

Maryland Materials, Inc.

An Equal Opportunity Employer

Application for Employment

It is the policy of this company to provide equal employment opportunities to all qualified applicants without regard to race, color, creed, religious beliefs, marital or veteran status, sexual orientation, age, gender, national origin, disability or any other legally protected status under federal, state or local law.

Note: Federal mine regulations require that you must be at least 18 years of age to work in an open pit mine.

Office Use Only

Date interviewed _____ by _____
(Initials)

Hired Yes No Position _____

Starting rate _____ Shift _____

Comments _____

1. Position applied for _____ 2. Date you can start _____

3. Social Security No. _____

4. Full legal name _____
Last First Middle

7. Home Phone (____) _____

5. Address _____

8. Desired salary _____

_____ City State Zip

9. Referred by _____

6. Have you ever applied for employment with us? been employed with us? If yes, when? _____

10. EDUCATION

a. High School name and location _____

Did you graduate? Yes No If no, do you have a high school equivalency diploma? Yes

b. Secondary education; list name and location of institution _____

Course of study _____ Number of years completed _____ Degree received _____

c. List any other trade or business schools attended _____

11. REFERENCES

List the names, addresses and relationships of three persons not related to you who know your qualifications:

Name	Address	Phone	Relationship
1.			
2.			
3.			

12. CITIZENSHIP

For purposes of compliance with the Immigration Reform and Control Act, are you legally eligible for employment in the United States? Yes No (Proof of U.S. citizenship or immigration status will be required upon employment)

13. MILITARY SERVICE

Have you ever served in the U.S. Military? Yes No If yes, what branch? _____

Identify any skills learned which may be relevant to the job for which you are applying _____

14. CRIMINAL HISTORY

Have you been convicted of a crime within the past five (5) years (felony, DWI, DUI, misdemeanor, traffic violation, etc.)? Yes No If yes, state the crime, date and nature of conviction. You may omit convictions which have been expunged. _____

A record of criminal convictions will not necessarily bar you from employment. Nature, date and rehabilitation will be considered.

15. EMPLOYMENT HISTORY

- a. Are you currently employed? Yes No If so, may we contact your present employer? Yes No
- b. Are you currently on lay-off status and subject to recall? Yes No
- c. Starting with the most recent, describe all applicable experience. Highlight your knowledge, skills and abilities which best describe your qualifications for this position. If available, attach resume.

I. Job Title _____ Employer _____ Address _____ Phone _____ Type of business _____ Dates of employment from _____ to _____ Reason for leaving _____	Duties: _____ _____ _____ _____ Supervisor _____ Full-time ___ Part-time ___ Hrs./week _____
II. Job Title _____ Employer _____ Address _____ Phone _____ Type of business _____ Dates of employment from _____ to _____ Reason for leaving _____	Duties: _____ _____ _____ _____ Supervisor _____ Full-time ___ Part-time ___ Hrs./week _____
III. Job Title _____ Employer _____ Address _____ Phone _____ Type of business _____ Dates of employment from _____ to _____ Reason for leaving _____	Duties: _____ _____ _____ _____ Supervisor _____ Full-time ___ Part-time ___ Hrs./week _____

d. Use this space to list any special training or skills (machine operation, professional licenses, certificates, awards, etc.) _____

16. **CERTIFICATION** – *Each application requires current date and original signature*

READ CAREFULLY BEFORE SIGNING

I certify that the information contained in this application is correct. I understand that the misrepresentation or omission of information called for in this application will result in refusal to hire or, if hired, will result in immediate dismissal. I authorize the investigation of all statements contained in this application and authorize any of the persons or organizations referenced in this application to furnish Maryland Materials, Inc. any and all information concerning my previous employment, education, or any other information they might have, personal or otherwise, with regard to any of the subjects covered by this application and release all such parties from any and all liability or damages that may result from their furnishing such information to Maryland Materials, Inc. Further, I understand and agree that my employment is "at-will" and for no definite period and may, regardless of payment of my wages or salary, be terminated at any time, with or without cause or notice at the option of either Maryland Materials, Inc. or myself. I also authorize Maryland Materials, Inc. to deduct from my wages any amounts which may be due it as a result of overpayment of wages, shortages of Maryland Materials, Inc. funds or property under my control or for which I am made responsible, loss or destruction of its property or any other amounts which I may lawfully owe Maryland Materials, Inc., or for which I have received full consideration. In the event I become an employee of Maryland Materials, Inc., I agree to comply with all rules, regulations, policies and procedures and understand that the rules, regulations, policies and procedures may be changed, interpreted, withdrawn or added to by Maryland Materials, Inc. at any time at its sole option and without any prior notice and that I may be terminated or disciplined for any violations. I also agree that all papers, keys, identification cards, credit cards, tools, equipment or other property furnished by Maryland Materials, Inc. shall be the property of Maryland Materials, Inc. and upon its request or the termination of my employment, I will surrender such property to Maryland Materials, Inc.

I understand that in the event I am offered a position by Maryland Materials, Inc., my actual employment may be contingent upon the results of tests performed to detect the presence of controlled dangerous substances made illegal under Maryland law and **I will not be hired** if the tests are positive for these substances. I also understand and agree that I am subject to further periodic and/or random drug testing during the term of my employment.

I further understand and agree that if offered a position, I will be required prior to the commencement of my employment to present documents, in accordance with applicable law, which establish proof of my identity and my eligibility to work in the United States.

I also understand and agree that as part of Maryland Materials' asset protection program and anti-drug policy, my property, person and possessions are subject to inspection and search by the Company including any locker, desk, package or parcel in my possession, custody or control at my work site.

I certify that I have read, fully understand and accept all terms of the foregoing Application for Employment.

Applicant Signature

Date

UNDER MARYLAND LAW AN EMPLOYER MAY NOT REQUIRE OR DEMAND ANY APPLICANT FOR EMPLOYMENT OR PROSPECTIVE EMPLOYMENT OR ANY EMPLOYEE TO SUBMIT TO OR TAKE A POLYGRAPH, LIE DETECTOR OR SIMILAR TEST OR EXAMINATION AS A CONDITION OF EMPLOYMENT OR CONTINUED EMPLOYMENT. ANY EMPLOYER WHO VIOLATES THIS PROVISION IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT TO EXCEED \$100.00

Acknowledged:

Applicant Signature

Date