

This application must be fully completed to be considered for employment with Brand or any of its subsidiaries and divisions.

All information requested on this form is used solely to evaluate your ability to perform the job for which you are applying. It is the policy of Brand and all its subsidiaries and divisions not to discriminate in any way against any applicant, or any employee, because of race, religion, gender, age, national origin, marital status, physical/mental disability (unrelated to ability to perform essential job functions), protected activity, political affiliation, or veteran status, in accordance with applicable federal and state laws.

| PERSONAL DATA | | |
|---|---|---|
| Name (Print name in full as shown on your Social Security Card) | SSN | Today's Date |
| Current Address | | Home Tel. # (incl. Area Code) |
| Street | City | Country State Zip |
| Are you at least eighteen (18) years of age or, if you are applying for a position driving a company vehicle, are you at least twenty-one (21) years of age? [] Yes [] No | | If hired, can you furnish proof of age? [] Yes [] No |
| Can you, after employment, submit verification of your legal right to work in the United States? [] Yes [] No | Will you now, or will you in the future require sponsorship for employment visa status? [] Yes [] No | Will you now, or will you in the future require sponsorship for employment visa status? [] Yes [] No |
| Type of Employment Desired: [] Full-Time [] Temporary [] Part-Time [] Co-Op | Date Available | Referral Sources |
| Have you ever been employed or have you previously applied for employment with Brand or any affiliate? If yes, give location, dates of employment and reason for leaving: [] Yes [] No | List any friends or relatives working for Brand or any affiliate below: | |
| Are you willing to: Work Shifts [] Yes [] No Work out of Town [] Yes [] No Work Alternating Shifts [] Yes [] No Travel [] Yes [] No Overtime [] Yes [] No | Have you ever been convicted of a felony? If yes, please explain. A felony conviction does not automatically exclude you from employment and will be considered only as it relates to your fitness to perform in the position for which you are applying. [] Yes [] No | Have you ever been convicted of a Misdemeanour in the last 5 years? [] Yes [] No |

| EDUCATION DATA | | | |
|-------------------------------|--------------------------------|--------------------|---------------------------------|
| Circle Highest Year Completed | | | |
| Grade School 6 7 8 | High School 9 10 11 12 | College 1 2 3 4 | Business/Trade School 1 2 3+ |
| Level | Name and Location (City/State) | Course or Major | Graduated (Yes or No) |
| High School | | | |
| College | | | |
| Business / Trade School | | | |

This application will be kept strictly confidential. It will not in any way be shared with your present employer without your permission. Please give an accurate and complete record of your employment below. Begin with your present position. If you need more space to list past employment, please attach another sheet of paper, or your resume.

Are you currently employed? [] Yes [] No Years of Construction Experience: _____
 May we contact your present employer? [] Yes [] No Years of Supervisory Experience: _____

The Employment Data section must be completed. Attaching a resume is not sufficient.

| EMPLOYMENT DATA | | | |
|---|--|---------------------|---------------------------|
| Name of Company, Street Address, City, State, Zip | | | |
| Date Employed (Month/Year) | | Company Phone # | Hourly Rate or Salary |
| From: _____ To: _____ | | | Start: _____ Final: _____ |
| Supervisor's Name and Title: | | Reason for Leaving: | |
| Job Title and Specific Duties/Responsibilities: | | | |
| Name of Company, Street Address, City, State, Zip | | | |
| Date Employed (Month/Year) | | Company Phone # | Hourly Rate or Salary |
| From: _____ To: _____ | | | Start: _____ Final: _____ |
| Supervisor's Name and Title: | | Reason for Leaving: | |
| Job Title and Specific Duties/Responsibilities: | | | |
| Name of Company, Street Address, City, State, Zip | | | |
| Date Employed (Month/Year) | | Company Phone # | Hourly Rate or Salary |
| From: _____ To: _____ | | | Start: _____ Final: _____ |
| Supervisor's Name and Title: | | Reason for Leaving: | |
| Job Title and Specific Duties/Responsibilities: | | | |

If applicable, please explain periods of inactivity of more than three (3) months during your employment history stated above. Please list below any additional informal special training that may be helpful in determining your qualifications for employment.

| DRIVER QUALIFICATIONS AND RECORD | | | |
|--|-------------|------|------------|
| <i>This section must be completed by all applicants for positions which involve driving a company vehicle.</i> | | | |
| State | License No. | Type | Expiration |
| | | | |

| DRIVING EXPERIENCE | | | | |
|--|---------------|-------|----|-----------------|
| <i>This section must be completed by all applicants for positions which involve driving a company vehicle.</i> | | | | |
| Class of Equipment | Type of Cargo | Dates | | Expiration Date |
| | | From | To | |
| Straight/Truck | | | | |
| Tractor/Semi-Trailer | | | | |

PROFESSIONAL REFERENCES

List those who are familiar with your qualifications and skills. Do not include personal references or relatives.

| Name | Professional Relationship | Company | Work Telephone # | Email Address |
|------|---------------------------|---------|------------------|---------------|
| | | | | |
| | | | | |
| | | | | |

TO BE READ AND SIGNED BY APPLICANT

I understand my employment is contingent on acceptance of agreement to arbitrate claims, under Brand's Dispute Resolution Program and FAA, and I DO AGREE AND CONSENT that I will settle any and all previously unasserted claims, disputes or controversies arising out of or relating to my application or candidacy for employment, employment and/or cessation of employment with Brand, exclusively by final and binding arbitration before a neutral Arbitrator. By way of example only, such claims include claims under federal, state and local statutory or common law, such as the Age Discrimination in Employment Act, Title VII of the Civil Rights Act of 1964, as amended, including the amendments of the Civil Rights Act of 1991, the Americans with Disabilities Act, the law of contract and the law of tort.

1. If driving is a requirement, my employment is subject to a satisfactory driving record which will be verified with state department of motor vehicles.
2. Any misrepresentation of information given above or omission of material fact shall be grounds for rejection of my application or, if I am employed, termination of my employment regardless of the time elapsed before discovery.
3. Brand or its agents may investigate my references, work record, education or other matters related to my suitability for employment. Whether same is of record or not, I hereby release the Company, all team members, and persons named herein from any and all claims, liabilities or damages arising out of or in any way related to such investigation or disclosure. I also waive any right I might have to be notified by previous employers as to their reference responses.
4. I will furnish such additional information and complete such examinations including medical and/or drug screen, as may be required to complete my employment application.
5. If employed, my employment is for no definite or determinable period and may be terminated at any time with or without notice and with or without cause at the option of either myself or the Company. No promises or representations contrary to the foregoing are binding on the Company unless made in writing and signed by me and the President of the Company.
6. I hereby certify that this application was completed by me and that all entries on it and information in it are true and complete to the best of my knowledge. I also certify that I have a genuine intent to be employed and no other purpose in applying for a job with Brand.
7. All Company policies, procedures and documents related to conditions of employment may be modified at any time by the Company without notice and are not intended nor should they be construed as establishing an express or implied contract of employment.
8. I understand that if I am not employed in the position for which I am applying, this application will remain active for no more than 90 days.
9. If I am employed, I will obey any and all safety and conduct rules and other regulations of the Company and I understand that termination may result from any infraction thereof.
10. Anything I bring to or remove from a job site, including my vehicle or other personal items, will be subject to search at any time. I hereby consent to such search and understand that I will be terminated if I refuse to cooperate with any search by authorized Company agents.

Date

Signature

**AN EQUAL OPPORTUNITY EMPLOYER
VOLUNTARY SELF-IDENTIFICATION RECORD**

As an equal opportunity employer, Brand is subject to certain governmental recordkeeping and reporting requirements for the administration of civil rights laws, veterans and USERRA regulations. In order to comply with these laws, Brand invites applicants & employees to voluntarily self-identify their race, ethnicity, veteran & other status to measure the effectiveness of the outreach and positive recruitment efforts we undertake.

Submission of this information is voluntary, and refusal to provide it will not subject you to any adverse treatment. The information will be kept confidential except supervisors may be informed regarding restrictions on work or duties of disabled persons or veterans. The data may only be used in accordance with the provisions of applicable laws, executive orders, and regulations, including those that require the information to be summarized and reported to the federal government for civil rights & veteran enforcement. When reported, data will not identify any specific individual.

| What is your Race/Ethnicity? (mark only one box) | | | |
|---|---|--------------------------|-----------|
| <input type="checkbox"/> | Hispanic or Latino A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. | | |
| <input type="checkbox"/> | White (not Hispanic or Latino) A person having origins in any of the original peoples of Europe, the Middle East or North Africa. | | |
| <input type="checkbox"/> | Black or African American (not Hispanic or Latino) A person having origins in any of the black racial groups of Africa. | | |
| <input type="checkbox"/> | Native Hawaiian or Other Pacific Islander (not Hispanic or Latino) A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. | | |
| <input type="checkbox"/> | Asian (not Hispanic or Latino) A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. | | |
| <input type="checkbox"/> | American Indian or Alaskan Native (not Hispanic or Latino) A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment. | | |
| <input type="checkbox"/> | Two or More Races (not Hispanic or Latino) All persons who identify with more than one of the above five races. | | |
| Please indicate how you were referred to Brand: | | | |
| <input type="checkbox"/> | Contacted Brand on my own | | |
| <input type="checkbox"/> | Referred by Brand employee | | |
| <input type="checkbox"/> | Brand website | | |
| <input type="checkbox"/> | Other recruiting website | | |
| <input type="checkbox"/> | College Campus Recruiter | | |
| <input type="checkbox"/> | Other (enter name of agency, publication, company, or "Other" here) | | |
| <input type="checkbox"/> | State employment agency | | |
| <input type="checkbox"/> | National publication | | |
| <input type="checkbox"/> | Newspaper advertisement | | |
| <input type="checkbox"/> | Private employment agency | | |
| <input type="checkbox"/> | Another company | | |
| Gender | | | |
| <input type="checkbox"/> | Male | | |
| <input type="checkbox"/> | Female | | |
| Please select the Protected Veteran categories that you qualify for; multiple categories may be selected. | | | |
| <input type="checkbox"/> | Are you a Disabled Veteran of the U.S. military who is entitled to compensation under laws administered by the Secretary of Veterans Affairs? Or who was discharged from active duty because of a service-connected disability? | <input type="checkbox"/> | Yes |
| <input type="checkbox"/> | | <input type="checkbox"/> | No |
| <input type="checkbox"/> | Are you a Recently Separated Veteran who has been discharged from active duty in the U.S. military within the last 36 months of the date of this application? | <input type="checkbox"/> | Yes |
| <input type="checkbox"/> | | <input type="checkbox"/> | No |
| <input type="checkbox"/> | Are you an Other Protected Veteran who served on active duty in the U.S. military during a war or in a campaign or expedition for which a campaign badge has been authorized? | <input type="checkbox"/> | Yes |
| <input type="checkbox"/> | | <input type="checkbox"/> | No |
| <input type="checkbox"/> | Are you an Armed Forces Service Medal Veteran who while serving on active duty in the U.S. military participated in a U.S. military operation for which an Armed Forces service medal was awarded? | <input type="checkbox"/> | Yes |
| <input type="checkbox"/> | | <input type="checkbox"/> | No |
| <input type="checkbox"/> | I am NOT a Protected Veteran. | <input type="checkbox"/> | Not a Vet |
| <input type="checkbox"/> | Do you have a disability for which you wish to identify yourself under our Affirmative Action Program for persons with disabilities? | <input type="checkbox"/> | Yes |
| <input type="checkbox"/> | | <input type="checkbox"/> | No |

Print Name

Signature

Date