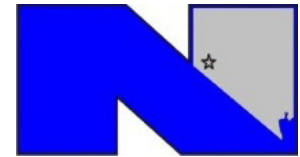


Employment Application

NEVADA CEMENT COMPANY
P.O. BOX 840 FERNLEY, NV 89408



NEVADA CEMENT COMPANY (THE "COMPANY") IS AN EQUAL OPPORTUNITY EMPLOYER. THE COMPANY TREATS ALL OF ITS APPLICANTS AND EMPLOYEES WITHOUT REGARD TO RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, CITIZENSHIP STATUS, AGE, DISABILITY, OR ANY OTHER FACTOR, PROHIBITED BY FEDERAL, STATE OR LOCAL LAW. AFTER AN OFFER OF EMPLOYMENT HAS BEEN EXTENDED, YOU MAY BE REQUIRED TO SUCCESSFULLY PASS A PHYSICAL EXAMINATION, DRUG TEST, AND BACKGROUND CHECK. NEVADA CEMENT COMPANY ALSO PROVIDES REASONABLE ACCOMMODATIONS TO QUALIFIED INDIVIDUALS WITH DISABILITIES IN ACCORDANCE WITH THE AMERICAN WITH DISABILITIES ACT AND APPLICABLE STATE AND LOCAL LAW. IF YOU REQUIRE AN ACCOMMODATION IN THE APPLICATION PROCESS, PLEASE ADVISE HUMAN RESOURCES.

APPLICANT INFORMATION

| | | | | | | | |
|--|------------------------------|-----------------------------|---|--------------------------|------------------------------|-----------------------------|--|
| Last Name | | First | | M.I. | | Date | |
| Street Address | | | | Apartment/Unit # | | | |
| City | | State | | ZIP | | | |
| Phone/Cell # | | | E-mail Address | | | | |
| Position Applying for | | Date Available | Applying for | | Salary desired | \$ | |
| | | | Full Time | <input type="checkbox"/> | Part Time | <input type="checkbox"/> | |
| Are you a citizen of the United States? | YES <input type="checkbox"/> | NO <input type="checkbox"/> | If no, are you authorized to work in the U.S.? | | YES <input type="checkbox"/> | NO <input type="checkbox"/> | |
| If hired can you provide proof of authorization to work in the U.S.? | YES <input type="checkbox"/> | NO <input type="checkbox"/> | If you are under 18, can you furnish a work permit? | | YES <input type="checkbox"/> | NO <input type="checkbox"/> | |
| Have you ever worked for this company? | YES <input type="checkbox"/> | NO <input type="checkbox"/> | If so, when/where? | | | | |
| Do you have a Valid Motor Vehicle Drivers License? | YES <input type="checkbox"/> | NO <input type="checkbox"/> | Do you have any CDL endorsements? | | YES <input type="checkbox"/> | NO <input type="checkbox"/> | |
| Are you able to perform essential job functions with or without reasonable accommodations? (Note: Nevada Cement Company complies with disability laws and will consider reasonable accommodations measures that may be necessary for eligible applicants/employees to perform essential functions. Offers may be conditioned on undergoing a medical examination.) | | | | | | | |
| If necessary explain. | | | | | | | |
| Have you ever been convicted of a felony? | YES <input type="checkbox"/> | NO <input type="checkbox"/> | If yes, explain | | | | |

Have you ever been convicted of plead guilty, no contest or nolo contendere, to a misdemeanor or felony (or indictable offense in New Jersey)?

* Do not report any conviction that has been sealed, expunged, statutorily eradicated, annulled, impounded, erased, dismissed under the First Offender's Law, pardoned by the Governor or which state law allow you to lawfully deny as set forth below. You are also not required to disclose violations, infractions, petty misdemeanors or summary offenses.

A conviction will not necessarily be a bar to employment. This information will only be used for job-related purposes consistent with applicable law and is only relevant in determining whether the conviction is related to the job for which you are applying. Factors such as age at the time of the offense(s), recentness of the offense(s), seriousness of the offense(s), nature of the violation(s), its relation, if any to the job you are seeking, and rehabilitation will be taken into account. Failure to honestly answer this question will result in discontinued consideration of your application or termination of employment.

YES NO

EDUCATION

| | | | | | | | |
|-------------|-------------------|------------------------------|-----------------------------|--------------|--|--|--|
| High School | | Address | | | | | |
| | Did you graduate? | YES <input type="checkbox"/> | NO <input type="checkbox"/> | Trade School | | | |
| College | | Address | | | | | |
| | Did you graduate? | YES <input type="checkbox"/> | NO <input type="checkbox"/> | Degree | | | |
| Trade/Other | | Address | | | | | |
| | Did you graduate? | YES <input type="checkbox"/> | NO <input type="checkbox"/> | Degree | | | |

DESCRIBE SPECIALIZED TRAINING, MILITARY EXPERIENCE, SKILLS AND EXTRA CURRICULAR ACTIVITIES:

| |
|--|
| |
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PREVIOUS EMPLOYMENT HISTORY ADDRESS AND PHONE NUMBER FOR PREVIOUS EMPLOYERS REQUIRED.
IF NO LONGER IN BUSINESS, PLEASE INDICATE SO.

| | | | |
|-----------|--|-----------------|---|
| Company | | Current Phone # | |
| Address | | Supervisor | |
| Job Title | | Starting Salary | \$ Ending Salary \$ |

| | |
|--------------------------------|--|
| Responsibilities or job duties | |
|--------------------------------|--|

| | | | | | |
|--|--|----|--|------------------------------|-----------------------------|
| From | | To | | Reason for Leaving | |
| May we contact your previous supervisor for a reference? | | | | YES <input type="checkbox"/> | NO <input type="checkbox"/> |

| | | | |
|-----------|--|-----------------|---|
| Company | | Current Phone # | |
| Address | | Supervisor | |
| Job Title | | Starting Salary | \$ Ending Salary \$ |

| | |
|------------------|--|
| Responsibilities | |
|------------------|--|

| | | | | | |
|--|--|----|--|------------------------------|-----------------------------|
| From | | To | | Reason for Leaving | |
| May we contact your previous supervisor for a reference? | | | | YES <input type="checkbox"/> | NO <input type="checkbox"/> |

| | | | |
|-----------|--|-----------------|---|
| Company | | Current Phone # | |
| Address | | Supervisor | |
| Job Title | | Starting Salary | \$ Ending Salary \$ |

| | |
|------------------|--|
| Responsibilities | |
|------------------|--|

| | | | | | |
|--|--|----|--|------------------------------|-----------------------------|
| From | | To | | Reason for Leaving | |
| May we contact your previous supervisor for a reference? | | | | YES <input type="checkbox"/> | NO <input type="checkbox"/> |

ADDITIONAL INFORMATION (PLEASE INDICATE IF YOU HAVE ACTUAL EXPERIENCE IN ANY OF THE FOLLOWING POSITIONS)

| | | |
|--|--|---|
| <input type="checkbox"/> OFFICE MANAGER <input type="checkbox"/> BOOKKEEPER <input type="checkbox"/> ACCOUNTS PAYABLE <input type="checkbox"/> ACCOUNTS RECEIVABLE <input type="checkbox"/> PAYROLL CLERK <input type="checkbox"/> DATA ENTRY/COMPUTER <input type="checkbox"/> CASHIER <input type="checkbox"/> SECRETARY <input type="checkbox"/> RECEPTIONIST | <input type="checkbox"/> SALES MANAGER <input type="checkbox"/> SALES PERSON <input type="checkbox"/> CUSTOMER SERVICE <input type="checkbox"/> TELEMARKETING <input type="checkbox"/> ORDER PROCESSING <input type="checkbox"/> STATISTICIAN | <input type="checkbox"/> MANUFACTURING MANAGER <input type="checkbox"/> DISPATCHER/EXPEDITOR <input type="checkbox"/> FOREMAN <input type="checkbox"/> TECHNICIAN/PRODUCTION <input type="checkbox"/> ELECTRICIAN <input type="checkbox"/> WAREHOUSE <input type="checkbox"/> SHIPPING <input type="checkbox"/> MAINTENANCE <input type="checkbox"/> DELIVERY |
|--|--|---|

ADDITIONAL INFORMATION

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Please read carefully. Initial each paragraph below, then sign and date in spaces provided

I certify that the statements and information furnished by me in this application are true and correct. I understand that omitted, false, or misstated statements on this application are ground for refusal to hire, or dismissal, at any time the company becomes aware of the omitted, falsified, or misstated information. In consideration of my employment, I agree to conform to the rules and regulations of Nevada Cement Company.

I understand that Nevada Cement Company is not obligated to provide me with employment and that I am not obligated to accept employment. I understand that nothing contained in this application, or conveyed during any interview that may be granted, or during my employment, if hired, is intended to create a contract for continued employment with Nevada Cement Company, except as required by applicable federal, state, and local law. In addition, if an employment relationship is established, unless I am employed in Montana, I acknowledge that my employment and compensation can be terminated, with or without cause, and with or without notice at any time, at the option of either the Company or myself, and that this cannot be altered except by an express written agreement signed by myself and a designated officer of the Company. I further understand and agree that no manager or other representative of the Company has the authority to make any verbal promises or commitments to me with respect to any term condition, or privilege of my employment (including compensation). I further understand that no policy, benefit, or procedure contained in any employee handbook creates a contract for continued employment. I understand and agree that, if hired, I will be required to abide by all rules and regulations of Nevada Cement Company, and that my wages, benefits, and conditions of employment can be changed by the Company at any time in its sole discretion.

I agree and hereby authorize Nevada Cement Company to conduct a background inquiry to verify the information on the application and any company form completed by me. I authorize all previous employers, educational institutions or other persons who have knowledge of me or my records, to release such information to Nevada Cement Company, or their agents. I hereby release Nevada Cement Company and any persons or companies that participate in or conduct a background inquiry regarding me from all claims or liabilities whatever that may arise by such disclosures or such investigation.

I understand that this application will be considered active for a period not to exceed 30 days. I understand that if I wish to be considered for employment beyond this period, I should inquire as to whether or not applications are being accepted for the position for which I am interested and, if so, submit a new application.

DISCLAIMER AND SIGNATURE

I Certify That My Signature Certifies That I Have Read And Agree With The Above Statements.

Signature of Applicant: _____ Date: _____

DO NOT WRITE IN THIS AREA

REMARKS

INTERVIEW BY:

DATE:

VOLUNTARY EEO / AFFIRMATIVE ACTION DATA

Nevada Cement Company is an equal opportunity / affirmative action employer and considers all employment decisions without regard to race, color, religion, gender, national origin, citizenship, age, mental or physical disabilities, veteran status, or any other prohibited basis. In keeping with this philosophy and in an effort to comply with federal and state standards for equal opportunity employment, we ask that you provide the information requested below.

Providing this information is strictly voluntary and will not be the basis of any employment decision. Failure to provide this information will not subject you to any adverse treatment. Please note that the information provided is retained separately from your application and will not be used as a part of the application process.

EMPLOYEE INFORMATION

LAST: _____ FIRST: _____ MI: _____ DATE: _____

FEMALE
MALE

1 Hispanic or Latino
2 Asian (not Hispanic or Latino)
3 Native Hawaiian or other Pacific Islander
4 White (not Hispanic or Latino)
5 Black or African American (not Hispanic or Latino)
6 American Indian/Alaskan Native
7 Two or More Races (not Hispanic or Latino)

INVITATION TO SELF IDENTIFY VETERAN STATUS

As a government contractor, Nevada Cement Company is subject to the Vietnam Era Veterans Readjustment Assistance Act of 1974 and Section 503 of the Rehabilitation Act of 1973, as amended, which require government contractors to take affirmative action to employ and advance in employment qualified veterans, 1 disabled veterans, veterans of the Vietnam era, recently separated veterans, and qualified individuals with disabilities. If you are a veteran, we would like to include in our affirmative action program. A request to benefit under Nevada Cement Company's affirmative action program may be made now or at any time in the future. This information is being requested on a voluntary basis and refusal to provide it will not subject you to any adverse treatment. Further, the information will not be used in a manner inconsistent with the Vietnam Era Veterans Readjustment Act of 1974 and Section 503 of the Rehabilitation Act of 1973 as amended.

Protected Veteran