

DRIVER'S APPLICATION FOR EMPLOYMENT

Company RAZORBACK CONCRETE COMPANY

Address _____

City _____ State AR Zip _____

In compliance with Federal and State equal employment opportunity laws, qualified applicants are considered for all positions without regard to race, color, religion, sex, national origin, age, marital status, or non-job related disability.

Position (s) Applied for _____ Date of application _____

Name _____ Social Security No. _____
Last First Middle

List your addresses of residency for the past 3 years

Current Address _____
Street City

State _____ Zip Code _____ Phone _____ How Long? _____

Previous Address _____
Street City State & Zip Code How Long?

Street _____ City _____ State & Zip Code _____ How Long? _____

Street _____ City _____ State & Zip Code _____ How Long? _____

Do you have the legal right to work in the United States? _____

Have you ever been convicted of a felony? _____

Date of Birth _____ / _____ / _____ Can you provide proof of age? _____
(Required for Commercial Drivers)

Have you worked for this company before? _____ Where? _____

Date: From _____ To _____ Rate of pay _____ Position _____

Reason for leaving _____

Are you now employed? _____ If not, how long since leaving last employment? _____

Who referred you? _____ Rate of pay expected _____

Is there any reason you might be unable to perform the functions of the job for which you have applied (as described in the attached job description)?

If yes, explain _____

EMPLOYMENT HISTORY

All driver applicants to drive interstate commerce must provide the following information on all employers during the preceding 3 years. List complete mailing address, street number, city, state, and zip code. Applicants to drive a commercial motor vehicle* in intrastate or interstate commercial shall also provide an additional 7 years information on those employers for whom the applicant operated such vehicle.
 (NOTE: List employers in reverse order starting with the most recent. Add another sheet as necessary)

EMPLOYER				DATE					
NAME:				From:			To:		
ADDRESS				Mo.	Yr.	Mo.	Yr.		
CITY	STATE	ZIP		Position Held					
CONTACT PERSON	PHONE NUMBER ()			Salary/Wage					
Reason for Leaving									
EMPLOYER				DATE					
NAME				From:			To:		
ADDRESS				Mo.	Yr.	Mo.	Yr.		
CITY	STATE	ZIP		Position Held					
CONTACT PERSON	PHONE NUMBER ()			Salary/wage					
Reason for Leaving									
EMPLOYER				DATE					
NAME				From:			To:		
ADDRESS				Mo.	Yr.	Mo.	Yr.		
CITY	STATE	ZIP		Position Held					
CONTACT PERSON	PHONE NUMBER ()			Salary/Wage					
Reason for Leaving									
EMPLOYER				DATE					
NAME				From:			To:		
ADDRESS				Mo.	Yr.	Mo.	Yr.		
CITY	STATE	ZIP		Position Held					
CONTACT PERSON	PHONE NUMBER ()			Salary/Wage					
Reason for Leaving									
EMPLOYER				DATE					
NAME				From:			To:		
ADDRESS				Mo.	Yr.	Mo.	Yr.		
CITY	STATE	ZIP		Position Held					
CONTACT PERSON	PHONE NUMBER ()			Salary/Wage					
Reason for Leaving									
EMPLOYER				DATE					
NAME				From:			To:		
ADDRESS				Mo.	Yr.	Mo.	Yr.		
CITY	STATE	ZIP		Position Held					
CONTACT PERSON	PHONE NUMBER ()			Salary/Wage					
Reason for Leaving									

*Includes vehicles having a GVRW of 26,001 lbs. or more, vehicles designed to transport 15 or more passengers, or any size vehicle used to transport hazardous materials in a quantity requiring placarding.

ACCIDENT RECORD FOR PAST 3 YEARS OR MORE (ATTACH SHEET IF MORE SPACE IS NEEDED) IF NONE, WRITE NONE

DATES	NATURE OF ACCIDENT (HEAD-ON, REAR END, UPSET, ETC.)	FATALITIES	INJURIES
LAST ACCIDENT _____			
NEXT ACCIDENT _____			
NEXT ACCIDENT _____			

TRAFFIC CONVICTIONS AND FORFEITURES FOR THE PAST 3 YEARS (OTHER THAN PARKING VIOLATIONS) IF NONE WRITE NONE

LOCATION	DATE	CHARGE	PENALTY
_____	_____	_____	_____
_____	_____	_____	_____

(ATTACH SHEET IF MORE SPACE IS NEEDED)

EDUCATION

CIRCLE HIGHEST GRADE COMPLETED: 1 2 3 4 5 6 7 8 HIGH SCHOOL: 1 2 3 4 COLLEGE: 1 2 3 4

LAST SCHOOL ATTENDED _____
(NAME) (CITY)

EXPERIENCE AND QUALIFICATIONS - DRIVER

STATE	LICENSE NO.	TYPE	EXPIRATION DATE
DRIVER _____			
LICENSES _____			

- A. Have you ever been denied a license, permit or privilege to operate a motor vehicle? YES _____ NO _____
- B. Has any license, permit or privilege ever been suspended or revoked? YES _____ NO _____

IF THE ANSWER TO EITHER A OR B IS YES, ATTACH STATEMENT GIVING DETAILS

DRIVING EXPERIENCE IF NONE, WRITE NONE

CLASS OF EQUIPMENT	TYPE OF EQUIPMENT (VAN, TANK, FLAT, ETC.)	FROM	DATES TO	APPROX. NO. OF MILES (TOTAL)
STRAIGHT TRUCK _____				
TRACTOR AND SEMI - TRAILER _____				
TRACTOR - TWO TRAILERS _____				
MOTORCOACH - SCHOOL BUS _____				
OTHER _____				

LIST STATES OPERATED IN FOR LAST FIVE YEARS _____

SHOW SPECIAL COURSES OR TRAINING THAT WILL HELP YOU AS A DRIVER _____

WHICH SAFE DRIVING AWARDS DO YOU HOLD AND FROM WHOM? _____

EXPERIENCE AND QUALIFICATIONS—OTHER

SHOW ANY TRUCKING, TRANSPORTATION OR OTHER EXPERIENCE THAT MAY HELP IN YOUR WORK FOR THIS COMPANY

LIST COURSES AND TRAINING, OTHER THAN SHOWN ELSEWHERE IN THIS APPLICATION

LIST SPECIAL EQUIPMENT OR TECHNICAL MATERIALS YOU CAN WORK WITH (OTHER THAN THOSE ALREADY SHOWN)

TO BE READ AND SIGNED BY APPLICANT

This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.
I authorize you to make such investigations and inquiries of my personal, employment, financial or medical history and other related matters as may be necessary in arriving at an employment decision. (Generally, inquiries regarding medical history will be made only if and after a conditional offer of employment has been extended.) I hereby release employers, schools, health care providers and other persons from all liability in responding to inquiries and releasing information in connection with my application. In the event of employment, I understand that false, or misleading information given in my application or interview (s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the Company.

Date _____

Applicant's Signature _____

PROCESS RECORD

APPLICANT HIRED _____

REJECTED _____

DATE EMPLOYED _____

POINT EMPLOYED _____

DEPARTMENT _____
(IF REJECTED, SUMMARY REPORT OF REASONS SHOULD BE PLACED IN FILE)

CLASSIFICATION _____

THIS SECTION TO BE FILLED IN BY RESPONSIBLE OFFICER OR COMPANY REPRESENTATIVE

SUPERIOR GOOD FAIR BELOW AVERAGE POOR WRITTEN RECORD ON FILE

- 1. APPLICATION
- 2. INTERVIEW
- 3. POST EMPLOYMENT
- 4. WRITTEN EXAM
- 5. ROAD TEST
- 6. CRIMINAL AND TRAFFIC CONVICTIONS

SIGNATURE OF INTERVIEWING OFFICER _____

TRANSFERS

FROM: _____

TO: _____

FROM: _____

TO: _____

REASON FOR TRANSFER: _____

REASON FOR TRANSFER: _____

TERMINATION OF EMPLOYMENT

DEPARTMENT RELEASED FROM _____

DATE TERMINATED _____

DISMISSED VOLUNTARILY QUIT OTHER _____

SUPERVISOR _____

TERMINATION REPORT PLACED IN FILE _____

**Con-Agg of MO- Columbia Ready Mix/Land Concrete/Razorback Concrete/Sandidge Concrete
Job Description**

JOB TITLE: Concrete Mixer Truck Driver

Position Code: 53-3632 Occupational Category: 7 Operatives
Insurance Code: 8232 MXR Driver PR Group - 1 All Employees

SUMMARY: This is a responsible "Technician" level position. This person has four "Support" level leadership responsibilities in the following roles, "Vision," "Management," "Professional/Technical," and "Lifestyle." This person is responsible for efficiently and effectively performing his/her duties, even the smallest details, with an enthusiasm that encourages customers and potential customers to choose Con-Agg of MO, LLC - Columbia Ready Mix/Land Concrete as their first choice in ready mix concrete companies. Such attitude and behavior supports the Con-Agg of MO, LLC - Columbia Ready Mix/Land Concrete mission of providing great customer service at a fair and reasonable price. This person is responsible for driving truck equipped with auxiliary concrete mixer to deliver concrete mix to job sites by performing the following duties.

This is a "Safety Sensitive" position.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following *other duties may be assigned:* To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Vision Responsibilities

- Provides insight from the customer's perspective to help insure the attainment of the Con-Agg of MO, LLC - Columbia Ready Mix/Land Concrete vision.

Management Responsibilities

- Cooperates with Con-Agg of MO, LLC - Columbia Ready Mix/Land Concrete management, employees and customers.
- Encourages Con-Agg of MO, LLC - Columbia Ready Mix/Land Concrete employees.
- Ensures he/she is using his/her time effectively and efficiently.
- Ensures he/she is using his/her manager's time appropriately.
- Ensures he/she is using his/her peers' time appropriately.
- Ensures he/she is using the customers' time appropriately.
- Ensures he/she is using his/her equipment and supplies effectively and efficiently.

Professional/Technical Responsibilities

- Checks tickets for any add on issues.
- Confirms directions to the customer's location.
- Drives truck under loading hopper to receive sand, gravel, cement, and water and starts mixer.
- Drives truck to location for unloading.
- Prepares chutes and slump prior to moving into pouring position.
- Inspects the pouring site for softness of ground, slopes or any other unsafe condition.

- Moves levers on truck to release concrete down truck chute into wheelbarrow or other conveying container or directly into area to be poured with concrete.
- Cleans truck after delivery to prevent concrete from hardening in mixer and on truck.
- Assembles concrete chute.
- Drives company-owned truck/van from time to time as required.
- Assists other Con-Agg of MO, LLC lines of business as required doing routine tasks.

Lifestyle Responsibilities

- Adheres to and self-manages himself/herself to Con-Agg of MO, LLC - Columbia Ready Mix/Land Concrete policies and procedures; including the company dress code - clothes must be clean and in good repair
- Adheres to Con-Agg of MO, LLC - Columbia Ready Mix/Land Concrete core values.

QUALIFICATION REQUIREMENTS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE:

Minimum Age 21 years old.

LANGUAGE SKILLS:

Ability to read and comprehend simple instructions, short correspondence, and memos. Ability to write simple correspondence.

MATHEMATICAL SKILLS:

Ability to add and subtract whole numbers.

REASONING ABILITY:

Ability to apply commonsense understanding to carry out detailed but uninvolved written or oral instructions. Ability to deal with problems, which involve a few concrete variables in standardized situations.

CERTIFICATES, LICENSES, REGISTRATIONS:

Class "A" or Class "B" CDL with airbrake certification.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

This person must meet all DOT physical and drug test requirements. In addition this person must be able to:

- Load and unload 60+/- pound chutes off the rear fender of mixer truck. Must be able to lift 60+/- pounds from waist to chest
- Lift these chutes to remove and attach to the main chute on the mixer truck. Must be able to lift 45+/- pounds from chest to shoulder.
- Lift and carry up to 100+/- foot objects weighing up to approximately 60+/- pounds from floor to chest and from floor to waist.
- Must be able to lift 25+/- pounds overhead.
- Lifts wheelbarrow weighing approximately 300-400+/- pounds and moves it up to 100+/- feet.
- Climb in and out of the mixer truck cab numerous times a day.
- Climb up and down on the fenders and up and down on the ladder.
- Crawl inside the mixer, if necessary.
- Stand for long periods of time.
- Use arms, hands and fingers to operate the controls on the mixer and/or tools such as shovels and jackhammer.
- Walk on uneven ground and/or in muddy conditions.
- Talk and hear.
- Close and peripheral vision

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee regularly works near moving mechanical parts, in outside weather conditions, and is occasionally exposed to toxic or caustic chemicals. The employee is occasionally exposed to fumes or airborne particles.

The noise level in the work environment is usually loud.

Job requires that ready mix driver's time is approximately spent:

- Standing 30% +/-
- Sitting 60% +/-
- Walking 10% +/-

FAIR CREDIT REPORTING DISCLOSURE STATEMENT

Company Name: RAZORBACK CONCRETE COMPANY

In accordance with the provisions of Section 604(b)(2)(A) of the Fair Credit Reporting Act, Public Law 91-508, As amended by the Consumer Credit Reporting Act of 1996 (Title II, Subtitle D, Chapter I, of Public Law 104-208), you are being informed that reports verifying your previous employment, previous drug and alcohol test results, and your driving record may be obtained on you for employment purposes. These reports are required by Sections 383.413, 391.23, and 391.25 of the Federal Motor Carrier Safety Regulations.

Applicant's Signature

Date

Print Name

Social Security Number



211 North Sixth • P. O. Box 1028 • West Memphis, AR 72303-1028 • (870) 735-9580 • Fax (870) 735-5789

REQUEST FOR CHECK OF MOTOR VEHICLE RECORD

I HEREBY AUTHORIZE THE RELEASE OF THE FOLLOWING INFORMATION TO RAZORBACK CONCRETE FOR PURPOSES OF INVESTIGATION AS REQUIRED BY SECTION 391.23 AND 391.25 OF THE FEDERAL MOTOR CARRIER SAFETY REGULATIONS. RAZORBACK CONCRETE COMPANY IS RELEASED FROM ANY LIABILITY WHICH MAY RESULT FROM FURNISHING SUCH INFORMATION.

PURSUANT TO ARKANSAS CODE ANNOTATED 27-23-207 WHICH REQUIRES EMPLOYERS TO REQUEST INFORMATION FROM THE COMMERCIAL DRIVER ALCOHOL AND DRUG TESTING DATABASE FOR EACH EMPLOYEE WHO HAS SUBMITTED AN APPLICATION FOR EMPLOYMENT FOR A SAFETY SENSITIVE TRANSPORTATION JOB FOR WHICH DRUG AND ALCOHOL TESTS ARE REQUIRED UNDER THE FMCSA, 49 CFR 350-399, I HEREBY AUTHORIZE THE RELEASE OF THIS INFORMATION TO RAZORBACK CONCRETE COMPANY AND RAZORBACK CONCRETE COMPANY IS RELEASED FROM ANY LIABILITY WHICH MAY RESULT FROM FURNISHING SUCH INFORMATION.

(APPLICANT'S PRINTED NAME) DATE

DATE OF BIRTH: _____
SSN #: _____
DL #: _____
STATE: _____

APPLICANT'S SIGNATURE

Branch: _____
SIGNATURE OF REQUESTER LOCATION DATE

CONFIDENTIAL

Background Check Authorization

Print Name: _____
(First) (Middle) (Last)

Former Name(s) and Dates Used: _____

Current Address Since: _____
(Mo/Yr) (Street) (City) (Zip/State)

Previous Address From: _____
(Mo/Yr) (Street) (City) (Zip/State)

Previous Address From: _____
(Mo/Yr) (Street) (City) (Zip/State)

Social Security Number: _____ DOB: _____

Telephone Number: _____

Drivers License Number/State: _____

The information contained in this application is correct to the best of my knowledge.

I hereby authorize _____ and its designated agents and representatives to conduct a comprehensive review of my background causing a consumer report and/or an investigative consumer report to be generated for employment and/or volunteer purposes. I understand that the scope of the consumer report/ investigative consumer report may include, but is not limited to the following areas: verification of social security number; credit reports; current and previous residences; employment history; education background; character references; drug testing; civil and criminal history records from any criminal justice agency in any or all federal, state, county jurisdictions; driving records; birth records, and any other public records.

I further authorize any individual, company, firm, corporation, or public agency to divulge any and all information, verbal or written, pertaining to me, to _____ or its agents. I further authorize the complete release of any records or data pertaining to me which the individual, company, firm, corporation, or public agency may have, to include information or data received from other sources. _____ and its designated agents and representatives shall maintain all information received from this authorization in a confidential manner in order to protect the applicants personal information, including, but not limited to, addresses, social security numbers, and dates of birth.

Signature: _____ Date: _____

Notice to California, Minnesota and Oklahoma Residents:
Please check the box below if you wish to receive a copy of a consumer report that is requested.
 I wish to receive a copy of any Background Check Report on me that is requested.