCIAL DRIVER CANDIDATES: Please complete the following if you wish to be considered for a commercial driving position.

EMPLOYMENT APPLICATION ADDENDUM for DOT REGULATED EMPLOYEES

<p>REQUEST FOR CHECK OF DRIVING RECORD: Watson partners with a company called ExpressNet to obtain a Motor Vehicle Report detailing the driving record of any candidates selected for interview. By providing your license information you authorize Watson to run the MVR and authorize ExpressNet to release this information for the purposes of evaluating your candidacy. All information will be kept strictly confidential.</p>		
<p>In accordance with the provisions of Section 604 and 607 of the Fair Credit Reporting Act, Public Law #911-508, we hereby certify that the information requested here will be used for a “permissible purpose” as defined by the Act, and that the information received will be used for no other purpose.</p> <p>We further certify that if the applicant is denied employment based on the information received we will identify the source of the report in accordance with Section 615(a) of the Fair Credit Reporting Act.</p> <p>Requested by Watson Construction Company, LLC located at 940 NW 247th Drive, Newberry, FL 32669.</p>		
Driver's License #:	State	Type
Date of Birth:		
Department of Transportation Required Questions:		
1. Have you ever been convicted of a traffic felony in a commercial motor vehicle?	YES	NO
If YES, please explain. This information will remain confidential. The conviction of a crime is not an automatic bar to employment. All circumstances will be considered.		
2. Do you have a current medical examiner's certificate?	YES	NO

	Expiration Date:	
Are you currently subject to an “out of service” order?	YES	NO
Are you currently disqualified to drive?	YES	NO
Describe any trucking transportation, training, courses, specialized equipment or other experience that you wish to be considered.		
Have you ever tested positive or refused to test, on any pre-employment drug or alcohol test administered by an employer to which you applied for, but did not obtain, safety-sensitive transportation work covered by DOT agency drug and alcohol testing rules?	YES	NO
Have you ever tested positive, or refused to test, on any random, post-accident or reasonable suspicion drug and/or alcohol test while engaged in safety sensitive transportation work covered by the US DOT agency drug and alcohol testing rules?	YES	NO
If you answered yes to either of these two questions you must provide copies of all Substance Abuse Professional referral, evaluation and treatment documentation including return-to-duty and follow-up testing chain of custody forms and results.		
<p>I am applying for a position as a DRIVER at Watson Construction Company, LLC. I understand that information provided regarding current and/or previous employers may be used, and those employers contacted for the purpose of investigating my safety performance history as required by 49 CFR 92.23(d) and (e). I understand that I have the right to (1) review information provided for previous employers; (2) have errors in information corrected by previous employers and for those employers to re-send the corrected information to the prospective employer; and (3) have a rebuttal statement attached to the alleged erroneous information, if the previous employer(s) and I cannot agree on the accuracy of the information.</p> <p>I certify that this Employment Application Addendum for DOT Regulated Employees was completed by me and that all entries and information are true and complete to the best of my knowledge.</p>		
Signature:	Date:	