



Bish Enterprises, Inc.

Giltner, NE

Job Application

(Standard)



To begin the process of joining our Team!

Bish Enterprises – About Us

For over 40 Years, Bish Enterprises has been providing innovative agricultural products, serving farmers and dealers that serve farmers, harvest the crops that help feed America.

Bish Enterprises is an agriculture engineering and manufacturing facility providing innovative & high-quality agricultural products to farmers and harvester that help feed America. Bish Enterprises is the largest manufacturer & distributor of combine header adapters and combine header conversions. Bish Enterprises is also home to the Bish SuperCrop Header, the best choice solution for harvesting Sorghum (milo), Sunflowers, Hemp, & Popcorn.

In addition to header adapters, header conversions, and the SuperCrop Header, Bish branded harvest products and accessories include:

- Custom Built Headers, Custom Corn Headers & Custom Row-Crop Headers - For Case IH, John Deere, Claas, Lexion, Agco, Gleaner, Massey, Oxbo, & More!
- Research Headers - #1 Harvest Research Header Manufacturer in the U.S.
- John Deere Frame Kits
- Case IH Frame Kits
- John Deere Row Crop Header Rebuilds
- New Corn Header, New Row Crop Header, & Used Draper Header Parts, Accessories, Sales, & Repairs
- Used Corn Header, Used Row Crop Header, & Used Draper Header Parts, Accessories, Sales, & Repairs
- Down Corn Reels
- Drive Kits - For Case IH, John Deere, Claas, Lexion, Agco, Gleaner, Massey, Oxbo, & More!
- Bin Extensions - For Case IH, John Deere, Claas, Lexion, Agco, Gleaner, Massey, & More!
- Telescoping Power Shafts (TPS, PTO) - Shafts, Yokes, Cross Kits, Plastic Housing, Bearings, and Other Miscellaneous Items
- Feeder House Covers
- Poly Row Dividers & Sheet Metal Row Dividers
- And Much More!

Bish Enterprises sells and ships products both domestically & internationally, and is the #1 choice of Farmers & Harvesters looking to achieve maximum return on investment during their harvest season.

Hemp Harvest Works – About Us

Who We Are

Hemp Harvest Works was founded by Andrew Bish of Bish Enterprises, of Giltner, NE, in December of 2017 and operates in affiliation with Bish Enterprises. Hemp Harvest Works organized to help solve the mechanical needs of today's hemp producers by providing both mass market machines and custom equipment for growing and/or harvesting hemp.

What We Do

Hemp Harvest Works is a design, engineering, research, and sales firm that offers large, medium, and smaller scale machines designed to reduce the overall cost of production. In addition to offering machines, we work to connect growers with custom harvesters capable of delivering above average results and provide consulting services for growers and harvesters seeking quality information. If you need a machine for your hemp – we can help.

Our Products

Hemp Harvest Works offers products from company's like Bish Enterprises, Checchi & Magli, Rantizo, Formation Ag, and many more. Whether you are looking for a transplanter to put your clones or seedlings in the ground, a SuperCrop Header or Hemp Handler to harvest your hemp, or a B.O.S.S. to process your hemp, Hemp Harvest Works can provide you the solution you need.

In addition to the equipment listed on our website, Hemp Harvest Works can provide you custom equipment as well. We have a team of engineers that can design and fabricate the equipment that you need to achieve your goals and objectives.

Applicant Information

Full Name: _____ Date: _____
Last First M.I.

Address: _____
Street Address Apartment/Unit #

City State ZIP Code

Phone: _____ Email _____

Date Available: _____ Desired Salary: \$ _____

Position Applied for: _____

Are you a citizen of the United States? YES NO If no, are you authorized to work in the U.S.? YES NO

Have you ever worked for this company? YES NO If yes, when? _____

Have you ever been convicted of a felony? YES NO Note: A felony conviction does NOT automatically disqualify any applicants from this position.

If yes, explain: _____

Education

High School: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Diploma: _____

College: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____

Other: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____

Military Service

Branch: _____ From: _____ To: _____

Rank at Discharge: _____ Type of Discharge: _____

If other than honorable, explain: _____

Previous Employment

Company: _____ Phone: _____

Address: _____ Supervisor: _____

Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Company: _____ Phone: _____

Address: _____ Supervisor: _____

Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Company: _____ Phone: _____

Address: _____ Supervisor: _____

Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Job Specific Questions

Regardless of the position being applied for, please review and identify skills in each section below. Thank you.

Are you able to lift?

- | | | | |
|---|-------------------------------------|---------------------------------|--------------------------------|
| 25 lbs. Always <input type="checkbox"/> | Frequently <input type="checkbox"/> | Seldom <input type="checkbox"/> | Never <input type="checkbox"/> |
| 50 lbs. Always <input type="checkbox"/> | Frequently <input type="checkbox"/> | Seldom <input type="checkbox"/> | Never <input type="checkbox"/> |
| 80 lbs. Always <input type="checkbox"/> | Frequently <input type="checkbox"/> | Seldom <input type="checkbox"/> | Never <input type="checkbox"/> |

Accounting/Recordkeeping Skills:

Check which you have experience

- | | | |
|--|---|---|
| <input type="checkbox"/> Account Analysis | <input type="checkbox"/> Corporate Reports | <input type="checkbox"/> Motivation |
| <input type="checkbox"/> Account Reconciliation | <input type="checkbox"/> Corporate Tax | <input type="checkbox"/> Multitasking |
| <input type="checkbox"/> Accounting Information Systems | <input type="checkbox"/> Cost Accounting | <input type="checkbox"/> Numerical Competence |
| <input type="checkbox"/> Accounting Software | <input type="checkbox"/> Credit Management | <input type="checkbox"/> Payroll |
| <input type="checkbox"/> Accounts Payable | <input type="checkbox"/> Credits | <input type="checkbox"/> Payroll Liabilities |
| <input type="checkbox"/> Accounting Processes | <input type="checkbox"/> Crystal Reports | <input type="checkbox"/> Payroll Taxes |
| <input type="checkbox"/> Accounting Principles | <input type="checkbox"/> Debt Management | <input type="checkbox"/> Personal Tax |
| <input type="checkbox"/> Accounts Receivable | <input type="checkbox"/> Depreciation | <input type="checkbox"/> Petty Cash |
| <input type="checkbox"/> ADP | <input type="checkbox"/> Federal Tax Law | <input type="checkbox"/> Prepaid |
| <input type="checkbox"/> Aging Reports | <input type="checkbox"/> Finance | Income/Expenses |
| <input type="checkbox"/> Analysis | <input type="checkbox"/> Financial Analysis | <input type="checkbox"/> Profit and Loss |
| <input type="checkbox"/> Annual Reports | <input type="checkbox"/> Financial Reporting | <input type="checkbox"/> Reconciliation |
| <input type="checkbox"/> Asset Management | <input type="checkbox"/> Financial Software | <input type="checkbox"/> Regulatory Filings |
| <input type="checkbox"/> Attention to Detail | <input type="checkbox"/> Financial Statements | <input type="checkbox"/> Reporting |
| <input type="checkbox"/> Audits | <input type="checkbox"/> Financial Statement Analysis | <input type="checkbox"/> Revenue Projections |
| <input type="checkbox"/> Audit Schedules | <input type="checkbox"/> Fixed Assets | <input type="checkbox"/> Revenue Recognition |
| <input type="checkbox"/> Balance Sheets | <input type="checkbox"/> Forecasting | <input type="checkbox"/> Sales Receipts |
| <input type="checkbox"/> Banking | <input type="checkbox"/> Full Charge | <input type="checkbox"/> Special Projects |
| <input type="checkbox"/> Bank Deposits | Bookkeeping | <input type="checkbox"/> State Tax Law |
| <input type="checkbox"/> Bank Reconciliations | <input type="checkbox"/> Full Cycle Month-End Close | <input type="checkbox"/> Tax Analysis |
| <input type="checkbox"/> Bill Payment | <input type="checkbox"/> Full Cycle Year-end Close | <input type="checkbox"/> Tax Compliance |
| <input type="checkbox"/> Bookkeeping | <input type="checkbox"/> GAAP | <input type="checkbox"/> Tax Filing |
| <input type="checkbox"/> Budgets | <input type="checkbox"/> General Ledger | <input type="checkbox"/> Tax Law |
| <input type="checkbox"/> Business Awareness | <input type="checkbox"/> Income Tax | <input type="checkbox"/> Tax Liabilities |
| <input type="checkbox"/> CenterPoint Accounting | <input type="checkbox"/> Interest Calculations | <input type="checkbox"/> Tax Reporting |
| <input type="checkbox"/> Cash Receipts | <input type="checkbox"/> Interpersonal Skills | <input type="checkbox"/> Tax Returns |
| <input type="checkbox"/> Certified Public Accountant (CPA) | <input type="checkbox"/> Invoices | <input type="checkbox"/> Technology |
| <input type="checkbox"/> Chart of Accounts | <input type="checkbox"/> Job Cost Reports | <input type="checkbox"/> Trial Balance |
| <input type="checkbox"/> Check Runs | <input type="checkbox"/> Journal Entry | <input type="checkbox"/> Vouchers |
| <input type="checkbox"/> Collections | Preparation/Posting | <input type="checkbox"/> Writing |
| <input type="checkbox"/> Compliance | <input type="checkbox"/> Mathematical | <input type="checkbox"/> Written |
| <input type="checkbox"/> Computer | <input type="checkbox"/> Monthly Closes | Communication |
| | | <input type="checkbox"/> Year End Reporting |

Accounting Software Skills:

- Oracle
 Peachtree
 QuickBooks
 SAP
 Sage
 Tax Software
 Paychex

Other not-listed Accounting Software: _____

Other Software Skills

Check which you have experience

- Microsoft Windows 10 Microsoft Server Products MS Access MS Excel MS Word
- MS Outlook MS PowerPoint MS Publisher MS Teams Slack
- Solidworks Autocad Pronest or other Nesting Software
- Other 3d Drawing Software Other 2d Drawing Software Adobe Photoshop
- Adobe Photoshop
- Other not-listed Software: _____

Shop Tool Skills:

Check which you have experience:

- Stick Welding Mig Welding Flux Core Welding Cutting torch Plasma
- Tig Welding Angle Grinder Bandsaw Cut-off Wheel Wire Brush
- Drill Impact Hand Tools

Mechanical Skills:

Check which you have experience:

- General repair skills (list all your areas of experience):
- Servicing equipment (list all your areas of experience):
- Mechanically inclined Relating to customers Inventory Sales Public relations
- Keeping records Diagnostic Abilities Own Toolbox & Hand Tools

Other Skills

Check which you have experience

- Supervisory experience (in a job, in a club or organization you belong to, etc.)
- Ability to Teach Others Self Starter Ability to Problem Solve Ability to Stay Prepared
- Accuracy Analytical Communication Detail Orientation Mathematical
- Professionalism Teamwork Time Management Training Verbal Communication
- Written Communication Mental Flexibility

List any additional experience that hasn't already been listed otherwise, that you have acquired & would benefit Bish Enterprises Inc.:

1. _____
2. _____
3. _____
4. _____

Please list anything that you have done in the past five years to increase your general job skills on your own time? (Please list any degrees, certifications, classes taken, online training, volunteer training, self-training, etc.)

1. _____
2. _____
3. _____

References

Please list three professional references. References listed on Resume do NOT need to be relisted.

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Address: _____

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Address: _____

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Address: _____

Disclaimer and Signature

It is Bish Enterprises Inc. policy to hire the applicant whose skills are best suited to meet the company's requirements. A verification check is routinely conducted for this purpose. By signing this application, I am allowing Bish Enterprises permission to conduct background research and verification.

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

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

I further understand that I may be required to undergo drug testing prior to employment. I understand that test results may not be available prior to my starting date. If the results are positive, I will be required to submit to a second test. I understand that positive results on the second test will constitute grounds for termination.

Signature: _____ Date: _____