



Connell Resources, Inc. hires lawful workers.

According to the United States Citizenship and Immigration Services (USCIS) and the Department of Homeland Security (DHS), we E-verify all employees – without discrimination.

Federal immigration law requires all employers to complete Form I-9 (Employment Eligibility Verification) to document verification of the identity and employment authorization of each new employee (both citizen and non-citizen) hired after November 6, 1986 to work in the United States.



For additional information, contact:

Department of Homeland Security

USCIS

(888) 464-4218

www.uscis.gov

SAFETY TOE FOOTWEAR

Connell Resources, Inc. has determined employees may be exposed to the hazards associated with crushing toe injuries while performing job tasks associated with field positions.

It is the policy of Connell Resources, Inc. that all employees who work on or who will enter a location with construction activity, including shop buildings, asphalt plants and aggregate mine locations wear safety toe footwear that meet the requirements as listed under the American National Standards Institute (ANSI) or the American Society for Testing Materials (ASTM).

If you are offered employment with Connell Resources, Inc., it shall be your responsibility to have safety toe footwear that extends over the ankle for support and that meet the ANSI or ASTM requirements. Boots meeting these requirements will be marked on the tag inside the tongue of the boot with I/75, C/75 or F2413.

Connell Resources, Inc. does offer a safety-toe footwear reimbursement payable after 60 days of initial employment and annually thereafter and only with original receipt of purchase. Reimbursement amounts are limited to 50% of the cost of the footwear, up to a maximum reimbursement amount of \$100.00 per year.

Connell Resources, Inc.

Connell Resources, Inc., is an Equal Opportunity Employer and it is the operating policy of this company to afford all persons equal employment opportunity without any regard to their race, color, religion, sexual orientation, sex, national origin or any other federal, state, or local protected class.

Colorado is an employment-at-will state, and if offered employment, regardless of the method of payment of your wages or salary, your employment will be for no definite period. Employment and compensation can be terminated with or without cause, and with or without notice, at any time at the option of either Connell Resources, Inc. or you.

Connell Resources will E-Verify all candidates after hired to determine employment eligibility with the United States Citizenship and Immigration Services.

This application form is intended for use in evaluating your suitability for employment. It is not an offer to employ you, nor is it an employment contract. Please answer all appropriate questions completely and to the best of your ability. All qualified applicants will receive consideration without discrimination.

TODAY'S DATE

DATE AVAILABLE FOR WORK

JOB APPLYING FOR: _____

(If unknown please list top 3 choices in numerical order of preference.)

Equipment Operator

Laborer/ Semi-Skilled

Mechanic

Truck Driver

Laborer/ Unskilled

Other _____

Would you accept employment in: ____ Northern Colorado ____ Statewide

NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____

ZIP CODE: _____ TELEPHONE: _____

EMAIL ADDRESS: _____

Have you applied with Connell Resources, Inc. within the last 6 months? ____ Yes ____ No

Have you ever been employed by Connell Resources, Inc. before? ____ Yes ____ No

If yes, please list supervisor's name and date of employment. _____

Are you at least 18 years of age or older? ____ Yes ____ No

In compliance with Federal Law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document forms upon hire. Connell Resources, Inc., will E-Verify all hired candidates within 3 days of hire.

Are you able to provide documents showing proof of your identity and eligibility to work in the US? ____ Yes ____ No

Have you used any names other than those already listed?
____ Yes ____ No If so, please list _____

Have you been convicted of a felony and/or served time for a felony in the past seven years? ____ Yes ____ No
If so, please describe (date, city, state, charge). _____

JOB-RELATED SKILLS:

Do you have a valid driver's license? Yes No State of Issue _____

DL# _____ Type of driver's license _____

Have you had an accident or moving violation in the past 3 years? Yes No

If yes, explain. _____

List any formal equipment training/safety courses you have completed. _____

What types and makes/ models of construction equipment can you operate or repair? Please give description of types of work you have done on each, e.g. blade/ finish and rough grade, dozer/ stockpiling.

Do you possess any type of operator certifications? Yes No

If so, please list _____

Estimate the number of hours you have operated the different types of equipment listed below, please circle hours that apply:

<u>Equipment</u>	<u>Hours</u>	<u>Hours</u>	<u>Hours</u>	<u>Hours</u>
Dozer	50-100	100-500	500-1000	1000+
Front End Loader	50-100	100-500	500-1000	1000+
Motor Grader	50-100	100-500	500-1000	1000+
Scraper	50-100	100-500	500-1000	1000+
Skid Loader	50-100	100-500	500-1000	1000+
Grade Tractor	50-100	100-500	500-1000	1000+
Track Hoe	50-100	100-500	500-1000	1000+
Asphalt Screed	50-100	100-500	500-1000	1000+
Forklift	50-100	100-500	500-1000	1000+
Articulating Haul Truck	50-100	100-500	500-1000	1000+
Rubber Tired Backhoe	50-100	100-500	500-1000	1000+
Roller Compactor	50-100	100-500	500-1000	1000+
Bobcat	50-100	100-500	500-1000	1000+
Hydraulic Crane	50-100	100-500	500-1000	1000+
Asphalt Distributor	50-100	100-500	500-1000	1000+
Asphalt Milling Machine	50-100	100-500	500-1000	1000+
Asphalt Plant	50-100	100-500	500-1000	1000+
Man lift	50-100	100-500	500-1000	1000+
Water Wagon	50-100	100-500	500-1000	1000+
Crusher/Screen Plant	50-100	100-500	500-1000	1000+

In what type of environment(s) have your operated equipment? Give years of experience for each that apply.

<u>Work Environment</u>	<u>Years of Experience</u>
Heavy Highway	
Industrial Construction	
Mining	
Commercial Development	
Residential Development	
Equipment Service	

EDUCATION: Circle highest grade completed 7 8 9 10 11 12 13 14 15 16 16+

	Name	City/ State	Graduated?
High School			
College			
Other			

EXPERIENCE: Please list employment for the past 10 years.

Most recent employer:			
Address: Street	City	State	Zip
Telephone Number			
Supervisor's Name			
Dates Employed	Start	End	
Salary/ Pay Rate	Start	End	
Position/ Duties			Construction? _____ Yes _____ No
Reason for Leaving			

Name of employer:			
Address: Street	City	State	Zip
Telephone Number			
Supervisor's Name			
Dates Employed	Start	End	
Salary/ Pay Rate	Start	End	
Position/ Duties			Construction? _____ Yes _____ No
Reason for Leaving			

Name of employer:			
Address: Street	City	State	Zip
Telephone Number			
Supervisor's Name			
Dates Employed	Start	End	
Salary/ Pay Rate	Start	End	
Position/ Duties			Construction? _____ Yes _____ No
Reason for Leaving			

Name of employer:			
Address: Street	City	State	Zip
Telephone Number			
Supervisor's Name			
Dates Employed	Start	End	
Salary/ Pay Rate	Start	End	
Position/ Duties			Construction? _____ Yes _____ No
Reason for Leaving			

Name of employer:			
Address: Street	City	State	Zip
Telephone Number			
Supervisor's Name			
Dates Employed	Start	End	
Salary/ Pay Rate	Start	End	
Position/ Duties			Construction? _____ Yes _____ No
Reason for Leaving			

Truck Driver Application:

1. Do you have a current Medical Examiner's Certificate (Health Card)?

_____ Yes _____ No

2. Do you have a current Certification of Road Test Card (Driver's Certification Card)?

_____ Yes _____ No

3. Do you have a copy of your present driving record? (If yes, please attach).

_____ Yes _____ No

NOTE: All employees are subject to a driving record search. A satisfactory driving record is a prerequisite for employment at Connell Resources, Inc.

CERTIFICATION AND RELEASE:

I certify all statements, information and documents provided with this application are true, complete and correct to the best of my knowledge and are made in good faith. I understand that omissions, misleading, false or untrue information, or any attempt at fraud or deceit in any manner connected with this application and subsequent testing may result in my NOT being considered for jobs with Connell Resources, Inc., and may constitute grounds for discipline and/or termination after hire; and/or may constitute grounds for further actions pursuant to law. If requested, I can and will supply documentation that will confirm that the entries made on this application are true, complete and correct.

I authorize Connell Resources, Inc., and/or its agents including consumer reporting bureaus to verify any of this information including, but not limited to, criminal history and motor vehicle driving records. I authorize all persons, schools, companies and law enforcement authorities to release any information concerning my background and hereby release any said persons, schools, companies and law enforcement authorities from any liability for any damage whatsoever for issuing this information.

I recognize Connell Resources, Inc., requires post offer pre-employment drug testing, physical screening and lift evaluation (with reasonable accommodations) to determine my ability to perform the required functions of the job. I acknowledge Connell Resources, Inc., has a legitimate business reason to require testing of applicants as part of their hiring process.

I specifically consent to such controlled substance and physical tests as Connell Resources, Inc., may deem advisable in connection with the hiring process and authorize the release of all test results to Connell Resources, Inc. I acknowledge I will be responsible for paying the cost associated with the drug testing. Payment for drug testing will be due at the time testing is being conducted and payable to the facility conducting the test. I agree to have the pre-employment testing performed at the facility designated by Connell Resources, Inc. Information regarding location for this facility and time of my appointment will be provided should I be offered employment.

I acknowledge failure to achieve affirmative results of these evaluations and tests, in Connell Resources, Inc., sole opinion, shall be reasonable grounds for denying or terminating your employment. In the event you cannot meet the performance evaluation requirements for the position applied for, you may reapply for another position within the Company; however, the Company is in no way obligated to retain you for such other position.

I understand Connell Resources, Inc., has in effect a Drug-Free Workplace Policy. Upon request, a copy is available to me prior to accepting employment. I understand, in the event I am hired, I will be required to sign and abide by the Drug-Free Workplace Policy as a condition of my employment.

I understand that if I am hired, I will enter into an employment relationship with Connell Resources, Inc. (CRI) voluntarily, and acknowledge that there is no specified length of employment. This document does not constitute a contract of employment, either expressed or implied.

SIGNATURE _____ DATE _____

Thank you for applying. Due to the high volume of applicants, we are unable to respond to or interview each applicant. Those applicants who meet the qualifications for open positions, will be contacted directly by the hiring managers. We do appreciate your time and interest in applying for employment with Connell Resources, Inc.

TO ALL APPLICANTS:

The information requested below is needed in order to comply with state and federal laws and regulations. The information will be used for statistical purposes only and will not be used as part of the hiring process. Submittal of this information is strictly voluntary and refusal to provide it will not subject you to any adverse treatment.

Date: _____

Name: _____

Position applying for: _____

Ethnic Information:

_____ American Indian or Alaska Native

_____ Asian or Pacific Islander

_____ Black

_____ Hispanic

_____ White

Age: _____

Gender: _____ Male _____ Female

Military Status: _____

How did you learn of this job opportunity?

_____ Walk In _____ Job Posting _____ Friend _____ Newspaper Ad

_____ Job Service _____ Internet _____ Other

If seen in a newspaper, which one? _____