

APPLICATION FOR EMPLOYMENT

Please Answer All Questions. Rēsumēs Are Not A Substitute For A Completed Application.

I UNDERSTAND THAT NEITHER THIS APPLICATION NOR ANY COMMUNICATION BY A MANAGEMENT REPRESENTATIVE IS INTENDED TO CREATE OR DOES CREATE A CONTRACT OF EMPLOYMENT, OFFER, OR PROMISE OF EMPLOYMENT FOR A DEFINITE TERM. I ACKNOWLEDGE THAT IF HIRED BY FOUR WINDS CONCRETE, EMPLOYMENT IS ON AN AT-WILL BASIS IN ACCORDANCE WITH STATE LAW. THIS MEANS THE AFOREMENTIONED COMPANY IS FREE TO TERMINATE MY EMPLOYMENT AT ANY TIME, WITH OR WITHOUT CAUSE OR ADVANCE NOTICE, IN ACCORDANCE WITH STATE LAW, AND ACCEPTANCE OF EMPLOYMENT IS NOT A CONTRACT OF EMPLOYMENT FOR ANY SPECIFIED TIME. SIMILARLY I AM FREE TO TERMINATE MY EMPLOYMENT WITH THE COMPANY AT ANY TIME FOR ANY REASON. THIS AT-WILL PROVISION MAY BE MODIFIED OR WAIVED ONLY IN A WRITTEN AGREEMENT SIGNED BY AN AUTHORIZED REPRESENTATIVE OF THE COMPANY AND ME. I AGREE TO CONFORM TO THE RULES AND REGULATIONS OF THE COMPANY, AND I UNDERSTAND THAT THE COMPANY HAS COMPLETE DISCRETION TO MODIFY SUCH RULES AND REGULATIONS AT ANY TIME, EXCEPT THAT IT WILL NOT MODIFY ITS POLICY OF EMPLOYMENT AT-WILL OR ITS ARBITRATION POLICY, IF ANY.

We are an equal opportunity employer. Applications are considered for positions without regard to race, religion, sex, national origin, age, disability, or any other consideration made unlawful by applicable federal, state, or local laws.

Name: _____ Position Applied For: _____
Last, First, Middle

Telephone Number: _____ Alternate Telephone Number (Cell): _____

Present Address: _____ How long have you lived there? _____
Street, Apt. Years & Months

City/State/Zip Code

Previous Address _____ How long did you live there? _____
Street, Apt. Years & Months

City/State/Zip Code

Date of Birth: _____ SSN: _____

Desired Salary/Hourly Rate _____

If under the age of 18, can you produce the necessary work certificate at the time of employment? Yes No

Type of employment desired? Full time Part-time (Specify hours) _____

Are you willing to work overtime? Yes No

Date on which you can begin if hired: _____

Have you previously applied for employment with this company? Yes No If Yes, when: _____

Are you able to perform the functions for which the job requires? Yes No
If No, with reasonable accommodations? Yes No

Have you ever been employed by this Company? Yes No If Yes, provide dates of employment, location, and reason for separation from employment.

WORK EXPERIENCE

List the names of your present or previous employers in chronological order with present or last employer listed first. Account for all periods of time including any period of unemployment. If you are self employed, supply the firm name and business references. You may include any verifiable work performed on a volunteer basis, internships, or military service. Your failure to completely respond to each inquiry may disqualify you for future consideration from employment.

Employer Name: _____ Type of Business: _____

Address: _____ Telephone: _____
Street, City, State, Zip Code

Job Title: _____ Dates Employed: From _____ To _____

Duties: _____

Supervisor's Name: _____ May we Contact? Yes No If No, why not? _____

Wages: Start _____ Final _____ Reason for Leaving: _____

What will this employer say was the reason your employment terminated? _____

How much notice did you give when resigning? _____ If none, explain. _____

Employer Name: _____ Type of Business: _____

Address: _____ Telephone: _____
Street, City, State, Zip Code

Job Title: _____ Dates Employed: From _____ To _____

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Duties: _____

Supervisor's Name: _____ May we Contact? Yes No If No, why not? _____

Wages: Start _____ Final _____ Reason for Leaving: _____

What will this employer say was the reason your employment terminated? _____

How much notice did you give when resigning? _____ If none, explain. _____

Explain fully all gaps in your employment history in excess of one month. _____

Have you ever been terminated or asked to resign from any job? Yes No

Has your employment ever been terminated by mutual agreement? Yes No

Have you ever been given the choice to resign rather than be terminated? Yes No

If you answered Yes to any of the above three questions, please explain the circumstances of each occasion.

REFERENCES

List the names of additional work-related references we may contact. Individuals with no prior work experience may list school or volunteer-related references.

NAME	POSITION	COMPANY	WORK RELATIONSHIP (i.e., supervisor, co-worker)	TELEPHONE

List the names of personal references (not previous employers or relatives) who know you well that we may contact.

NAME	OCCUPATION	ADDRESS	TELEPHONE	# OF YEARS KNOWN

DRIVING RECORD

Valid Drivers License Number: _____ Expires on: _____ State: _____

License Classification (CDL, Class A, Class 1, etc.) _____

Has your license permit or privilege been suspended or revoked? Yes No

Have you ever been denied a permit, license, or privilege to operate a commercial Motor Vehicle? Yes No

Are there any pending driving record problems? Yes No

Do you have full knowledge of the Federal Motor Carrier Safety Regulations? Yes No

Do you have any driving violations or accidents over the last three years? Yes No

If Yes, explain

APPLICANT CERTIFICATION

I understand and agree that if driving is a requirement of the job for which I am applying, my employment and/or continued employment is contingent on possessing a valid driver's license and automobile liability insurance in an amount equal to the minimum required by the state where I reside.

I understand that 4 Winds Concrete may now have, or establish, a drug and/or alcohol testing program consistent with applicable federal, state and local law. If 4 Winds Concrete has such a program and I am offered a conditional offer of employment, I understand that if a pre-employment (post offer) drug and/or alcohol test is positive, the employment offer may be withdrawn. I agree to work under the conditions requiring a drug and/or alcohol free workplace, consistent with applicable federal, state, and local law. I also understand that all employees of the location, pursuant to the Company's policy and federal, state, and local law, may be subject to urinalysis and/or blood screening or other medically recognized test designed to detect the presence of alcohol or controlled drugs. If employed, I understand that the taking of alcohol and/or drug tests is a condition of continual employment and I agree to undergo alcohol and drug testing consistent with the Company's policies and applicable federal, state, and local law.

If employed by 4 Winds Concrete, I understand and agree that 4 Winds Concrete, to the extent permitted by federal, state, and local law, may exercise its right, without prior warning or notice, to conduct investigations of property (including, but not limited to, files, lockers, desks, vehicles, and computers) and, in certain circumstances, my personal property.

I understand and agree that as a condition of employment and to the extent permitted by federal, state, and local law, I may be required to sign a confidentiality, non-compete, and/or conflict of interest statement.

I certify that all the information on this application, my resume, or any supporting documents I may present during any interview is and will be complete and accurate to the best of my knowledge. I understand that any falsification, misrepresentation, or omission of any information may result in disqualification from consideration for employment or, if employed, disciplinary action, up to and including immediate dismissal.

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I authorize 4 Winds Concrete or its agents to confirm all statements contained in this application and/or resume as it relates to the position I am seeking and to the extent permitted by federal, state, or local law. I agree to complete any requisite authorization forms for the background investigation.

I authorize and consent to, without reservation, any party or agency contacted by this employer to furnish the above-mentioned information. I hereby release, discharge, and hold harmless, to the extent permitted by federal, state, and local law, any party delivering information to the Company or its duly authorized representative pursuant to this authorization from any liability, claims, charges, or causes of action which I may have as a result of the delivery or disclosure of the above requested information. I hereby release from liability 4 Winds Concrete and its representatives for seeking such information and all other persons, corporations, or organizations furnishing such information.

If hired by 4 Winds Concrete, I understand that I will be required to provide genuine documentation establishing my identity and eligibility to be legally employed in the United States by this Company. I also understand 4 Winds Concrete employs only individuals who are legally eligible to work in the United States for this Company.

THIS APPLICATION WILL BE CONSIDERED ACTIVE FOR A MAXIMUM OF SIXTY (60) DAYS. IF YOU WISH TO BE CONSIDERED FOR EMPLOYMENT AFTER THAT TIME, YOU MUST REAPPLY.

I CERTIFY THAT ALL OF THE INFORMATION I HAVE PROVIDED ON THIS APPLICATION IS TRUE, ACCURATE, AND COMPLETE.

Applicant Signature _____ Date _____ / _____ / _____