



DRIVER EMPLOYMENT APPLICATION FORM

| GENERAL | | | | |
|--|---|------------------|----------------------------------|----------------------------|
| Name: | | | | |
| Clayton II | Joseph | Clyde | | |
| Last | First | Middle | Maiden | |
| Present Address: | | | | |
| 3740 W. Colorado Ave. | Colorado Springs | Co | 80904 | |
| Number | Street | City | State | Zip |
| How Long: 1 month | | | Social Security No.: 521-27-5558 | |
| Telephone: 719-722-0868 | | | | |
| RESIDENCE - PAST 3 YEARS | | | | |
| Address: P.O.Box 926 | | | State, Zip, & How Long? | |
| City: Dolores | | | Co 81323 1 yr | |
| Address: P.O.Box 54823 | | | State, Zip, & How Long? | |
| City: Phoenix | | | Az 85032 11yr | |
| Address: | | | State, Zip, & How Long? | |
| City: | | | | |
| Address: | | | State, Zip, & How Long? | |
| City: | | | | |
| QUALIFICATIONS AS A DRIVER | | | | |
| State | License # | Expiration Date | Type/Class (CDL A) | Endorsements |
| Co | 92-042-4901 | 01-17-2020 | R | |
| | | | | |
| | | | | |
| | | | | |
| DRIVING EXPERIENCE | | | | |
| Equipment Class | Type of Equipment (Van, Flat, Tank) | DATES From To | | Approx # of Miles Total |
| Straight Truck | Van, Box, Dump | | | 250,000 + |
| Tractor Semi Trailer | | | | |
| Tractor with Doubles | | | | |
| Tractor with Triples | | | | |
| Tractor with Tank | | | | |
| Other | | | | |
| ACCIDENTS/CRASHES FOR THE PAST 3 YEARS OR MORE | | | | |
| Date | Nature of Accident (Backing, Head-on, Rollover, Turning) | Fatalities | Injuries | |
| 11/2010 | Rearended | 0 | 0 | |
| | | | | |
| | | | | |



| MOVING TRAFFIC CONVICTIONS & FORFEITURES FOR THE PAST 3 YEARS | | | |
|--|----------|---|--------------------------------|
| Date | Offense | Location | Type of Motor Vehicle Operated |
| 09/2015 | speeding | LaPlata County | Chevy 1500 |
| | | | |
| Have you ever been convicted of a crime? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | | | |
| If yes, explain number of conviction(s), nature of offense(s) leading to conviction(s), how recently such offense(s) was/were committed, sentence(s) imposed, and type(s) of rehabilitation. charged in AZ on Drug related charges completed court ordered classes and probation, sentence reduce to misdemeanor. | | | |
| Do you have a driver's license? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | | | |
| What is your means of transportation to work? Chevy 1500 Silverado | | | |
| Driver's License Number: State of issue: <input checked="" type="checkbox"/> Operator <input type="checkbox"/> Commercial (CDL) <input type="checkbox"/> Chauffeur 92-042-4901 Co | | | |
| Expiration Date: 01-17-2020 | | | |
| A. Have you ever been denied a license, permit or privilege to operate a motor vehicle? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | | | |
| B. Has any license, permit or privilege ever been revoked? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | | | |
| If yes, attach statement giving details. revoked here in Co 20+years ago | | | |
| This company requires all Drivers who drive Commercial Motor Vehicles (CMV) which require a Commercial Driver's License (CDL), to be controlled substances tested with a negative result prior to driving. Do you consent to such Testing? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | | | |
| JOB SPECIFIC | | | |
| Position Applied For: Lighting Tech | | Days/Hours Available to Work: | |
| Salary Desired: Neg | | No Pref _____ Thur _____ Mon _____ Fri _____ Tue _____ Sat off _____ Wed _____ Sun off _____ | |
| How many hours can you work weekly? Neg | | Can you work nights? yes but prefer not | |
| Employment Desired: <input checked="" type="checkbox"/> FULL-TIME ONLY <input type="checkbox"/> PART-TIME ONLY <input type="checkbox"/> FULL- OR PART-TIME | | | |
| When available for work? Now | | | |



An application form sometimes makes it difficult for an individual to adequately summarize a complete background. Use the space below to add any additional information necessary to describe your full qualifications for the specific position for which you are applying.

Please See Resume

EDUCATION & OTHER INFORMATION

| TYPE OF SCHOOL | NAME OF SCHOOL | LOCATION (Complete mailing address) | NO. OF YEARS COMPLETED | MAJOR & DEGREE |
|----------------------|----------------|--|------------------------|----------------|
| High School | | | | |
| College | | | | |
| Bus. or Trade School | | | | |
| Professional School | | | | |

Please list two references other than relatives or previous employers.

| | |
|----------------------------|-------------------------|
| Name: Rob Lowe | Name: Eleanora Rea |
| Position: Manager | Position: Retired |
| Company: Big 5 Sporting | Company: |
| Address: Prescott Az | Address: Phoenix Az |
| Telephone: 928-583-2727 | Telephone: 602-493-3795 |

MILITARY

| | | |
|---|---|----------------|
| Have you ever been in the armed forces? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | |
| Are you now a member of the national guard? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | |
| Specialty | Date Entered | Discharge Date |



WORK EXPERIENCE

Please list your work experience for the past five years beginning with your most recent job held, and Commercial Driving Experience for the past ten years. If you were self-employed, give firm name. Attach additional sheets if necessary.

Job One

| | | | |
|-------------------|-------------------------|------------------|--------|
| Name of Employer: | Name of Last Supervisor | Employment Dates | Salary |
| Complete Address: | | From: | Start: |
| | | To: | Final: |

| | | |
|---------------|------------------------------|--------------------------|
| Phone Number: | Your Last Job Title: CDL? | <input type="checkbox"/> |
|---------------|------------------------------|--------------------------|

Reason for Leaving (be specific):

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company.

Please see Resume

Job Two

| | | | |
|-------------------|--------------------------|------------------|--------|
| Name of Employer: | Name of Last Supervisor: | Employment Dates | Salary |
| Complete Address: | | From: | Start: |
| | | To: | Final: |

| | | |
|---------------|------------------------------|--------------------------|
| Phone Number: | Your Last Job Title: CDL? | <input type="checkbox"/> |
|---------------|------------------------------|--------------------------|

Reason for Leaving (be specific):

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company.

Job Three

| | | | |
|-------------------|-------------------------|------------------|--------|
| Name of Employer: | Name of Last Supervisor | Employment Dates | Salary |
| Complete Address: | | From: | Start: |
| | | To: | Final: |

| | | |
|---------------|------------------------------|--------------------------|
| Phone Number: | Your Last Job Title: CDL? | <input type="checkbox"/> |
|---------------|------------------------------|--------------------------|

Reason for Leaving (be specific):



List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company.

May we contact your present employer?

Yes No

AFFIDAVIT, CONSENT AND RELEASE
PLEASE READ EACH STATEMENT CAREFULLY BEFORE SIGNING

I certify that all information provided in this employment application is true and complete. I understand that any false information or omission may disqualify me from further consideration for employment and may result in my dismissal if discovered at a later date.

I authorize the investigation of any or all statements contained in this application. I also authorize, whether listed or not, any person, school, current employer, past employers, and organizations to provide relevant information and opinions that may be useful in making a hiring decision. I release such persons and organizations from any legal liability in making such statements.

I understand I may be required to successfully pass a drug screening examination. I hereby consent to a pre- and/or post-employment drug screen as a condition of employment, if required.

I understand that if I am extended an offer of employment it may be conditioned upon my successfully passing a complete pre-employment physical examination. I consent to the release of any or all medical information as may be deemed necessary to judge my capability to do the work for which I am applying.

I UNDERSTAND THAT THIS APPLICATION, VERBAL STATEMENTS BY MANAGEMENT, OR SUBSEQUENT EMPLOYMENT DOES NOT CREATE AN EXPRESS OR IMPLIED CONTRACT OF EMPLOYMENT NOR GUARANTEE EMPLOYMENT FOR ANY DEFINITE PERIOD OF TIME. ONLY THE PRESIDENT OF THE ORGANIZATION HAS THE AUTHORITY TO ENTER INTO AN AGREEMENT OF EMPLOYMENT FOR ANY SPECIFIED PERIOD AND SUCH AGREEMENT MUST BE IN WRITING, SIGNED BY THE PRESIDENT AND THE EMPLOYEE.

I have read, understand, and by my signature consent to these statements.

Signature: Joe Clayton

Date: 12/29/2015

This Company is an equal employment opportunity employer. We adhere to a policy of making employment decisions without regard to race, color, religion, sex, sexual orientation, national origin, citizenship, age or disability. We assure you that your opportunity for employment with this Company depends solely on your qualifications.

Thank you for completing this application form and for your interest in our business.



EMPLOYMENT AT WILL POLICY

We have today a rapidly changing work environment. Both companies and workers are changing directions faster than ever. In order to remain competitive there is a greater than ever need for flexibility and managerial discretion. "At will" employment, which has been "the law of the land" for over a century, provides the flexibility and discretion we deem necessary for the benefit of everyone at this company.

Your employment with the company is "at will." This means that your employment may be terminated at any time, with or without notice, for any reason, with or without cause. Likewise, you may terminate your employment at any time, with or without notice, for any reason, with or without cause. As you can see, "at-will" employment is a two-way street. Nothing in the employee handbook or any other company document should be understood as creating guaranteed or continued employment, termination "for cause", or of any other guaranteed or continued benefits. Only the President has the authority to make promises with regard to guaranteed or continued employment and any such promises are only effective if placed in writing and signed by the President.

I acknowledge and understand the "at will" nature of my relationship with the Company.

EMPLOYEE

COMPANY

Joseph C Clayton II
Authorized Signature

Authorized Signature

Joseph C Clayton II
Print Name and Title

Print Name and Title

DISCLOSURE REGARDING BACKGROUND INVESTIGATION

_____, or any of its subsidiaries may obtain information about you from a consumer reporting agency for employment purposes. Thus, you may be the subject of a "consumer report" conducted by a consumer reporting agency which may include information about your character, general reputation, personal characteristics, and/or mode of living and which can involve personal interviews with sources such as your neighbors, friends, or associates. These reports may contain information regarding your credit history, criminal history (State and Federal records), social security verification, address trace, motor vehicle records ("driving records"), verification of your education or employment history, or other background checks. You have the right, upon written request made within a reasonable time after receipt of this notice, to request disclosure of the nature and scope of any report conducted by a consumer reporting agency. Please be advised NationSearch.com, LLC (NationSearch)—11184 Huron St. Suite 13; Northglenn, CO 80234; (800)-827-9550—will be the consumer reporting agency conducting the background investigation. The scope of this notice and authorization is all encompassing, however, allowing the Company to obtain from any outside organization all manners of consumer reporting now and throughout the course of your employment to the extent permitted by law. As a result, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any report conducted by a consumer reporting agency.

ACKNOWLEDGEMENT AND AUTHORIZATION

I acknowledge receipt of the DISCLOSURE REGARDING BACKGROUND INVESTIGATION and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT and certify that I have read and understand both of those documents. I hereby authorize the obtaining of "consumer reports" by the Company at any time after receipt of this authorization and throughout my employment, if applicable. I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, credit reporting agency, employer, to provide any and all background information requested by NationSearch.com, LLC—11184 Huron St. Suite 13; Northglenn, CO 80234 (800)-827-9550—another outside organization acting on behalf of the Company, and/or the Company itself. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original.

Notice to California Applicants: Notice to California Applicants: Under section 1786.22 of California Civil Code, you have the right to request from NationSearch, upon proper identification, the nature and substance of all information in files pertaining to you, including the sources of information, and recipients of any reports on you, which NationSearch has previously furnished within the two-year period preceding your request. You may view the file maintained on you by contacting NationSearch during normal business hours. You may also obtain a copy of this report(s) upon submitting proper identification. Upon making a written request, you may receive a summary of your report.

New York applicants or employees only: You have the right to inspect and receive a copy of any report conducted by a consumer reporting agency and requested by the Company by contacting the consumer reporting agency identified above directly.

Notice to Maine Applicants: Under Chapter 210 Section 1314 of Maine Revised Statutes, you have the right, upon request, to be informed within 5 business days of such a request to whether or not a consumer report was requested. If such report was obtained, you may contact the consumer reporting agency, NationSearch, and request a copy of the report(s) compiled.

Minnesota and Oklahoma applicants or employees only: Please check this box if you would like to receive a copy of a consumer report if one is obtained by the Company.

| | | |
|--|---|--|
| Last Name: Clayton II | First Name: Joseph | Middle Name: Clyde |
| Other Names Used: Joe | SSN: 521-27-5558 | Date of Birth: (For Employment Purposes Only) 01-17-1966 |
| Motor Vehicle Number & State of Issue: (Driver's License Number) 92-042-4901 | Current Address: P.O.Box 6573 Colorado springs Co 80934 14521-b County rd 25 Dolores Co 81323 | |

Signature: Joseph C Clayton II Date: 12-29-2015

Please initial this box in affirmation that you have been advised of your rights as it pertains to this consumer report, and are aware of the consumer reporting agency conducting the background investigation:

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| jc |
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Para información en español, visite www.consumerfinance.gov/learnmore o escriba a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20006.

A Summary of Your Rights Under the Fair Credit Reporting Act

The Federal Fair Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20006.

- You must be told if information in your file has been used against you. Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- You have the right to know what is in your file. You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - a person has taken adverse action against you because of information in your credit report;
 - you are the victim of identity theft and place a fraud alert in your file;
 - your file contains inaccurate information as a result of fraud;
 - you are on public assistance;
 - you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.

- You have the right to ask for a credit score. Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- You have the right to dispute incomplete or inaccurate information. If you identify information in your file that is incomplete or inaccurate and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.
- Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information. Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- Consumer reporting agencies may not report outdated negative information. In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- Access to your file is limited. A consumer reporting agency may provide information about you only to people with a valid need – usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.

- You must give your consent for reports to be provided to employers. A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.
- You may limit “prescreened” offers of credit and insurance you get based on information in your credit report. Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt out with the nationwide credit bureaus at 1-800-916-8800.
- You may seek damages from violators. If a consumer reporting agency – or in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency – violates the FCRA, you may be able to sue in state or federal court.
- Identity theft victims and active duty military personnel have additional rights. For more information, visit www.consumerfinance.gov/learnmore.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For more information about your federal rights, contact:

| TYPE OF BUSINESS: | CONTACT: |
|---|---|
| <p>1) a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates.</p> <p>b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the Bureau:</p> | <p>a. Bureau of Consumer Financial Protection 1700 G Street NW Washington, DC 20006</p> <p>b. Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 (877) 382-4357</p> |
| <p>2) To the extent not included in item 1) above:</p> <p>a. National Banks, federal savings associations, and federal branches and federal agencies of foreign banks.</p> <p>b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and insured state branches of foreign banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act.</p> <p>c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and Insured state savings associations</p> <p>d. Federal Credit Unions</p> | <p>a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050</p> <p>b. Federal Reserve Consumer Help Center P.O. Box 1200 Minneapolis, MN 55480</p> <p>c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106</p> <p>d. National Credit Union Administration Office of Consumer Protection (OCP) Division of Consumer Compliance and Outreach (DCCO) 1775 Duke Street Alexandria, VA 22314</p> |
| 3) Air Carriers | Asst. General Counsel for Aviation Enforcement & Proceedings Department of Transportation 400 Seventh Street SW Washington, DC 20590 |
| 4) Creditors Subject to Surface Transportation Board | Office of Proceedings, Surface Transportation Board Department of Transportation 1925 K Street NW Washington, DC 20423 |
| 5) Creditors Subject to Packers and Stockyards Act | Nearest Packers and Stockyards Administration area supervisor |
| 6) Small business Investment Companies | Associate Deputy Administrator for Capital Access United States Small Business Administration 409 Third Street, SW, 8 th Floor Washington, DC 20416 |

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|--|---|
| 7) Brokers and Dealers | Securities and Exchange Commission 100 F St. NE Washington, DC 205459 |
| 8) Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations | Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090 |
| 9) Retailers, Finance Companies, and All Other Creditors Not Listed Above | FTC Regional Office for region in which the creditor operates or Federal Trade Commission: Consumer Response Center -- FCRA Washington, DC 80580 (877) 382-4357 |