



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 strive to excel in honoring people at every level of our company - from entry-level employees to skilled tradespeople. We treat everyone with the utmost respect, including our employees, subcontractors, and customers. Our clients entrust us with their time, investment, and dreams. In return, we honor their trust by providing clear communication, timely feedback, and reliable updates.

HUSTLE

Our mission is to execute efficiently and excellently. We hustle because we know our clients are counting on us to deliver - on time and with top quality. We bring energy, determination, and a competitive spirit to everything we do. It's not just about working hard - it's about being driven to do more, be better, and exceed expectations.

HUMILITY

At Hug Construction, humility means being infinitely teachable. We know there's more than one way to reach a goal, and we view every moment as an opportunity to learn. Humility is not a weakness, it is strength. It takes security and confidence to be open to new perspectives. This mindset has shaped our team culture and continues to foster trust and collaboration.

HONESTY

Honesty is our cornerstone. Without it, honor and humility cannot stand. We understand that being honest isn't always the easiest route, but it's always the right one. We don't withhold facts or avoid hard conversations. Instead, we face them head-on, because we know this builds lasting trust. We acknowledge mistakes, own them, and grow from them.

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:
_____	_____	_____	_____
_____	_____	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