



APPLICATION FOR EMPLOYMENT

STABIL Concrete Products, LLC is an equal opportunity employer, dedicated to a policy of non-discrimination in employment on any basis including race, color, age, sex, religion, national origin, the presence of mental, physical or sensory disability, sexual orientation, or any other basis prohibited by federal and state law.

Please complete entire application to ensure processing.

PERSONAL INFORMATION (Please print)						
Name	Last	First	Middle	Social Security Number	Date of Application (M/D/Y)	
Other names you are known by _____ Are you less than 18 years of age? Yes ___ No ___ (STABIL is required to comply with federal and state law.)						
Present Address		Street	City		State	Zip Code
Permanent Address		Street	City		State	Zip Code
Phone Number	Daytime	Evening	Referred By			Birthday mm: dd:

EMPLOYMENT DESIRED (If you are applying for an hourly position, please keep in mind that the availability of hours may vary.)							
Position	Department	Salary Desired			Date You Can Start		
Specify hours available for each day of the week	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Are you available to work overtime? _____							
Have you ever worked for STABIL? _____ If yes, when? _____ Which department? _____							
Are you legally eligible for employment in the U.S.? Yes ___ No ___ (All new hires will be required to provide documentation to comply with I-9 requirements.)							

Please note: Pre-employment drug screen is required of all prospective employees.

Have you ever been convicted of a crime in the last seven (7) years? Yes ___ No ___
If yes, list convictions that are a matter of public record (arrests are not convictions). A conviction will not necessarily disqualify you for employment.
CALIFORNIA APPLICANTS ONLY: Applicant may omit any convictions for the possession of marijuana (except for convictions for the possession of marijuana on school grounds or possession of concentrated cannabis that are more than two (2) years old, and any information concerning a referral to, and participation in any pretrial or post trial diversion program). MARYLAND APPLICANTS ONLY: Under Maryland law, an employer may not require or demand, as a condition of employment, prospective employment, or continued employment, that an individual submit to or take, a lie detector or similar test. An employer who violates this law is guilty of misdemeanor and subject to a fine not exceeding \$100. MASSACHUSETTS APPLICANTS ONLY: It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability.

EDUCATION	Name and Address of School	Circle Last Years Completed	Did You Graduate?	Subjects Studied and Degrees Received
High School	_____	1 2 3 4	Y N	
College	_____	1 2 3 4	Y N	
Post College	_____	1 2 3 4	Y N	
Trade, Business, or Correspondence School	_____	1 2 3 4	Y N	
List skills relevant to the position applied for _____				

OFFICIAL USE ONLY Date:	BGC	Rate	Dept	Hard Hat #	Shirt Size	Start Time
Special Comments:					Shirt Type	Start Date



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FORMER EMPLOYERS				
<i>List below current and last three employers, starting with the most recent one first. Please include any non-paid/volunteer experience which is related to the job for which you are applying. Please complete even if you attach a resume.</i>				
Date (M/D/Y) _____				
From	Current Employer (Name and Address of Employer – Type of Business)	Salary or Hourly Starting _____ Ending _____ If hourly, average # of hours per week _____	Position	Reason for Leaving
To				
Duties Performed _____				
Supervisor's Name		Phone Number	May We Contact?	
From	Previous Employer (Name and Address of Employer – Type of Business)	Salary or Hourly Starting _____ Ending _____ If hourly, average # of hours per week _____	Position	Reason for Leaving
To				
Duties Performed _____				
Supervisor's Name		Phone Number	May We Contact?	
From	Previous Employer (Name and Address of Employer – Type of Business)	Salary or Hourly Starting _____ Ending _____ If hourly, average # of hours per week _____	Position	Reason for Leaving
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To				
Duties Performed _____				
Supervisor's Name		Phone Number	May We Contact?	

REFERENCES			
<i>Give below the names of three professional references, whom you have known at least <u>one</u> year.</i>			
Name	Address & Phone Number	Business	Years Acquainted How Do You Know This Person?
1			
2			
3			

I understand and agree that my employment is at will, which means that it is for no specified period and may be terminated by me or STABIL at any time without prior notice for any reason. I hereby authorize STABIL to thoroughly investigate my background, references, employment record and other matters related to my suitability for employment. I authorize persons, schools, my current employer (if applicable), and previous employers and organizations contracted by STABIL to provide any relevant information regarding my current and/or previous employment and I release all persons, schools, employers of any and all claims for providing such information. I understand that misrepresentation of omission of facts may result in rejection of this application, or if hired, discipline up to and including dismissal. I understand that I may be required to sign a confidentiality and/or non-compete agreement, should I become an employee of STABIL. I understand that nothing contained in this application, or conveyed during any interview which may be granted, is intended to create an employee contract. I understand that filling out this for does not indicate that there is a position open and does not obligate STABIL to hire me.

Date _____ Signature _____



Jury and Class/Collective Action Waiver



Jury Waiver

Your signature below indicates that you understand and agree that as a condition of your hire or continued employment, any lawsuit that you may bring against STABIL Concrete Products, LLC, or any of its predecessors and successors in interest, assignees, parents, subsidiaries, divisions, related companies, entities, and their past, present and future shareholders, owners, officers, directors, supervisors, managers, employees, or agents (collectively referred to as "STABIL"), will be decided by a judge, without a jury. To the extent permitted by law, you are knowingly, voluntarily, and intentionally waiving any right you may have to a trial by jury in any litigation arising out of your employment with STABIL Concrete Products, LLC.

Class Action and Collective Action Waiver

Your signature below also indicates that you understand and agree that as a condition of your hire or continued employment, you waive any right you may have to be a lead and/or member of a Class or Collective action lawsuit or a representative of a Class or Collective action lawsuit against STABIL Concrete Products, LLC. You further agree that you will only pursue any claim or lawsuit relating to your employment as an individual, and will not lead, join, or serve as a member of a class or group of persons bringing such a claim or lawsuit.

I HEREBY ACKNOWLEDGE THAT I HAVE READ CAREFULLY, HAD THE OPPORTUNITY TO ASK QUESTIONS ABOUT, UNDERSTAND, AND VOLUNTARILY AGREE TO THE ABOVE CONDITIONS OF ANY EMPLOYMENT THAT MAY BE OFFERED TO ME BY STABIL CONCRETE PRODUCTS, LLC.

Specifically,

- * I am waiving my right to have a trial by jury to resolve any lawsuit related to my application, employment, or termination of employment;
- * I am waiving my right to participate as a lead and/or member of a Class or Collective action lawsuit and/or serve as a class representative of similarly situated employees in any lawsuit against STABIL Concrete Products, LLC.
- * If I have any questions or comments regarding this Waiver, I am encouraged to contact any member of the Human Resource department.
- * I have the right to consult an attorney about this waiver prior to signing it.

Signature _____

Applicant's Name _____
(Please Print)

Date _____