

PLEASE COMPLETE THE FOLLOWING EVEN IF RESUME IS ATTACHED

Please provide up to 10 years of relevant employment history (print additional sheets if necessary)

PREVIOUS EMPLOYMENT RECORD: Start with most recent position first

From: _____ To: _____ Duties, responsibilities, equipment, skills used (full description): _____

Employer (Full Business Name): _____ Phone Number: _____

Address: _____

Type of business: _____ Immediate Supervisor: _____

Position: _____ Salary: _____ Reason for leaving: _____

From: _____ To: _____ Duties, responsibilities, equipment, skills used (full description): _____

Employer (Full Business Name): _____ Phone Number: _____

Address: _____

Type of business: _____ Immediate Supervisor: _____

Position: _____ Salary: _____ Reason for leaving: _____

From: _____ To: _____ Duties, responsibilities, equipment, skills used (full description): _____

Employer (Full Business Name): _____ Phone Number: _____

Address: _____

Type of business: _____ Immediate Supervisor: _____

Position: _____ Salary: _____ Reason for leaving: _____

From: _____ To: _____ Duties, responsibilities, equipment, skills used (full description): _____

Employer (Full Business Name): _____ Phone Number: _____

Address: _____

Type of business: _____ Immediate Supervisor: _____

Position: _____ Salary: _____ Reason for leaving: _____

From: _____ To: _____ Duties, responsibilities, equipment, skills used (full description): _____

Employer (Full Business Name): _____ Phone Number: _____

Address: _____

Type of business: _____ Immediate Supervisor: _____

Position: _____ Salary: _____ Reason for leaving: _____

REFERENCES

Name: _____ Business: _____ Phone: _____ Yrs Known: _____

Address: _____

Name: _____ Business: _____ Phone: _____ Yrs Known: _____

Address: _____

Name: _____ Business: _____ Phone: _____ Yrs Known: _____

Address: _____

U.S. MILITARY

Branch of service: _____ From: _____ To: _____

Kinds of training and duty during service: _____

AUTHORIZATION AND RELEASE FOR PRE-EMPLOYMENT SCREENING

I authorize **ROYAL DA** to conduct a complete investigation of my prior employment record. I understand that this investigation will include a reference check with some or all of the employers whom I have identified on the job application as well as an effort to verify the fact that I have provided complete and accurate information. I hereby authorize any former employer to disclose the facts of my past employment, dates of employment, titles or positions held, wage and salary history, the facts and results of any and all formal or informal performance evaluations related to my employment. Such facts may include, but not be limited to, my attendance record, attitude, ability to work with others, communication skills, willingness to see a project through, the reasons for and the circumstances surrounding my separation from employment with any former employer and my eligibility for rehire.

In consideration for providing this information, I hereby release, waive and discharge any former employer, its officers, agents and employees, from any and all loss or damage resulting therefrom, which may arise as a direct or indirect result of the company's statements responding to the reference check.

If you are currently employed, do you authorize **ROYAL DA** to contact your current employer? ~~XXXXXXXXXX~~ Yes No

Applicant's signature _____ Date _____

NOTICE TO APPLICANTS FOR PRE-OFFER DRUG TESTING

JIT Industries has established and maintains a Drug-Free Workplace Program. As part of this Program, offers of employment are expressly conditioned upon passing a drug screen test. In addition, employees of JIT Industries may be subject to drug testing under those conditions outlined in the Company's Drug-Free Policy and the Accident Prevention Safety Program.

For persons receiving a conditional offer for employment, failure of a drug test or refusal to submit to a drug test will result in withdrawal of the offer of employment and action taken against employees up to and including termination of employment.

Refusal to complete or sign this document will result in the withdrawal of an offer of employment.

JIT Industries

Applicant's name: _____
please print

Applicant's signature: _____ Date _____

TRAVEL AS A CONDITION OF EMPLOYMENT

JIT Industries employees may be asked to assist on site at a domestic or international field location. Willingness to travel for such assignments is a condition of employment at JIT Industries.

From time to time, JIT Industries must provide personnel to assist at a project field location with equipment setup, installation, testing and training. Such projects require the employee to spend varying amounts of time away from the regular Hartselle work location.

When asked to be away from Hartselle for a project field assignment, JIT Industries will pay necessary expenses including travel, lodging and meals. JIT Industries may also, at its sole discretion, provide additional pay for time worked depending upon the length of the travel assignment, the site conditions where the work will be done, and the nature of the work.

By my signature below, I understand and agree to travel when requested as a condition of my employment at JIT Industries.

Applicant's signature: _____ Date: _____

Witness signature: _____ Date _____

CONDITIONS OF EMPLOYMENT

I certify the information given by me to JIT Industries is true and complete to the best of my knowledge. I understand that, if employed, false or misleading information may result in my immediate dismissal. I understand the first 90 days of employment at JIT Industries are considered an evaluation period.

I authorize JIT Industries to solicit information regarding my character, general reputation, previous employment, and similar background information, and to contact any or all references and previous employers I have given on my application. I hereby release all parties connected with any such request for information from all claims, liabilities, and damages for any reason arising out of furnishing such information. If employed, I release JIT Industries from any liability for future references it may provide regarding my work history at the firm.

In consideration of my employment, I agree that my employment is at will and can be terminated with or without cause, and with or without notice at any time at the option of either JIT Industries or myself. I understand that no representative of JIT Industries other than the President in a signed agreement, has the authority to enter into any agreement for employment for any specified period of time, or to make any agreement contrary to the foregoing.

Signed _____ Date _____

AFFIRMATIVE ACTION APPLICANT INFORMATION

The following information is for statistical purposes to satisfy requirements placed on JIT Industries as a government contractor.

Name: _____

Gender: Male Female

Race: Caucasian Black Asian Hispanic

American Indian Other _____

Veteran: Vietnam Veteran Other Veteran None

Discharge: Honorable Dishonorable

Date of Birth : _____
(Month, Day, Year)

SSN: _____

Position Applied For: _____

How did you hear about this job? _____

I understand that this information is used only for tracking purposes. I further understand that this sheet will be separated from my application and that the application information contained hereon will not become part of my employee file nor will this information be used in any part of JIT Industries' employment process. I also understand that I will not be discriminated against in any aspect of the employment process as a result of supplying this information.

Applicant's signature: _____ Date: _____