

EMPLOYMENT HISTORY

(List all present and past employment, beginning with your most recent.)

I. Name: _____ City/State: _____
Type of Business: _____
Starting Salary: _____ per _____ Ending Salary: _____ per _____
Dates Employed: From _____ To _____
Describe Duties: _____
Supervisor: _____ Telephone: _____
Reason for Leaving: _____

II. Name: _____ City/State: _____
Type of Business: _____
Starting Salary: _____ per _____ Ending Salary: _____ per _____
Dates Employed: From _____ To _____
Describe Duties: _____
Supervisor: _____ Telephone: _____
Reason for Leaving: _____

III. Name: _____ City/State: _____
Type of Business: _____
Starting Salary: _____ per _____ Ending Salary: _____ per _____
Dates Employed: From _____ To _____
Describe Duties: _____
Supervisor: _____ Telephone: _____
Reason for Leaving: _____

IV. Name: _____ City/State: _____
Type of Business: _____
Starting Salary: _____ per _____ Ending Salary: _____ per _____
Dates Employed: From _____ To _____
Describe Duties: _____
Supervisor: _____ Telephone: _____
Reason for Leaving: _____

May we contact the employers listed above? Yes No

If not, please indicate employers not to contact and explain the reason:

PERSONAL REFERENCES

(No former employers or relatives)

Name	Occupation	City/State	Telephone
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Reason(s) for interest in this job:

List any friends or relatives working for us:

_____ Name _____ Name _____ Name

MISCELLANEOUS

Have you ever been convicted (including a guilty plea or no-contest plea) of a crime (a "yes" answer will not disqualify you from consideration for employment, but may be taken into account depending upon the nature of the crime and the circumstances)? Yes No

If "yes", was it Federal or State? _____ What State and County _____
If "yes", describe in full below:

Have you ever been named as the *alleged* harasser in a sexual harassment complaint, including a complaint in an EEOC charge or lawsuit, or in a complaint under an employer's internal complain procedure alleging sexual harassment? Yes No

If "yes", explain the nature of the allegations made against you, and explain what became of the complaint:

Have you ever been disciplined or discharged for violating an employer's workplace violence policy, for committing or threatening to commit a violent act (including, but not limited to fighting, unlawfully possessing a weapon of any kind to work or threatening the use of a weapon of any kind at work)?
Yes No

If "yes", please state the name of the employer, the date and explain the circumstances and the nature of the discipline imposed:

APPLICANT'S AGREEMENT (Read carefully before signing)

I promise that the information I gave in this employment application is true and complete. I understand that Vulcan, Inc. may refuse to hire me or, if I am hired by Vulcan, Inc. may discharge me, if I gave false, misleading or incomplete information in this application. **I agree**

I understand that, if I am offered employment by Vulcan, Inc., I will be required to undergo a physical examination and a drug screen, and pass several safety tests. The physical examination may include a complete medical history and will be used to evaluate whether I can perform the essential job duties of the job, with or without reasonable accommodation, and without posing a direct threat to my health or safety or to the health or safety of others. I understand that the offer of employment is conditioned upon the results and evaluation of the physical examination, drug screen and safety tests. I also understand that **any misrepresentation, including an intentional failure to provide requested information, as to pre-existing physical or mental conditions may void a claim for workers' compensation benefits after I begin work.** I understand and agree that Vulcan, Inc. may conduct or obtain a complete criminal records background check and personal background investigation to determine my qualifications and suitability for employment. I understand that any offer of employment is conditioned upon the results of criminal background check and the background information obtained. **I agree**

I authorize each person, school and former employer identified in this employment application to provide Vulcan, Inc. with any information Vulcan, Inc. may request, I consent to the disclosure of this information and I authorize Vulcan, Inc. to obtain this information. I consent to the release of all such information to Vulcan, Inc., and I release each such person, school or employer from any liability or damage related in any way to the furnishing of such information to Vulcan, Inc. I release Vulcan, Inc. and its employees or representatives from any liability or damage related in any way to Vulcan, Inc's solicitation or receipt of such information. **I agree**

I understand that, if I am hired by Vulcan, Inc., my employment is "at-will". Vulcan, Inc. can terminate my employment at any time and for any reason Vulcan, Inc. deems sufficient, with or without prior notice. I understand that, except by written agreement signed by the President of Vulcan, Inc., no manager, supervisor, employee or other Company representative has any authority (i) to promise employment for a particular length of time, or (ii) to make any other promises or other representations about my continued employment with Vulcan, Inc. **I agree**

Vulcan, Inc. requires that you certify your application by submitting an electronic signature. To certify your application read all text and then provide an electronic signature (type your name) as confirmation of your signature. I certify that all the information on my application is accurate and true and then submit your application. **I agree**

Type Your Full Name Above

Date