

BMS Construction is a leading steel fabrication and installation company based in Seguin, Texas. With a commitment to excellence and innovation, we specialize in delivering high-quality steel structures for various industrial, commercial, and government projects. Our team is dedicated to providing exceptional craftsmanship and superior customer service to clients across Texas

Applicants with a disability who need assistance completing an application may contact Melanie Bergman - Office Manager or admin@bmsco.us to request a reasonable accommodation.

APPLICANT INFORMATION			
Last Name		First	M.I. Date
Other Names			
Street Address			Apartment/Unit #
City		State	ZIP
Phone	Mobile	E-mail Address	
Date Available Social Security No.			
Position Applied for: (1) _____ (2) _____ Desired Wage: _____			
Are you a citizen of the United States? ☐ YES ☐ NO		If no, are you authorized to work in the U.S.? ☐ YES ☐ NO	
Are you at least 18 years of age? ☐ YES ☐ NO			
Have you previously applied with or worked with BMS CO ☐ YES ☐ NO		If employed: Month and Year _____ Reason for leaving: _____	
What is your availability for work? ☐ Full Time ☐ Part-Time ☐ Temporary ☐ Other If none of the above, what hours/days can you work? _____			
Do you plan to work for another organization while employed by BMS CO? ☐ Yes ☐ No If yes, please indicate organization, position and days/hours of the week employed. _____ _____ _____			

Please state all languages (including English) that you speak, read and write proficiently:

Speak Read Write Comments:

English ☐ ☐ ☐ _____

_____ ☐ ☐ ☐ _____

_____ ☐ ☐ ☐ _____

Are you subject to any type of agreement with a current or former employer or entity that would restrict your ability to work for BMC CO such as a non-competition or non-solicitation agreement? ☐ Yes ☐ No

If yes, please explain and provide a copy of the agreement:

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EDUCATION

School	Name and Location of School	Course of Study	No. of Years Completed	Did you Graduate?	Degree or Diploma
High School				☐ YES ☐ NO	
Business/ Technical				☐ YES ☐ NO	
College/ University				☐ YES ☐ NO	

Provide complete information on all employment during the past 10 years or 3 employers, whichever is greater. Begin with your current and most recent employment. Include full-time, part-time, and temporary employment. Explain all gaps in your employment history. Use additional sheets if necessary.

PREVIOUS EMPLOYMENT

Company		Phone ()	
Address		Supervisor	
Job Title	Starting Pay	Ending Pay	
Responsibilities			
Dates of Employment: Reason for Leaving			
From To			
May we contact your previous supervisor for a reference? ☐ YES ☐ NO			
Company Phone ()			
Address		Supervisor	
Job Title	Starting Pay	Ending Pay	
Responsibilities			
Dates of Employment: Reason for Leaving			
From To			
May we contact your previous supervisor for a reference? ☐ YES ☐ NO			
Company Phone ()			

Address		Supervisor	
Job Title	Starting Pay		Ending Pay

Responsibilities

Dates of Employment:		Reason for Leaving
From	To	

May we contact your previous supervisor for a reference? ☐ YES ☐ NO
(Use additional sheets if necessary)

Have you ever been terminated from employment or asked to resign by any employer? If yes, please provide employer, location, dates and describe circumstances.

BMS CO contacts prior employers to obtain references regarding work history, conduct, and suitability for employment. May we contact your present employer at this time? YES ☐ NO ☐

SPECIALIZED SKILLS	
List all specialized skills you possess and equipment (including computer programs and Welding Certifications) which you operate proficiently: Skills Equipment	
_____	_____
_____	_____

REFERENCES	
Please list professional references.	
Full Name	Relationship
Company	Phone ()
Address	
Full Name Relationship	
Company	Phone ()
Address	
Full Name Relationship	
Company	Phone ()

Address

MILITARY SERVICE	
Branch	From To
Rank at Discharge	

CRIMINAL HISTORY
Conviction of a crime is not an automatic bar to consideration for employment, except where state law prohibits employment. Determinations of suitability based on criminal record checks will be considered if job-related for the position in question, consistent with business necessity, and with any applicable laws or regulations. If BMS CO. is inclined to make an adverse decision based on the results of the criminal background check, you may be advised on the part(s) of the record that make(s) you unsuitable for the position and given an opportunity to provide additional information. Unless otherwise provided by law, BMS CO. will consider, among other things, the nature and gravity of the offense, the length of time that has passed since the conviction, and the relationship of the conviction to the particular duties and responsibilities of the position sought. You must include information on ALL convictions, pleas, alternative disposition programs that have occurred during your lifetime. Please disclose any criminal offense that may appear on your record, even if you are uncertain of the exact date or how the criminal offense was classified. State the approximate date and your understanding of the criminal classification. Have you at any time (check all that apply) () pled guilty or () nolo contendere (no contest) or () been convicted of any criminal offense (misdemeanor or felony) other than parking tickets? Have you ever been subject to judicial or non-judicial punishment under the Uniform Code of Military Justice? ____ Yes ____ No If yes, provide complete information on criminal offense(s), date(s), location(s) (city and state), and disposition: (use additional sheets if necessary) _____ _____ _____

***Important Notice: BMS CO undertakes a significant number of military and government projects, necessitating base pass approval. Consequently, all employees must be capable of accessing government and military facilities. Please be aware that past criminal history may restrict your ability to obtain a base pass.

MOTOR VEHICLE RECORD		
Please complete this section		
Driver's License	Issuing State:	Expiration
No. _____	_____	Date _____

Has your driver's license ever been denied, suspended, or revoked? ☐ Yes ☐ No

If yes, provide information on action(s), date(s), location(s), and current status:

List all violations (other than parking tickets) for which you have been convicted, pled guilty or no contest, or forfeited bond in the past 5 years:

Do you have automobile liability insurance ☐ Yes ☐ No If yes, expiration date_____

ADDITIONAL INFORMATION

Provide any additional information that you believe will assist BMS CO. in considering your application, including membership in professional or civil organizations, specialized training, apprenticeships, or other qualifications.

APPLICATION PROCESS

Applications for employment will be actively considered for the positions listed for 60 days after the submission to BMS CO. Applicants seeking other positions or consideration after this time period has expired must submit another application. BMS CO may not interview all applicants for vacancy. Those applicants to be interviewed will be contacted by BMS CO management.

APPLICANT VERIFICATION

I certify that all of the information provided on this employment application and all exhibits and resumes submitted to BMS CO is true, correct, and complete. I understand that false, misleading, incomplete, or omitted information on this application or exhibits and resumes will result in rejection of my application or termination, if hired, regardless of the date of discovery. I authorize all persons and organizations, including but not limited to my former and present employers and personal references, to provide BMS CO and its agents with complete information concerning my character, employment record, and suitability for employment with BMS CO. I understand that this authorization does not include a consumer report under the federal Fair Credit Reporting Act. If BMS CO desires to conduct a consumer report or background check about me under the federal Fair Credit Reporting Act, I will receive a separate notice and authorization for that report.

I understand that this application is not an offer of employment or any employment contract with BMS CO. I further understand that employment with BMS CO is "at will" and based on mutual consent. Either BMS CO or I can terminate any employment relationship at any time, with or without prior notice or cause. I understand that no employee of BMS CO, other than the President, is authorized to enter into any contract or create any employment relationship other than "at will."

I understand that if I am hired by BMS CO, I will be required to complete a Federal I-9 form and provide documentation verifying my right to live and work in the United States. Further, I understand that any conditional employment offer by BMS CO is subject to successful completion of all employment prerequisites, including but not limited to, verifying employment and professional/personal references, testing for the illegal use of drugs, and verifying criminal and driving record through a consumer reporting agency in accordance with the requirements of the Fair Credit Reporting Act of 1970, as amended.

If employed, I will comply with BMS CO's policies, rules, and procedures. I further understand that, if employed, I will be required as a condition of my employment to sign a binding arbitration agreement for all disputes which may arise as a result of my employment with BMS CO, as set forth in the Arbitration Agreement.

Signature Date