MUST HAVE A COPY OF THE FOLLOWING

DRIVER LICENSE and SOCIAL SECURITY CARD

OR

DRIVER LICENSE and BIRTH CERTIFIACATE

DRIVER LICENSE and MEDICAL CARD

DRIVER LICENSE

MEDICAL LONG FORM

THESE MUST BE COPIED TOGETHER AS LISTED

Alabaster Clanton



Shelby Concrete, Inc.

3075 Hill Street Montgomery, AL 36108 Phone 334-265-0235 Fax 334-265-2457

Millbrook Fairview Montgomery East Montgomery Spanisn Fort Gulf Snores Fairnope

DRIVER'S APPLICATION

| Applicant Name(Print) | Date of Application |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (Plint) | |
| are considered for all position | and State equal employment opportunity laws, qualified applicants ns without regard to race, color, religion, sex, national origin, age, non-job related disability, or any other protected group status. |
| ТО В | E READ AND SIGNED BY APPLICANT |
| regarding medical history will be made I hereby release employers, schools, he inquiries and releasing information in corunt the event of employment. I understa | ons and inquiries of my personal, employment, financial or medical history necessary in arriving at an employment decision. (Generally, inquiries only if and after a conditional offer of employment has been extended, ealth care providers and other persons from all liability in responding to nnection with my application. Indicate the model of the model o |
| I understand that information I provide employer(s) will be contacted, for the pu CFR 391.23(d) and (e). I understand that | regarding current and/or previous employers may be used, and those urpose of investigating my safety performance history as required by 49 to have the right to: |
| | |
| Review information provided by previous | us employers; |
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| Have errors in the information corrected corrected information to the prospective Have a rebuttal statement attached to cannot agree on the accuracy of the information | d by previous employers and for those previous employers to re-send the employer; and the alleged erroneous information, if the previous employer(s) and formation. |
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| Have errors in the information corrected corrected information to the prospective. Have a rebuttal statement attached to cannot agree on the accuracy of the information signature. APPLICANT HIRED DATE EMPLOYED DEPARTMENT (IF REJECTED, SUMMARY REPORT OF REASONS SHOULD SIGNATURE OF INTERVIEWING OFFICER TETERMINATED TETERMINATED | d by previous employers and for those previous employers to re-send the employer; and the employer; and the alleged erroneous information, if the previous employer(s) and I formation. Date FOR COMPANY USE PROCESS RECORD REJECTED POINT EMPLOYED CLASSIFICATION BE PLACED IN FILE) |

APPLICANT TO COMPLETE

(answer all questions - please print)

| Name | | | | Social Security No. | | |
|-----------------------------------------------|------------------------------------|-----------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|-----------|
| | | First | Middle | _ Could Goodiny No. | | |
| List your address | ses of residency for the past | 3 years. | | | | |
| Current Address | Street | | | *** | | |
| | Street | | 9 14 1 h | City | N. P. S. | - |
| | State | Zip Code | Phone | | How Long? _ | |
| Previous Addresses | | 2.0 0000 | | | The state of the state of | yr./mo. |
| | Street | City | | State & Zip Code | How Long?_ | vr./mo. |
| | | | | CONTRACTOR OF THE PROPERTY OF | How to 200 | 6 3399000 |
| | Street | City | | State & Zlp Code | How Long?_ | yr./mo. |
| | Street | | | 2 | How Long?_ | |
| W | | · City | | State & Zip Code | A KIND | yr./mo. |
| Do you have the leg | al right to work in the United Sta | ites? | | the state of the state of | * 41 | |
| Date of Birth Required for Comm | / / | Can you p | provide proof of | age? | and a state of | |
| | nercial Drivers) | | • | | | |
| Have you worked | for this company before? | Where? | | | | |
| Dates: From | To | Rate of | of Pay | Position | | |
| Reason for leaving | g | | 11. | | | |
| Are you now empl | oyed? If not, how | v long since leaving last e | employment? | | | |
| Vho referred you? | , | reng enter tearing tack o | mployment | | | |
| lana manana jaa. | | | | . Hate of pay expected | | |
| have you ever bee Answer only if a job rec | en bonded? | | | Name of bonding cor | npany | |
| | en convicted of a felony? | 1-1 | | | | |
| | ain fully on a separate sheet | | | | | |
| rill be considered. | an runy on a ocpanic sneet | or paper. Conviction of a | crime is not | an automatic bar to en | ployment-all circu | umstance |
| | | | | · | | |
| there any reas tached job descri | on you might be unable to | perform the functions | of the job fo | or which you have ap | plied [as describ | ed in the |
| | plion): | | | | | |
| | | | | | | |
| yes, explain if yo | u wish. | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | F 7 | EMPLOYMENT H | | | | |

All driver applicants to drive in interstate commerce must provide the following information on all employers during the preceeding 3 years. List complete mailing address, street number, city, state and zip code.

Applicants to drive a commercial motor vehicle* in intrastate or interstate commerce shall also provide an additional 7 years' information on those employers for whom the applicant operated such vehicle. (NOTE: List employers in reverse order starting with the most recent. Add another sheet as necessary.)

| | EMPLOYER | | | D | ATE |
|----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|----------------|-------------------|-------------|
| NAME | - Marie - Mari | | | FROM MO, YR. | MO, YE |
| ADDRESS | | | | POSITION HELD | |
| CITY | STATE | ZIP | | SALARYWAGE | |
| CONTACT PERSON | | PHONE NUMBER | | REASON FOR LEAV | ING |
| WERE YOU SUBJECT TO THE FM | CSRs WHILE EMPLOYED? | YES NO | | | |
| WAS YOUR JOB DESIGNATED AS TESTING REQUIREMENTS OF 49 | A SAFETY-SENSITIVE FUNC CER PART 40? DYES DE | CTION IN ANY DOT-REGUNO | JLATED MODE SU | JBJECT TO THE DRU | JG AND ALCO |

EMPLOYMENT HISTORY (continued)

| | EMPLOYER | DATE |
|----------------------------------------------------------|-----------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| NAME | | FROM TO MO. YR. MO. YR. |
| ADDRESS | | POSITION HELD |
| CITY | STATE ZIP | SALARYWAGE |
| CONTACT PERSON | PHONE NUMBER | REASON FOR LEAVING |
| WERE YOU SUBJECT TO THE FM | CSRs [†] WHILE EMPLOYED? TYES NO | The second secon |
| WAS YOUR JOB DESIGNATED AS TESTING REQUIREMENTS OF 49 | A SAFETY-SENSITIVE FUNCTION IN ANY DOT-REG CFR PART 407 ☐ YES ☐ NO | BULATED MODE SUBJECT TO THE DRUG AND ALCOH |
| | EMPLOYER | DATE |
| NAME | | FROM TO |
| ADDRESS | | MO. YR. MO. YR. POSITION HELD |
| CITY | STATE: ZIP | SALARY/WAGE |
| CONTACT PERSON | PHONE NUMBER | REASON FOR LEAVING |
| WERE YOU SUBJECT TO THE FMC | SRs† WHILE EMPLOYED? TYES NO | |
| | | ULATED MODE SUBJECT TO THE DRUG AND ALCOH |
| TESTING REQUIREMENTS OF 49 | CFR PART 407 YES NO | |
| | EMPLOYER | DATE |
| NAME | | FROM TO |
| ADDRESS | | MO. YR. MO. YR. POSITION HELD |
| CITY | STATE ZIP | SALARYWAGE |
| CONTACT PERSON | PHONE NUMBER | REASON FOR LEAVING |
| VERE YOU SUBJECT TO THE FMC | SRs† WHILE EMPLOYED? TYES NO | |
| VAS YOUR JOB DESIGNATED AS A | A SAFETY-SENSITIVE FUNCTION IN ANY DOT-REGU | JUATED MODE SUBJECT TO THE DRUG AND ALCOHO |
| ESTING REQUIREMENTS OF 49 (| CFR FART 407 (1 TES (1) NO | |
| | EMPLOYER | DATE |
| IAME | | FROM TO MO. YR. MO. YR. |
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| | EMPLOYER | DATE |
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| | OTATE NO | SALARY/WAGE |
| TY | STATE ZIP | |
| TY ONTACT PERSON | STATE ZIP PHONE NUMBER | REASON FOR LEAVING |

^{*}Includes vehicles having a GVWR of 26,001 lbs. or more, vehicles designed to transport 16 or more passengers (including the driver), or any size vehicle used to transport hazardous materials in a quantity requiring placarding.

[†]The Federal Motor Carrier Safety Regulations (FMCSRs) apply to anyone operating a motor vehicle on a highway in interstate commerce to transport passengers or property when the vehicle: (1) weighs or has a GVWR of 10,001 pounds or more, (2) is designed or used to transport more than 8 passengers (including the driver), OR (3) is of any size and is used to transport hazardous materials in a quantity requiring placarding.

| | DATES | NATURE OF (HEAD-ON, REAR- | | FATAL | ITIES | INJURIES | HAZAI MATERI | |
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| NEXT PREVIOUS | s | | | | | | 10 10 10 | |
| TRAFFIC CONVIC | TIONS AND FORF | EITURES FOR THE PA | ST 3 YEARS (OTHE | R THAN PARK | CINIC VIOLATI | ONS) IT NOW | | |
| | LOCATION | | DATE | CHAR | | CIAS) IF NON | PENALTY | |
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| ist all driver license | es or permits held in | FYPERIENC | SHEET IF MORE SP E AND QUALIFIC | | | | | |
| | STATE | | LICENSE NO. | | | YPE | EXPIRATION | LDATE |
| DRIVER | | | | | | | EXFINATION | VDATE |
| LICENSES | | • | | | | - | | 1 17 |
| | | | | | 177.00 | | | |
| . Have you ever b | peen denied a licen | se, permit or privilege t | o operate a motor ve | hicia? | | V=0 | | |
| | | ever been suspended | | 110101 | | | NO | |
| | | R B IS YES, GIVE DET | | | | | 140 | |
| *** | | | | | | 1. | | |
| RIVING EXPERI | ENCE CHECK YES | S OR NO | | | | | | |
| | EQUIPMENT | 3 CHINO | CIRCLE TYPE OF | FOURMENT | DA | res | APPROX. NO. O | FMIL |
| | | 750 F. 150 | | | FROM (MY) | TO (M/Y) | (TOTAL) | , . |
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| TRACTOR AND SE | | ES NO | (VAN, TANK, FLAT, D | | | | | |
| TRACTOR - THREE | NO. OF CO. P. CO | | (VAN, TANK, FLAT, D | | | | | |
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| The state of the s | CHOOL BUS TY | ES NO passenders | | | | | | |
| MOTORCOACH - S | | | | | | | | |
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| MOTORCOACH - S | TED IN FOR LAST | FIVE YEARS: | | | | | | |
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| MOTORCOACH - SI OTHER ST STATES OPERA NOW SPECIAL COU | JRSES OR TRAINII | NG THAT WILL HELPY DU HOLD AND FROM | OU AS A DRIVER: . | | | | | |
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| MOTORCOACH - SI DTHER | URSES OR TRAINII IG AWARDS DO YO | NG THAT WILL HELPY DU HOLD AND FROM | OU AS A DRIVER: WHOM? | TIONS - OT | HER | | | |
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Investigation Consent Form Receipt of Summary of FCRA Rights

I understand and authorize that an investigative consumer report may be obtained for employment purposes. I authorize the company I have made application with, or its designated agent, to conduct pre-employment or other employment related inquires after I am hired (to the extent allowed by law). I authorize any past or present employer, or other business, governmental agency or individual contacted to supply the requested information and documents pertaining to me and to provide full and complete disclosure. I release from liability the company I have made application with, and its representatives for gathering and using of such information. I fully release the person or entity providing the information of any right or claim of confidentiality concerning disclosure of the Information requested below or any and all claims, actions, or causes of action which may arise as a consequences of the release of such information as may be requested concerning: (1) Complete background reference and work history checks; (2) Criminal and civil litigation history information and/ or any other public records); (3) Credit reports, academic achievement, professional licensure, bankruptcy filings; (4) Previous incidents of alleged sexual or racial harassment; (5) Previous incidents of violent behavior and/or suspected dishonest acts; (6) Eligibility for rehire and circumstances of previous separation from employment; (7) Social Security Number verification: and (8) Information concerning any or all worker's compensation claims if a conditional offer of employment has been made. I request that any law enforcement agency, institution, information service bureau, school, employer, reference or insurance company contacted pursuant to this investigation consent form cooperate fully and completely in responding to the inquiries. I understand that all pre-employment screening activities are conducted in compliance with ADA, EEOC and the Fair Credit Reporting Act (FCRA) requirements. By my signature below, I acknowledge that I have received a Summary of My Rights under the Fair Credit Reporting Act (FCRA).

| Vitness | Date |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|
| Printed Name | Maiden Name(s) |
| Date of Birth Social Security Number | 1 |
| Driver License # and State | |
| Address: | |
| | |
| Former Address(es) | |
| CHECK SERVICES TO BE COMPLETED: ALABAMA STATEWIDE CRIMINAL STATEWIDE CRIMINAL COUNTY CRIMINAL NATIONAL CRIMINAL SEARCH SOCIAL SECURITY TRACE MOTOR VEHICLE REPORT STATE SEX OFFENDER CHECK PROFESSIONAL LICENSE CHECK | NATIONAL SEX OFFENDER CHECKEMPLOYMENTPEER CREDIT REPORTREFERENCEWORKER'S COMPEDUCATIONOIG EXCLUSIONS |
| CHECK SERVICES TO BE COMPLETED: ALABAMA STATEWIDE CRIMINAL STATEWIDE CRIMINAL COUNTY CRIMINAL NATIONAL CRIMINAL SEARCH SOCIAL SECURITY TRACE MOTOR VEHICLE REPORT STATE SEX OFFENDER CHECK PROFESSIONAL LICENSE CHECK STATE(S) COUNTY | NATIONAL SEX OFFENDER CHECKEMPLOYMENTPEER CREDIT REPORTREFERENCEWORKER'S COMPEDUCATIONOIG EXCLUSIONS |

***NOTE: FOR EDUCATION AND EMPLOYMENT VERIFICATION PLEASE SUPPLY ADDITIONAL INFORMATION (RESUME OR APPLICATION)

**INFORMATION IS BEING VERIFIED BY QUALITY COUNTS, INC. ANY INFORMATION OR QUESTIONS SHOULD BE DIRECTED TO THE FOLLOWING ADDRESS:

Quality Counts, Inc. 5064 TRUMAN ALDRICH PKWY WEST BLOCTON, AL 35184

PHONE: 205-938 3747 FAX 205-7125/877-349-1990

Voluntary EEO Identification

Various agencies of the United States Government require employers to maintain information on applicants pertaining to factors such as race, sex, and type of position for which an individual applies. The information requested on this sheet is for compliance with certain record keeping requirements. The company believes all persons are entitled to equal employment opportunities and does not discriminate against its employees or applicants for employment because of race, color, sex, religion, national origin, disability, veteran status, age, martial status or any other protected group status.

| Name | Date | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|
| Position Applied For | | and selection |
| Social | Sex | |
| Race/Ethnic Data: | | |
| White (Non-Hispanic) Black (Non-Hispanic) | Asian Pacific Islander Hispanic | American Indian or Alaskan Native |
| vietnam Era veterans, or other elig self-identification to candidates see basis, on a confidential basis, for us individual to adverse treatment. | partment of Labor with respect to disa gible veterans require that federal cont eking employment. Such self-identific se only in accordance with regulations | ractors provide an opportunity for |
| Disabled/Veteran Classification(s Disabled Person Spe | | |
| | ecial Disabled VeteranVietna | |
| Black (Non-Hispanic): All persons | having origins in any of the black rac | ial groups of Africa. |
| Asian or Pacific Islander: All person Asia, the India subcontinent, or the Korea, the Philippine Island, Samoa | n having origins in any of the original Pacific Islands. This area included for a, and Pakistan. | peoples of the Far East, Southeast r example China, India, Japan, |
| Hispanic: All persons of Mexican, F or origin, regardless of race. | Puexto Rican, Cuban, Central or South | American, or other Spanish culture |
| American Indian or Alaskan Native: American and who maintain cultural | : All persons having origins in any of l identification through tribal affiliation | the original peoples of North on or community recognition. |
| Disabled Individual: Federal regulat impairment, which substantially limi | tions define a disabled person as one its one, or more of such person's major | who (1) has a physical or mental or life activities, (2) has a history of |

Victnam Era Veteran: Federal regulations define a veteran of the Vietnam Era as one who (1) served on active duty for a periods of more than 180 days; any part of which occurred between August 5, 1940 and May 7, 1975, and was discharged or released with other than a dishonorable-discharge, or (2) was discharged or released from active duty for a service connected disability if any part of such active duty was performed between August 5, 1964 and May 7,1975.

such impairment, or (3) is regarded as having such impairment.

Special Disabled Veteran: Federal regulations define a special disabled veteran as one who (1) is entitled to compensations under laws administered by the Veterans' Administration for a disability rated 30% or more, or (2) was discharged or released from active duty because of a service-connected disability.

Other Veterans: Other eligible veterans are those who served on active duty during a war or in a campaign or expedition for which a campaign badge was authorized.

Previous Pre-Employment Employee Alcohol and Drug Test Statement

Sec. 40.25(j) As the employer, you must also ask the employee whether he or she has tested positive, or refused to test, on any pre-employment drug or alcohol test administered by an employer to which the employee applied for, but did not obtain, safety-sensitive transportation work covered by DOT agency drug and alcohol testing rules during the past two years. If the employee admits that he or she had a positive test or a refusal to test, you must not use the employee to perform safety-sensitive functions for you, until and unless the employee documents successful completion of the return-to-duty process. (see Sec. 40.25(b)(5) and (e))

| Prospective | Employee Na (pr | me: int) | | | _ ID Number: _ | |
|------------------|--------------------------|---------------------------|---------------------------|---------------------|---------------------------------------------------------------|-------------------|
| The p | prospective em | ployee is 1 | required by Sec | :. 40.25(j) to resp | pond to the followi | ng questions. |
| 1) | administered | nsportatio | nployer to which | h you applied fo | re-employment dr or, but did not obta y drug and alcoho | in safety- |
| | Check one: | ☐ Yes | □ No | | | |
| . 2) | If you answer | red yes, ca to-duty re | n you provide/quirements? | obtain proof tha | at you've successfu | lly completed the |
| | Check one: | Yes | □ No | | | |
| | | | | | | |
| certify that the | information p | rovided or | this documen | t is true and cor | rect. | |
| | | | | | and the second | |
| Prospective Emp | loyee Signatur | re: | | 10 10 10 | Date: | Market Company |
| | Witnessed B (signatur | | | | Date: | |
| | | | | | | |

MOTOR VEHICLE DRIVER'S CERTIFICATION OF VIOLATIONS/ANNUAL REVIEW OF DRIVING RECORD

MOTOR CARRIER INSTRUCTIONS: Each motor carrier shall at least once every 12 months, require each driver it employs to prepare and furnish it with a list of all violations of motor vehicle traffic laws and ordinances (other than violations involving only parking) of which the driver has been convicted, or on account of which he/she has forfeited bond or collateral during the preceding 12 months (Section 391.27). Drivers who have provided information required by Section 383,31 need not repeat that information on this form.

DRIVER REQUIREMENTS: Each driver shall furnish the list as required by the motor carrier above. If the driver has not been convicted of, or forfeited bond or collateral on account of any violation which must be listed, he/she shall so certify (Section 391.27).

| | | BY DRIVER - CERTIFICA | TION OF VIOL | ATIONS |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|--------------------------------------------------------------------|
| lame of Driver (Print) | | Social Security Number | | Date of Employment |
| ome Terminal (City & State) | | | | Date of Employment |
| The formula (Ony & State) | | Driver's License No. | . State | Expiration Date |
| | John Cod of Torrell | te list of traffic violations required t ed bond or collateral during the pa O violations, check the fo | st 12 months, | |
| DATE | OFFENSE | LOCATION | | TYPE OF VEHICLE OPERATED |
| | | | | |
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| | | ver's Signature | | |
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Motor Vehicle Driver's

CERTIFICATION OF COMPLIANCE WITH DRIVER LICENSE REQUIREMENTS

MOTOR CARRIER INSTRUCTIONS: The requirements in Part 383 apply to every driver who operates in intrastate, interstate, or foreign commerce and operates a vehicle weighing 26,001 pounds or more, can transport more than 15 people, or transports hazardous materials that require placarding.

The requirements in Part 391 apply to every driver who operates in interstate commerce and operates a vehicle weighing 10,001 pounds or more, can transport more than 15 people, or transports hazardous materials that require placarding.

DRIVER REQUIREMENTS: Parts 383 and 391 of the Federal Motor Carrier Safety Regulations contain some requirements that you as a driver must comply with. They are as follows:

- 1) POSSESS ONLY ONE LICENSE: You, as a commercial vehicle driver, may not possess more than one motor vehicle operator's license.
- 2) NOTIFICATION OF LICENSE SUSPENSION, REVOCATION OR CANCELLATION: Sections 391.15(b)(2) and 383.33 of the Federal Motor Carrier Safety Regulations require that you notify your employer the NEXT BUSINESS DAY of any revocation or suspension of your driver's license. In addition, Section 383.31 requires that any time you violate a state or local traffic law (other than parking), you must report it within 30 days to: 1) your employing motor carrier, and 2) the state that issued your license (If the viòlation occurs in a state other than the one which issued your license). The notification to both the employer and state must be in writing.

| The following license is the only one I possess: | | | |
|--------------------------------------------------|-----------------|--------------------------|-----|
| Driver's License No. | State | Exp. Date | |
| DRIVER CERTIFICATION: I certify that I have re | ead and underst | ood the above requiremen | ts. |
| Driver's Name (Printed): | | | _ |
| Driver's Signature: | | Date; | |
| Notes: | | | |

EMPLOYMENT VERIFICATION

| SHELBY CONCRETE 3075 HILL STREET MONTOGMERY, AL 3610 PHONE: 334-265-0235 FAX: 334-265-2457 DOT # 1337423 | investig 08 Federal which m | I hereby authorize you to release the following information for the purposes of investigation as required by Section 391.23 and allowed by Section 383.35 of the Federal Motor Carrier Safety Regulations. You are released from any and all liability which may result from furnishing such information. Date: Applicant's Signature | | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|---------------------------------|-------------|-----------|
| Name of Applicant: | | | Socia | Security #: _ | | |
| Company: Employed from | to | 1 | 25 | | | - |
| | | | as | | at | a wage of |
| Did he/she drive motorStraight T 1. Was he/she a sa 2. Reason for leaving Military Duty 3. Was his/her gen Driving History: Accident # Preventable # I If more space is needed Date City, State/Description City, State/Description Drug and Alcohol, Mark h | fe and efficient fe and efficient ng your employ eral conduct sa s: If none, Che Non-Preventab , please attach ription | _Tractor-Semitron t driver? yment: Discharge atisfactory? ck: # DO and additional # Fatalities | red; R | esignation | | Off; |
| In the three years prior testing: | to the date o | of the employe | e's signature | on release |) for DOT- | regulated |
| Did the employee I Did a previous employee II If you answered "you duty process | nave verified pos refuse to be test nave other violat loyer report a d | sitive drug tests? ed: ions of DOT agen rug and alcohol ru | cy drug and ald | cohol testing re | Yeturn-to- | es No |
| Note: If you answered "yes answered "yes" to item 6, report(s), follow-up testing | you must also g record). | transmit the ap | e the previous opropriate ret | s employer's r urn-to-duty d | eport If yo | 11 |
| Info provided by (Signatur | e) | Title, Date | | Ph | one | |
| Printed Name | | mail | | Co | mpany Dot | t # |

EMPLOYMENT VERIFICATION

| | investigation as required by Section 391.23 and allowed by Section 383.35 of the Federal Motor Carrier Safety Regulations. You are released from any and all liability which may result from furnishing such information. Date: Applicant's Signature Applicant's Signature | | | | |
|-----------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------|------------------------------------|
| Name of Applican | t: | | Socia | Security #: _ | |
| Employed from | | to | as | | at a wage of |
| Did he/she drive nStr 1. Was he/sh 2. Reason for Military Driving History: Ac# Preventable If more space is n | notor vehicle for your graph truck e a safe and efficient leaving your emploity er general conduct cidents: If none, Ch | ou? Yes or NoTractor-Semitrent driver? oyment: Discharges satisfactory? neck: # DO | railerO | ether (specify) | |
| | | | " injuries | riaziriat : | Freventables |
| | | | | | |
| 1. Did the emp 2. Did the emp 3. Did the emp 4. Did the emp 5. Did a previou 6. If you answe duty process | loyee have alcohol to loyee have verified p loyee refuse to be te loyee have other viol us employer report a red "yes" to any of th | est with a result of cositive drug tests? sted: lations of DOT ager drug and alcohol re above items, did | ee's signature 0.04 or higher? ncy drug and alcule violation to the employee | cohol testing re you? complete the r | Yes No return-to- N/A Yes No |
| Note: If you answer answered "yes" to i report(s), follow-up | tem 6, you must als | so transmit the a | e the previous ppropriate ret | employer's r urn-to-duty d | eport. If you ocumentation (SAP |
| Info provided by (Sig | gnature) | Title, Date | | Ph | none |
| Printed Name | | Email | | Co | ompany Dot # |