



952 HWY 287 / P O BOX 150 - MORRILTON, AR 72110
FAX (501) 354-1862 TELEPHONE (501) 354-2510

APPLICATION FOR EMPLOYMENT

DATE _____ JOB / PROJECT # _____
POSITION APPLYING FOR _____
NAME _____
ADDRESS _____ CITY _____
STATE _____ ZIP CODE _____
SOCIAL SECURITY NUMBER _____ TELEPHONE _____
DATE OF LAST EMPLOYMENT _____
WHERE EMPLOYED _____
REASON FOR LEAVING _____
IF THE JOB REQUIRES TRAVEL, COULD YOU TRAVEL? YES _____ NO _____

PAST EMPLOYMENT

COMPANY NAME ADDRESS _____
TELEPHONE _____ DATE OF EMPLOYMENT FROM _____ TO _____
REASON FOR LEAVING _____
TYPE OF WORK PERFORMED _____

PAST EMPLOYMENT

COMPANY NAME ADDRESS _____
TELEPHONE _____ DATE OF EMPLOYMENT FROM _____ TO _____
REASON FOR LEAVING _____
TYPE OF WORK PERFORMED _____

PAST EMPLOYMENT

COMPANY NAME ADDRESS _____
TELEPHONE _____ DATE OF EMPLOYMENT FROM _____ TO _____
REASON FOR LEAVING _____
TYPE OF WORK PERFORMED _____

I UNDERSTAND THAT IF ANY OF THIS APPLICATION IS FOUND TO BE UNTRUE IT WILL BE GROUND FOR DISMISSAL.

SIGNATURE OF APPLICANT _____



SUBSTANCE ABUSE POLICY
APPLICANT ACKNOWLEDGEMENT AND CONSENT

Mobley Contractors, Inc. has a Substance Abuse Policy, which prohibits the possession, distribution, use, consumption, or being under the influence or having the presence of unauthorized alcohol, illegal and unauthorized drugs in the workplace. This policy is to help provide a safe and healthful environment for our employees, our customers, suppliers, visitors and members of the general public. Those applicants considered as final candidates for employment with Mobley Contractors will be required to undergo drug testing and will be dropped from consideration for employment if the test results are positive indicating the presence of substances in an individual's system. Refusal to submit to a test will be deemed a voluntary withdrawal of your application of employment.

As part of my application of employment with Mobley Contractors, Inc., I hereby voluntarily consent to participate in the company's Pre-Employment Substance Abuse Testing Policy.

I understand one of the requirements for considerations of employment with Mobley Contractors, Inc. is the satisfactory passing of a pre-employment Substance Abuse Test. Those individuals who have been eliminated from consideration due to a positive result will be eligible to reapply for employment in 6 months after having been eliminated from consideration.

I understand the requirements of the Company's Substance Abuse Policy and agree to comply with the policy. I further give my consent to release to the Company, or its designated agents, the results of such test.

APPLICANT'S
PRINTED NAME: _____

APPLICANT'S
SIGNATURE: _____

DATE: _____

WITNESS: _____

VOLUNTARY APPLICANT QUESTIONNAIRE

Mobley Contractors, Inc., is an Equal Opportunity Employer and shall not discriminate with regard to race color, religion, sex, national origin, age, physical or mental disability, or veteran status. The information requested below is for the use of the Personnel Department and will not be made available to any person outside the Personnel Department. The information will be used only for statistical purposes and will not be considered in any aspect of the employment process. This information will be maintained separate from your application form and will not affect the employment decision. You are not required to fill out this form.

Today's Date: _____
Name: _____
Social Security Number: _____ Sex: ____ Date of Birth: _____

Race: _____ Black or African American _____ White
_____ Hispanic or Latino _____ Alaskan Native
_____ American Indian _____ Hawaiian or Pacific Islander
_____ Asian _____ Other

Veteran (Y or N): _____ Disabled (Y or N): _____
If you answered yes, briefly describe the nature of your veteran status or disability:

How did you learn of the job opening at Mobley Contractors, Inc.?

_____ Family / Friend of Employee _____ Word Of Mouth
_____ Public Employment Agency _____ Private Employment Agency
_____ High School/Trade School _____ College
_____ Minority Recruitment Source _____ Newspaper Advertisement
_____ Trade Journal _____ Past Employment @ _____
_____ Other, please list _____

What Position or positions are you applying for? _____

I understand that I am protected by laws prohibiting discrimination on the basis of race, color, national origin, religion, sex, age and disability or veteran status. I further understand that the information contained in this form is to be used solely in Equal Employment record keeping, reporting and other legal requirements. I also understand that this information will be kept in the strictest confidence and will not be disclosed to other except for the above stated purpose and then only if necessary.

Signature: _____ Date: _____

NOTICE TO APPLICANTS
Drug-Free Work Place

Effective April 1, 2005, all employees and applicants of Mobley Contractors, Inc. are required to be in a drug and alcohol-testing program including random testing. These employees are subject to drug and alcohol testing in the following situations:

1.) Pre-Employment 2.) Post Accident 3.) For Cause/Reasonable Suspicion 4.) Random 5.) Return to Duty/Follow Up

Classes of drugs for which employees may be tested:

Alcohol, Marijuana (cannabinoids), Amphetamines, Opiates (codeine, morphine, heroin), Cocaine (benzoyllecgonine), PCP (Phencyclidine).

Mobley Contractors, Inc. is committed to the establishment and maintenance of a safe and efficient work environment for all employees free from the effects of alcohol, illegal drugs, and other controlled substances. It is a condition of employment with Mobley Contractors, Inc. for an employee to refrain from reporting to work or working with the presence of drugs or alcohol in the employee's body.

Mobley Contractors, Inc. has established a Substance Abuse Program, which prohibits the possession, distribution, use, consumption, or being under the influence or having the presence of unauthorized alcohol, illegal and unauthorized drugs in the workplace. This program is to help provide a safe and healthful environment for our employees, our customers, suppliers, visitors and members of the general public.

The Substance Abuse Policy is pursuant to the Rules and Regulations of Rule 36 of the Arkansas Workers Compensation Voluntary Program for Drug-Free Workplaces. The purpose of Rule 36 is to promote drug free work environments in accordance with Act 1552 of 1999, in order that employers in Arkansas may be afforded with the opportunity to maximize levels of productivity, enhance competitive positions and reach desired levels of success without experiencing the costs, delays and tragedies associated with work-related accidents resulting from drug or alcohol abuse by employees. It is also the purpose of this rule that drug and alcohol abuse be discouraged and that employees who choose to engage in drug or alcohol abuse face the risk of unemployment and being precluded from receiving worker's compensation benefits.

Applicants considered as final candidates for employment with Mobley Contractors will be required to undergo drug testing and will be dropped from consideration for employment if the test results are positive indicating the presence of substances in an individual's system.

Refusal to submit to a test will be deemed a voluntary withdrawal of an applicant's eligibility for employment. Current employees who refuse to submit a test will be terminated and therefore treated as a POSITIVE result.

Employees and applicants may confidentially report to the Medical Review Officer, (MRO) the use of prescription or nonprescription medications after being tested, only if the testing process has revealed a positive result for drugs or alcohol. The MRO may be contacted with any questions in reference to drug test results. MRO telephone number: 1 (800) 511-TEST

Within 30 days an applicant and/or employee may contest the drug testing result pursuant to rules adopted by the Arkansas Department of Labor and Arkansas Workers Compensation Rule 36.

Employees may voluntarily seek assistance for controlled substance/drug/alcohol problems. Please contact the Arkansas Department of Health, Bureau of Alcohol and Drug Abuse Prevention (501) 280-4508, the MRO or the Corporate Safety Director for local rehabilitation programs. See the Directory of Resources within Mobley's Substance Abuse Policy. All employees will receive a copy of Mobley Contractors, Inc. Substance Abuse Policy.

APPLICANT'S COPY