



Application for Employment

Print Full Name: _____

Date: _____

Our Commitment to Applicants

We thank you for your interest in starting or resuming your career with Starlink Construction Utilities.

If you take the time to complete our employment process, we promise you and all applicants the following:

- All qualified applicants are considered for employment regardless of race, color, religion, age, gender, genetic information, pregnancy, national origin, sexual orientation, disability or marital status.
- We will provide reasonable accommodations to individuals with disabilities.
- The personal information you provide Starlink Construction Utilities will be used solely for Starlink Human Resource purposes, including compliance with federal and state employment laws. It will not be sold to other companies nor will it be shared with employees not involved in recruiting, screening, hiring, record-keeping or human resource management, or who otherwise have a distinct need to know.

Your Commitment to Starlink Construction Utilities

Honesty is a very important value at Starlink Construction Utilities. Therefore, all information you provide to Starlink during the application and screening process must be submitted with integrity so that it is complete and accurate. Providing false or misleading information will result in your application being rejected or, if you are hired before the dishonesty is discovered, immediate termination of employment.

Please enter data for each requested item and complete the entire application. Please mark "n/a" if you have no personal data to enter for an item, or if an item is not applicable. You may upload your resume, but you must still complete all items on this application, or your application will be deemed incomplete and may not be considered. **Please do not write "any" or "see resume" in providing data on this application.**

Today's Date _____ Full Name _____

Current Address _____

telephone number(s) to reach you, with area code _____

e-mail address _____

Mark employment type desired full-time part-time temporary co-op/intern

Specific position desired? Please do not list "any" _____

Specific work location desired? If so, which one? _____

Why are you interested in a job with Starlink Construction Utilities? _____

How did you learn about Starlink Construction Utilities? _____



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Date available to start _____ Desired Wage _____

Are you able to work some nights and weekends if necessary?	Yes	No	
Are you able to you travel if required by this position?	Yes	No	
Are you able to submit proof of legal employment authorization and identity?	Yes	No	N/A
If you are under 18, can you furnish a work permit if it is required?	Yes	No	
Have you ever been convicted of a crime?	Yes	No	

If yes, please explain. Note, a conviction will not automatically bar employment

Have you ever applied to Starlink Construction Utilities before? Yes No
If yes, when and for what position?

Have you ever worked for Starlink Construction Utilities before? Yes No
If yes, when and in what position?

Do you know any current Starlink Construction Utilities employee? Yes No
If so, who?

Are you currently on any type of layoff, leave of absence or suspension and subject to recall with another employer? Yes No
If yes, list details: _____

Employment History

Provide all employment information for your past 3 employers starting with the most recent.

Current or Last Employer _____

Position _____

Address _____

Telephone _____

Dates employed from-and-to _____

Supervisor 's name and title _____

Job summary _____



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Reason for leaving _____

Previous Employer _____

Position _____

Address _____

Telephone _____

Dates employed from-and-to _____

Supervisor 's name and title _____

Job summary _____

Reason for leaving _____

Previous Employer _____

Position _____

Address _____

Telephone _____

Dates employed from-and-to _____

Supervisor 's name and title _____

Job summary _____

Reason for leaving _____

May we contact all of the employers listed above? Yes No

If not, which one(s) should we not contact and why?

Other Skills and Qualifications

Specifically related to the position for which you are applying, summarize any job-related training, skills, licenses, certificates, and/or other qualifications, including military service training and work history, if applicable. Include relevant computer systems and software packages of which you have a working knowledge, and note your level of proficiency as basic, intermediate or expert.



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Educational History

Do you hold a High School diploma or GED certificate? Yes No

College(s) and Post-High School Education

List school name and location, years completed, course of study, and any degrees earned.

Name _____ Location _____

Degree earned and Major _____

Name _____ Location _____

Degree earned and Major _____

Technical School(s)

Name: _____

Graduated or Certificate Earned? Yes No Major Studies _____

Name: _____

Graduated or Certificate Earned? Yes No Major Studies _____

Additional Technical Training - list type of training and source

What interests do you have outside of work that complement your job skills?

List any other information you choose to tell us that will help us understand your desire and qualifications for the position.



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Questions for driving-related positions only:

Do you have a current, valid driver's license? _____

Do you have a clean driving record? _____

Please describe your current driving record in detail. Do you have any past or current accidents, violations, points or suspensions etc. on your license?

Thank you for your time and efforts thus far.

Please read, review and sign the following acknowledgement and authorization to complete this application. The application is not complete until signed.

Please submit your completed application to a Starlink manager or the Human Resources Dept. We will contact you if your data indicates a possible match when we have a job need. Applications remain active for possible review and consideration for 90 days from date you sign the application.

If you have questions, please contact our Human Resources Department at 813.926.2958

Applicant acknowledgement & authorization to release employment reference information

PLEASE READ CAREFULLY - Your signature below confirms your understanding and acceptance:

I certify that I am a genuine applicant for employment, and this application is being submitted solely for the purpose of seeking employment with Starlink Construction Utilities (hereafter "Starlink") and for no other reason. I understand that Starlink requires certain information about me to evaluate my qualifications for employment and to conduct its business if I become an employee.

The use of this application does not indicate there are positions open and does not in any way obligate Starlink. This application will be considered valid for 90 days from the date signed by the Applicant.

I agree and understand that Starlink and its agents may investigate or seek information concerning my background and/or previous employment, whether of record or not, to the extent and for purposes permitted by applicable federal, state and local law. I further agree and understand that if employed, Starlink may at any time seek any information from whatever source, which in its discretion it deems relevant information about my employment, to the extent and for purposes permitted by applicable law. Accordingly, I hereby authorize the previous employers and references listed in my application, or any other source contacted by Starlink, to give Starlink any and all information requested by Starlink concerning my previous employment or any other information they may have, personal or otherwise. I hereby release Starlink and its agents, the previous employers, and any other persons or entities whatsoever involved in such an investigation or inquiry from all liability of any kind, including any damages on account of the furnishing of such information. Starlink may be required to disclose



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applicant information without notice or consent under subpoenas, warrants, orders or by lawfully authorized requirement or demand under the authority of the laws of the United States.

Starlink does not hire persons who use illegal drugs, or legal drugs in an abusive, illegal or unauthorized manner. All persons seeking employment or employed at Starlink may be required to take and pass a screen for illegal drug usage, and may be subject to periodic tests for illegal drug usage. Similarly, being under the influence of alcohol at any level during assigned work hours, or arriving for assigned work in such condition is not permitted. By my signature below I hereby certify that I do not use illegal drugs, nor legal drugs in an abusive, illegal or unauthorized manner. I understand and acknowledge that I may be required to submit to alcohol or drug testing now or at any time in the future and I agree to such testing. I also understand that I may be required to submit to a medical evaluation or other screenings relating to my work and the nature of the work environment. I hereby voluntarily consent to provide a urine specimen or blood specimen as required at a collection facility designated by Starlink, and further consent to have the specimen tested for alcohol or drug usage, either illegal or in violation of Starlink policy, at a laboratory selected by Starlink.

I understand that if I am employed by Starlink, I must conform to the rules, regulations, and directives of Starlink. I understand that I have the right to terminate my employment at any time with or without notice, with or without cause, and that Starlink has a similar right. I understand my employment by Starlink does not constitute a guarantee that any position be continued for any length of time or that any job assignment or shift be guaranteed. I understand that all job structures, job assignments, working hours and benefits are subject to change at any time at the sole discretion of Starlink. I understand that I may be required to work scheduled and unscheduled overtime and scheduled weekend and holiday work when required by Starlink. I understand that no one other than the Starlink President or CEO has the authority to make any other agreement regarding the terms and conditions of employment, and that any such exception agreement must be in writing.

I understand that if I am hired, confidential information regarding Starlink, and/or its customers and employees may be available to me and that this information must not be disseminated or used except for Starlink 's benefit. If employed, I agree to keep all information about Starlink, including such information regarding its business methods, customers and employees, confidential, and shall not disclose this information to any unauthorized person(s).

I certify that all statements made by me on this application are true and complete to the best of my knowledge. I understand that false, incomplete or misleading statements or omissions on this application or any other pre- or post-employment form or data reporting I provide, if discovered, whenever discovered, may be considered sufficient cause for immediate termination of employment, with forfeiture of accrued unpaid benefits as permitted by law.

By my signature below I hereby acknowledge that I have read, understand, and consent to the above statements.

Applicant Signature _____ Date _____