

NOTICE: New employees are required to produce verification of their legal right to work in the United States. If you are offered employment, you will be required to produce sufficient documentation of your identity and right to work in the United States and to attest under penalty of perjury that the documents you have produced are genuine and relate to you.

Sacramento Rebar, Inc.'s policy is to fill every position without regard to race, color, religion, creed, sex, age, national origin, ancestry, disability or any other consideration made unlawful by applicable federal, state, or local laws. Sacramento Rebar, Inc. is an equal opportunity employer and selects employees on the basis of qualifications. Please contact the [Title of Appropriate Individual] of Sacramento Rebar, Inc. if you have any questions or complaints regarding this policy.

I authorize investigation of all statements contained in this application. I understand that falsification misrepresentation or omission of facts called for will result in immediate dismissal or removal of my application from consideration. I authorize Sacramento Rebar, Inc. to secure information about my experience with former employers, education institutions and agencies, and for those parties to provide information concerning my experience, releasing all parties from any liability arising there from.

Initial

If I am employed by Sacramento Rebar, Inc., I agree to conform to the rules and regulations of Sacramento Rebar, Inc.. I also understand and agree that except for arbitration and employment at-will status, my wages, hours, working conditions, job assignment(s) and compensation rate(s) are subject to change by Sacramento Rebar, Inc.. I understand my employment can be terminated, with or without cause and with or without notice, at any time at the option of Sacramento Rebar, Inc. or myself. I understand that, other than the [Title of Appropriate Individual] of Sacramento Rebar, Inc. no manager, supervisor or representative of Sacramento Rebar, Inc. has authority to enter into any agreement for employment for any special period of time, or to make any agreement contrary to the foregoing and then only in writing.

Initial

Arbitration

I agree that all claims by me unlawful discrimination and/or harassment allegedly arising during the application process and all claims by me unlawful employment decimation, harassment, wrongful termination arising during my employment 9if I am offered and accept employment) will be presented to a neutral arbitrator for final and binding decision in accordance with procedures adopted by Sacramento Rebar, Inc. after investigation procedures with the Equal Employment Opportunity Commission or the California Department of Fair Employment and Housing are complete. Nothing in this agreement affects my rights or the Company's rights of access to National Labor Relations Board proceedings or to petition for judicial review of a decision issued by the Fair Employment and Housing Commission after an administrative hearing.

I also agree that if any court of competent jurisdiction declares that any part of this Arbitration Agreement is illegal, invalid or unenforceable, such a declaration will not affect the legality, validity or enforceability of the remaining parts of the Agreement, and that illegal, invalid or unenforceable part(s) will no longer be part of this Agreement.

THIS AGREEMENT IS A WAIVER OF ALL RIGHTS TO CIVIL ACTIONS FOR TERMINATION, UNLAWFUL HARASSMETN, DISCRIMINATION AND/OR DEMOTION. ONLY THE ARBITRATOR, NOT A JUDGE OR JURY, WILL DECIDE THE CLAIM OR DISPUTE.

Applicant Signature

Date

No offer of employment at Sacramento Rebar, Inc. is final until a prospective employee has passed the company's medical examination. Medical examination includes laboratory testing of a urine sample from a prospective employee to determine the presence of certain drugs and/or alcohol in the body. Please Note: You should not rely upon a contingent offer of employment from Sacramento Rebar, Inc. or otherwise engage in any activity based upon a contingent offer of employment. Unless or until a final offer of employment is made, you should not take any action which could result in financial loss if a contingent offer is withdrawn, such as giving notice of intent to terminate current employment, selling real estate, or incurring any other costs associated with accepting employment with Sacramento Rebar, Inc.. No such activity should be undertaken until after medical clearance has been received and you have received a final offer of employment from Sacramento Rebar, Inc.. Under no circumstances should you report to work before medical clearance is received.

My signature below certifies that I have read and understand the foregoing and to the best of my knowledge and belief, the information on this form is true and correct. My signature below also certifies that I agree to the employment at-will relationship and agree to be bound by the terms and conditions of employment stated in this application, including arbitration of deputes as set for above, if I am employed by Sacramento Rebar, Inc.. This application contains all the understanding all the understanding and agreements between Sacramento Rebar, Inc. and me concerning the nature of my employment, if any, by Sacramento Rebar, Inc. and supersedes all prior and/or contemporaneous practices, oral or written agreements, understandings, statements, representations and promises, express or implied, between Sacramento Rebar, Inc. and me. I understand and agree that no person who is either an agent or employee of Sacramento Rebar, Inc. may modify, delete, vary, or contradict, whether orally or in writing, the terms and conditions of employment set forth herein.

Applicant Signature

Date