



Our passion is to provide the ultimate construction experience by investing in people and their dreams.

Why choose HUG? We believe in creating a company culture that runs off of these core values:

HONOR

We believe in the value of honoring each other, our neighbors, employees, and clients. We live in a culture that finds humor in spreading dishonor but at HUG we know that adding value to the marketplace is an opportunity to honor everyone involved in each transaction. Every decision we make with the homeowner or for a business remodel is informed by our decision to honor them.

HUSTLE

We believe in working really, REALLY hard. We focus on working hard in our physical labor and our willingness to pour our heart into the work that we do. From an entry level laborer to our leads, every single employee pulls their weight and gets after it.

HUMILITY

We believe in creating a culture where the newest person feels safe to point out a mistake or safety hazard. This culture is only possible if those in leadership are willing to listen well, regardless of who is talking. Regardless of position, everyone at Hug Construction expects honest, real - time feedback. We have set up our crews so that every project lead links arms with his guys and leads from the front, rather than from the top down.

HONESTY

We believe in doing what is right whether the client is watching or not. We believe you cannot have true integrity unless you are willing to be honest when it is inconvenient. We have created a dynamic where we are as transparent with compliments and encouragement as we are with constructive feedback.

EMPLOYEE INFORMATION

Full Legal Name: _____ Position applying for: _____

Address: _____

Phone: _____ Alt. Phone: _____ Email: _____

Are you able to perform the essential functions of the position with or without accommodation? Yes No

If necessary for the job are you older than? 14 15 16 18 19 21

Are you legally eligible for employment in the United States? Yes No

Are you seeking a permanent position? Yes No

If necessary for the job, I am able to:

Work overtime? Yes No

Provide a valid Driver's License? Yes No

Have reliable transportation? Yes No

Endorsement(s):	Hazardous Material Tank w/hazardous materials	Passengers School bus	Tankers Double/triple trailers		
Work the following shifts:	Any Split	Day Graveyard	Night Other: _____	Swing	Rotating

Date available to start work: _____

EMPLOYMENT HISTORY

Employer Name & Address:	Position title/duties:	Start Date:	End Date:
_____	_____	_____	_____
_____	_____	Pay:	Per:
_____	_____	\$ _____	_____

Supervisor Name: _____ Supervisor Phone: _____

Reason for leaving: _____

Employer Name & Address:	Position title/duties:	Start Date:	End Date:
_____	_____	_____	_____
_____	_____	Pay:	Per:
_____	_____	\$ _____	_____

Supervisor Name: _____ Supervisor Phone: _____

Reason for leaving: _____

Employer Name & Address:	Position title/duties:	Start Date:	End Date:
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_____	_____	Pay:	Per:
_____	_____	\$ _____	_____

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_____	_____	Pay:	Per:
_____	_____	\$ _____	_____

Supervisor Name: _____ Supervisor Phone: _____

Reason for leaving: _____

EDUCATION

TYPE	NAME	YEARS	FIELDS OF STUDY	GRADUATE OR DEGREE
High School	_____	_____	_____	_____
College/University	_____	_____	_____	_____
Business/Technical	_____	_____	_____	_____
Additional/Other	_____	_____	_____	_____

MILITARY

Are you a veteran? Yes No
 Duty/Specialized training: _____

SKILLS & QUALIFICATIONS

Other qualifications such as special skills, abilities or honors that should be considered:

Types of computers, software and other equipment you are qualified to operate or repair:

Professional licenses, certifications or registrations:

Additional skills, including supervision skills, other languages or information regarding the career/occupation you wish to bring to the employer's attention:

Typing speed: _____ per minute

REFERENCES

List two personal references who are not relatives or former supervisors.

NAME	ADDRESS	PHONE	OCCUPATION	YEARS KNOWN
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

CONTACT

In case of accident or illness, please contact: _____
 Address: _____
 Phone: _____ Alt. Phone: _____ Relationship: _____

INFORMATION TO THE APPLICANT

As part of our procedure for processing your employment application, your personal and employment references may be checked. If you have misrepresented or omitted any facts on this application, and are subsequently hired, you may be discharged from your job. You may make a written request for information derived from the checking of your references.

If necessary for employment, you may be required to: supply your birth certificate or other proof of authorization to work in the United States, have a physical examination and/or a drug test, or to sign a conflict of interest agreement and abide by its terms. I understand and agree to the information shown above.

Signature of Applicant: _____ Date: _____

***Equal Employment Opportunity:** While many employers are required by federal law to have an Affirmative Action Program, all employers are required to provide equal employment opportunity and may ask your national origin, race and sex for planning and reporting purposes only. This information is optional and failure to provide it will have no effect on your application for employment.*

Please fill out this application and email to tanya@hugconstruction.com or deliver to 331 N. Fancher Rd. Spokane Valley, WA 99212