

APPLICATION FOR EMPLOYMENT

JDE Concrete is an Equal Opportunity Employer. It is the policy of JDE Concrete to afford equal employment opportunity regardless of a person's race, religion, color, national origin, sex, age, marital status, height, weight, genetic information, or disability.

Please complete the entire application. Ask for an extra piece of paper if you need to clarify any responses.

Date: _____

Last name _____ First name _____ Middle name _____

Street Address (Current): _____

City _____ State _____ ZIP _____

Telephone No. _____ Cell Phone No. _____

Email address _____ [check stubs will be emailed]

Date of birth _____ Social Security # _____

Driver License # _____

Position applied for: Walls _____ Flat _____ other _____

How did you hear of this opening? _____

When can you start? _____ Requested starting wage \$ _____

Do you have current and unrestricted authorization to work in the U.S.? YES NO? (You may be required to provide documentation [I-9 form])

Have you ever been convicted of a crime? YES NO

If yes, state the crime(s), approximate date of conviction and the convicting court:



Do you have a currently valid Drivers' License? _____

Have you ever lived (maintained a residence) outside of Michigan? Circle one: Yes No

If "yes," please complete the following regarding each out of state residence:

Street Address #1: _____

City _____ State _____ ZIP _____

Approximate term of residence at address (from month/year to month/year):

Street Address #2: _____

City _____ State _____ ZIP _____

Approximate term of residence at address (from month/year to month/year):

Education

School Name and Location	Major Degree
High School _____	_____
College _____	_____
Other Training _____	_____

In addition to your work history, are there other skills, qualifications, or experience that we should consider? _____

Other Current Employment



What other employment or "sideline" business do you have? Please describe:

Would you want to continue it if employed by us? ___ YES ___ NO

Do you know any one currently employed by JDE Concrete, Inc.? If yes, please provide the name of the employee:

Personal References (Please include name, address, and phone number of reference)

1. _____
2. _____
3. _____

Employment History

(List below past and present employment, starting with most recent. Include employment with U.S. military service. Do not skip any employers.)

1 Name and address: _____

Position: _____

Starting wage: _____ Ending wage: _____

Description of duties: _____

Supervisor's name: _____

Dates employed: from _____ to _____



Reason(s) for leaving: _____

2 Name and address: _____

Position: _____

Starting wage: _____ Ending wage: _____

Description of duties: _____

Supervisor's name: _____

Dates employed: from _____ to _____

Reason(s) for leaving: _____

3 Name and address: _____

Position: _____

Starting wage: _____ Ending wage: _____

Description of duties: _____

Supervisor's name: _____

Dates employed: from _____ to _____

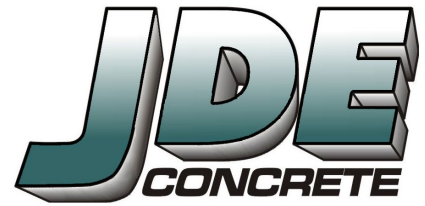
Reason(s) for leaving: _____

Emergency Contact Information (Please include name, address, and phone number of emergency contact)

Name: _____

Address: _____

Phone #: _____



APPLICANT ACKNOWLEDGEMENT AND CONSENT

I authorize this company to investigate all statements contained in this application, including records of any former employers, police departments, and other references or sources concerning me. I authorize all such references and sources (and the company) to release this information without liability for damage incurred in giving it. I waive any written notice of the release of such records that may be required by state or federal law.

I affirm that the information provided on this application (and accompanying resume and notes, if any) is true and complete. I also agree that any false information, misrepresentations, or omissions—oral or written—may disqualify me from further consideration for employment and may result in discipline or dismissal if discovered at a later date.

Should I receive a conditional offer of employment, I agree to submit to any physical medical examination. I further authorize any physician or entity conducting such medical examination to release the results of such examination to JDE Concrete, Inc.

I also understand that if I have a protected disability that affects my ability to do the job I seek, I may ask JDE Concrete, Inc. to attempt to make a reasonable accommodation for it. I must make my request in writing to the Personnel Department as soon as possible, and under the Michigan Persons With Disabilities Civil Rights Act, such notice must be given no later than 182 days after the date I know or reasonably should know that accommodation is needed.

Should I receive a conditional offer of employment, I give my consent for JDE Concrete, Inc., through an authorized testing service of its choice, to collect blood, urine, or saliva samples from me and to conduct any other necessary medical tests to determine the presence of alcohol, drugs, or controlled substances, and I release JDE Concrete, Inc. from any liability arising out of such test or its results. Further, I give my consent for the release of the test results and other relevant medical information to authorized JDE Concrete, Inc. management for appropriate review. If I am accepted for employment by JDE Concrete, Inc., I consent to be tested in the above manner during my employment when, in the Company's judgment, such testing is appropriate, and I acknowledge that remaining free of illegal drug use and complying with the Company's substance abuse policy is a condition of my employment.

I understand that employment at this company is "at will," which means that either I or this company can terminate the employment relationship at any time, with or without prior notice, and for any reason not prohibited by statute. All employment is continued on that basis. I understand that no supervisor, manager, or executive of this company, other than the president, has any authority to alter the foregoing.

Signature _____ Date _____