



OFFICE USE ONLY

| | |
|-------------------------|-----------------------|
| Interview | Hired: Yes ___ No ___ |
| Time: _____ Date: _____ | Wage: _____ |
| POS _____ | Group: _____ |
| Time: _____ Date: _____ | Position: _____ |
| | Start Date: _____ |

APPLICATION FOR EMPLOYMENT

An Equal Opportunity Employer

(Please use pen.)

Bestway Concrete Company is an equal opportunity employer. Various Federal, State and Local laws prohibit discrimination based on Race, Color, Sex, Religion, National Origin, Ancestry, Age (as prescribed by law), Handicap, Disability, Veteran Status, or Marital Status. Bestway Concrete Company, its representatives, subsidiaries and affiliated companies is an Equal Opportunity employer and your responses to the following questions will not be used as a basis of discrimination and will be judged on the relevance to the position you are seeking.

Answer each question fully and accurately. No action can be taken on this application until you have answered all questions. Use blank paper if you do not have enough room on this application. PLEASE PRINT, except for signature on back of application. In reading and answering the following questions, be aware that none of the questions are intended to imply illegal preferences or discrimination based upon non-job-related information. Do not supply additional information-only supply the information requested on this form.

Please exclude any information which may indicate your race, color, religion, sex, pregnancy, sexual orientation, national origin, marital status, age, ancestry, veteran status, physical or mental disability, or any other legally protected status.

| | |
|--|---------------------|
| PERSONAL INFORMATION | Date _____ |
| Name: _____ | Phone No. () _____ |
| Last First Middle | |
| Present Mailing Address: _____ | |
| No. Street | |
| City State Zip Code | |
| Social Security Number: _____ / _____ / _____ | |
| Type of Employment desired: <input type="checkbox"/> Full time <input type="checkbox"/> Part time OR <input type="checkbox"/> Seasonal: From _____ Until _____ | |
| Date available for work: _____ Position applied for: _____ | |
| <small>(Please be as specific as possible, do not indicate ANY)</small> | |

| |
|---|
| Are you under 18 years of age? <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Are you willing to work any shift? <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Are you willing and able to report to jobsites outside the local area? <input type="checkbox"/> Yes <input type="checkbox"/> No How Far? _____ |
| Do you have relatives working at Bestway Concrete Company? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, please provide the name, relationship, and position of each individual. _____ |

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|--|
| Have you ever been convicted of a felony or misdemeanor other than a minor traffic violation? <input type="checkbox"/> Yes <input type="checkbox"/> No |
| If yes, please explain (a conviction is not an absolute bar to employment but will be considered as it relates to fitness and ability to perform the job). _____ |
| _____ |
| _____ |

| |
|---|
| Have you ever applied for a position with Bestway Concrete Company before? <input type="checkbox"/> Yes <input type="checkbox"/> No |
| If yes: When? _____ Where? _____ |
| Have you ever worked for Bestway Concrete Company before? <input type="checkbox"/> Yes <input type="checkbox"/> No |
| If yes: When? _____ Where? _____ |
| Referred to Bestway by: <input type="checkbox"/> Private Employment Agency <input type="checkbox"/> Newspaper ad <input type="checkbox"/> College Recruiter |
| <input type="checkbox"/> State Employment Agency <input type="checkbox"/> Self Referral <input type="checkbox"/> Bestway Concrete Employee |
| <input type="checkbox"/> Other (Please describe) |

EDUCATION

The highest level of education you received was Elementary, Middle, Junior High School or High School, please fill in the box below.

| School Name | City | State | Highest grade Completed |
|-------------|------|-------|-------------------------|
| | | | |
| | | | |

If you did not graduate from high school, did you complete the G.E.D.? Yes No

COLLEGE OR OTHER

| School Name | City | State | Major(s)/Minor | Graduated | Degree | Year Recv'd |
|-------------|------|-------|----------------|---|--------|-------------|
| | | | | <input type="checkbox"/> Yes <input type="checkbox"/> No | | |
| | | | | <input type="checkbox"/> Yes <input type="checkbox"/> No | | |
| | | | | <input type="checkbox"/> Yes <input type="checkbox"/> No | | |

SCHOLASTIC STANDING

College: Graduate Grade Point Average _____ / _____ In Major _____ / _____
GRADE POINT AVG/ MAXIMUM POSSIBLE GRADE POINT AVG/ MAXIMUM POSSIBLE

Scholarships, Fellowships, Honors _____

Extracurricular Activities and Offices (Exclude labor organizations and memberships which reveal race, color, religion, national origin, sex, age, disability or other protected status.)

School/Business/Recreational/Community: _____

Please list special training received in connection with military service that relates to the position you are applying for.

What skills on additional training do you have that relates to the job for which you are applying?

What machines? _____

For Driving Jobs Only: Do you have a valid driver's license? Yes No

Driver's License Number _____ Class of License _____ State Licensed in _____

Have you had your drivers license suspended or revoked in the last 3 years? Yes No

If yes, give details: _____

List professional, trade, business or civic activities and offices held. (Exclude labor organizations and memberships which reveal race, color, religion, national origin, sex, age, disability or other protected status.)

Are you currently employed? Yes No

If so may we contact your present employer? Yes No

Have you ever worked or attended school under any other name? Yes No
 If yes, give names: _____

Have you ever been fired from a job or asked to resign? Yes No
 If yes, please explain: _____

List names of employers in consecutive order with present or last employer listed first. Account for all period of time including military service and any periods of unemployment. If self-employed, give firm name and supply business references. Note: A job offer may be contingent upon acceptable references from current and former employers.

| | | | |
|-----------------------|-----------|------------------------------|---------|
| NAME OF EMPLOYER | | JOB TITLE AND DUTIES | |
| ADDRESS | | DATES OF EMPLOYMENT: From To | |
| CITY, STATE, ZIP CODE | | PAY: START\$ | FINAL\$ |
| SUPERVISOR(S) | TELEPHONE | REASON FOR LEAVING | |
| NAME OF EMPLOYER | | JOB TITLE AND DUTIES | |
| ADDRESS | | DATES OF EMPLOYMENT: From To | |
| CITY, STATE, ZIP CODE | | PAY: START\$ | FINAL\$ |
| SUPERVISOR(S) | TELEPHONE | REASON FOR LEAVING | |
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| CITY, STATE, ZIP CODE | | PAY: START\$ | FINAL\$ |
| SUPERVISOR(S) | TELEPHONE | REASON FOR LEAVING | |

REFERENCES

(Give three references, not relatives or former employers.)

| Name | Company | Title | Address | Phone |
|------|---------|-------|---------|-------|
| | | | | |
| | | | | |
| | | | | |

ACKNOWLEDGEMENTS

Please read this section carefully.

The information contained in this application is true to the best of my knowledge and belief. I understand that any misrepresentation of fact, as stated or implied, in my application, other employment documents, or interview(s) may be sufficient reason for not hiring me and/or dismissal.

I understand and agree that all information furnished in this application may be verified by Bestway or its authorized representative. I give any right I may have to be notified by any individuals and organizations named in this application prior to the release of any information to Bestway. I further authorize all individuals and organizations named in this application to give Bestway all information relative to such verification. I hereby release such individuals and organizations and Bestway from any and all liability for any claim or damage resulting therefrom.

I understand that Bestway is not obligated to provide employment and that I am not obligated to accept employment. Nothing in this application, or in any prior or subsequent oral or written statement, is intended to create any contract of employment or to create any intents in the nature of a contract of employment. This application does not bind either party for a specific period of time regarding employment. If hired, nothing in this application shall restrict my right as an employee or Bestway's right as an employer to terminate employment at any time.

Signature (Sign, do not print) _____ **Date** _____

DRUG FREE WORKFORCE POLICY (See attachment)