



Employment Application

Please Print

Date: _____

Office Use Only

Date: _____

Review Status: _____

Initial Information:

Name _____
Last First Middle

Social Security Number _____ - _____ - _____

Home phone (____) _____ - _____ Mobile phone (____) _____ - _____

Current Address:

Street _____

City _____ State _____ Zip Code _____

Employment Desired

Position applying for: _____

Are you applying for:

- regular full-time work? Yes _____ No _____
- regular part-time work? Yes _____ No _____
- temporary work, e.g. summer or holiday work? Yes _____ No _____

What days and hours are you available to work? _____

Would you be available to work overtime, if necessary? Yes _____ No _____

Would you be available to work weekends? Yes _____ No _____

If hired, on what date can you start work? _____

Salary desired: _____

Personal Information:

Have you ever applied to or worked for Right Away Redy Mix or Rock Transport?

Yes _____ No _____

If yes, when? _____

Do you have any friends or relatives working for Right Away Redy Mix or Rock Transport?

Yes _____ No _____

If yes, state name(s) and relationship _____

Why are you applying to work at Right Away Redy Mix Inc.? _____

If hired, would you have a reliable means of transportation to and from work?

Yes _____ No _____

Are you at least 18 years old? (if under 18, hire is subject to verification that you are of minimum legal age)

Yes _____ No _____

If hired, can you present evidence of your U.S. citizenship or proof of your legal right to live and work in the United States?

Yes _____ No _____

Are you able to perform the essential functions of the job for which you are applying, either with or without reasonable accommodations?

Yes _____ No _____

If no, describe the functions that cannot be performed: _____

(Note: Right Away Redy Mix Inc. complies with the ADA and consider reasonable accommodation measures that may be necessary for eligible applicants / employees to perform essential functions. Hire may be subject to passing a medical examination, and a skill and agility test)

Have you ever been convicted of a criminal offense? Yes _____ No _____

If yes, state nature of the crime(s), when and where convicted and disposition of the case:

(Note: No applicant will be denied employment solely on the grounds of conviction of a criminal offense. The nature of the offense, the date of the offense, the surrounding circumstances and the relevance of the offence to the position(s) applied for may, however, be considered)

Are you currently employed? Yes _____ No _____

If so may we contact your current employer? Yes _____ No _____

Education, Training, and Experience:

<i>School</i>	<i>Name and Address</i>	<i>No. of years completed</i>	<i>Did you graduate?</i>	<i>Degree or Diploma received</i>
High School			Yes _____ No _____	
College / University			Yes _____ No _____	
Vocational / Business			Yes _____ No _____	
Other			Yes _____ No _____	

Many of our customers (clients) do not speak English. So you speak, write or understand any foreign languages? Yes _____ No _____

If yes, what language(s)?: _____

Do you have any other experience, training, qualifications or skills which you feel make you especially suited for work at Right Away Redy Mix Inc.? _____

Are you licensed /Certified for the job applied for? Yes _____ No _____

Name of license / certification _____

Issuing state _____ License / certificate number _____

Has your license/certification ever been revoked or suspended? Yes _____ No _____

If yes, state reason(s), date of revocation or suspension and date of reinstatement:

Driving Experience:

Class & type of equipment *Date of operation* *Approx. miles driven*

Mixer

Dump truck

Transfer

DMV Record

Attach a copy of your DMV report.

List all traffic citation resulting in convictions of forfeitures of the past 3 years

Citations:

	<i>Date</i>	<i>Location</i>	<i>Charge</i>	<i>Penalty</i>
1.	_____	_____	_____	_____
2.	_____	_____	_____	_____
3.	_____	_____	_____	_____

List all accidents for the past 3 years:

	<i>Date</i>	<i>Location</i>	<i>Injuries: (yes / no)</i>
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____

Employment History

List below all present and past employment starting with your most recent employer (last five years is sufficient). Account for all periods of unemployment. You must complete this section even if attaching a resume.

Name of Employer _____

Address _____
No. Street City State Zip

Type of Business _____

Telephone No. (____) _____ Your Supervisor's Name _____

Your position and duties _____

Date of Employment: From _____ To _____

Weekly / hourly Pay: Starting _____ Ending _____

Reason for leaving _____

May we contact this employer for a reference? Yes _____ No _____

Name of Employer _____

Address _____
No. Street City State Zip

Type of Business _____

Telephone No. (____) _____ Your Supervisor's Name _____

Your position and duties _____

Date of Employment: From _____ To _____

Weekly / hourly Pay: Starting _____ Ending _____

Reason for leaving _____

May we contact this employer for a reference? Yes _____ No _____

Name of Employer _____

Address _____
No. Street City State Zip

Type of Business _____

Telephone No. (____) _____ Your Supervisor's Name _____

Your position and duties _____

Date of Employment: From _____ To _____

Weekly / hourly Pay: Starting _____ Ending _____

Reason for leaving _____

May we contact this employer for a reference? Yes _____ No _____

Military Service

Have you obtained any special skills or abilities as the result of service in the military?

Yes _____ No _____

If so, describe: _____

References

List below three persons not related to you who have knowledge of your work performance within the last three years.

Name: _____

Address _____
No. Street City State Zip

Occupation: _____

Telephone No. (_____) _____ Number of years acquainted _____

Name: _____

Address _____
No. Street City State Zip

Occupation: _____

Telephone No. (_____) _____ Number of years acquainted _____

Name: _____

Address _____
No. Street City State Zip

Occupation: _____

Telephone No. (_____) _____ Number of years acquainted _____

Please read carefully, initial each paragraph and sign below

_____ I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before the discovery.

_____ I hereby authorize the company to thoroughly investigate my references, work records, education and other matters related to my suitability for employment and further authorize the references I have listed to disclose to the company any and all letters, reports and other information related to my work records, without giving me prior notice of such disclosure. In addition, I hereby release the company, my former employers and all other persons, corporations, partnerships and associations from any and all claims, demands or liabilities arising out of or in any way related to such investigation or disclosure.

_____ I understand that nothing contained in the application, or conveyed during any interview which may be granted or during my employment, if hired, is intended to create an employment contract between the company and me, except as specifically documented in the Agreement between Teamsters Local 853 and Right Away Redy Mix Incorporated, Right Away Concrete Pumping, Inc. and Rock Transport, Inc. **or** the Agreement between Teamsters Local 315 and Right Away Redy Mix Incorporated and Right Away Concrete Pumping, Inc. **or** the Agreement between Right Away Union City Drivers' Association and Right Away Redy Mix Incorporated and Right Away Concrete Pumping, Inc., whichever may be applicable. In addition, I understand and agree that if I am employed, my employment is subject to the probationary period as outlined in the contract and up until said probationary period is complete, I may be terminated at any time, with or without prior notice, at the option of either myself or the company, and that no promises or representations contrary to the foregoing are binding on the company unless made in writing and signed by me and company's designated representative.

Date: _____

Applicant's Signature _____

PRE-EMPLOYMENT DRUG POLICY

All prospective candidates for employment with Right Away Redy Mix, Rock Transport, and Right Away Concrete Pumping are required to submit to a urinalysis test before given the opportunity for employment. All commercial driver candidates are required by Federal Department of Transportation rules and regulations to submit to a urinalysis test for drug use prior to employment and randomly while employed.

A positive result on a pre-employment drug test will disqualify your opportunity for employment. A positive result during random testing can be grounds for immediate termination.

If you have been exposed to any illegal or controlled substances, you may want to delay your application until you are able to meet the DOT requirements as well as company policy. Please be aware that Right Away Redy Mix, Rock Transport, and Right Away Concrete Pumping are proud to have a drug and alcohol free workplace that is safe for its employees as well as the public.

Listed are the substances tested for and the duration of retention.

<i>Substance</i>	<i>Detection period</i>
Amphetamines	12 — 72 hours
Barbiturates	up to 30 days
Benzodiazepines	up to 30 days
Cocaine	12 to 72 hours
Marijuana	2 to 4 weeks
Ethanol	Very short
Methadone	1 to 4 days
Methaqualone	2 to 4 days
Opiates	2 to 4 days
Phencyclidine	5 to 14 days

I _____ agree to submit to a pre-employment drug and alcohol screen. I have not used any illegal substances listed above or otherwise that may indicate a positive result. I also agree to refrain from any and all drug use during my employment with Right Away Redy Mix, Rock Transport, and Right Away Concrete Pumping. I understand that a positive result for illegal substances is a violation of the company's drug and alcohol policy and can result in my immediate termination.

Signed

Date