

IMPORTANT NOTICE

K Barnett & Sons, Inc. will accept your application for employment; however, you **must** be able to pass a pre-employment drug/alcohol/fit for duty test **AND** be able to obtain Cannon Air Force Base access before you can become an employee. You will not be considered for employment if you cannot pass **ALL** of the above. Medical marijuana cards are not accepted as K Barnett field employment opportunities are subject to federal OSHA and FMCSA safety sensitive position requirements.

K Barnett & Sons, Inc is an equal opportunity employer and does not discriminate against any protected classification of applicants.



Date: _____
 Hubzone Yes No
 D.L. Yes No
 EEO M C W
 Verified Base Access Yes No
 Email Verbal
 By: _____ Date: _____

K. Barnett & Sons, Inc. Employment Application

1. Employer Information

Employer: K. Barnett & Sons, Inc.
 Address: 2405 W. 7th St.
 City/State/ZIP: Clovis, New Mexico 88101
 Telephone: 575-762-4407

It is the policy of K. Barnett & Sons, Inc. to provide equal employment opportunities to all applicants and employees without regard to any legally protected status such as race, color, national origin, religion, sex (including pregnancy and gender identity), genetic information, age (40 and over), disability, sexual orientation, or veteran status.

2. Applicant Information

Applicant Full Name: _____
 Home Address: _____
 City/State/ZIP: _____
 Home phone: _____ Cell phone: _____

3. If your address has changed in the last three years, provide addresses below:

4. Job Position Applied For: (Please Specify) _____

5. KBS employees are required to work in eastern NM and west TX, over-time, nights, and Saturdays as necessary. Are you willing to travel and work those hours as needed? _____ Yes _____ No

6. Who referred you to K. Barnett & Sons, Inc? _____
 Do you have any friends or relatives who work for K. Barnett & Sons, Inc? If yes, whom?

7. Have you previously applied? _____ Yes _____ No
 If yes, when? _____

8. Are you at least 18 years old? _____ Yes _____ No

9. Upon hire, are you able to submit proof you are authorized to work in the United States?
 _____ Yes _____ No

THE EXISTENCE OF A CRIMINAL RECORD DOES NOT CONSTITUTE AN AUTOMATIC BAR TO EMPLOYMENT UNLESS YOU CANNOT CLEAR AN INITIAL AND ANNUAL STATE/FEDERAL CRIMINAL BACKGROUND CHECK.



Should an investigation disclose any falsification, misrepresentation, omission or concealment of fact, your application may be rejected and your name removed from the list of eligible applicants.

10. Have you been convicted or pled guilty to a misdemeanor or felony within the last five years?

Yes No

Please explain and list the date(s).

11. Have you been convicted of a driving offense within the last five years? Yes No

Please explain and list the date(s).

12. Are you currently on probation with NM or any other state?

Yes No

13. Applicant's Skills

List any skills that may be useful for the job you are seeking with us. Enter the number of years of experience.

14. Applicant Employment History

- Applicants are to record employment for the past 5 years of employment. CDL Applicants are to record employment for the past 10 years of employment.
- List your current or most recent employment first. Please list all jobs (including self-employment and military service) which you have held, beginning with the most recent, and list and explain any gaps in employment.
- Ask the receptionist for additional paper to record previous employment.

Employer: _____

Supervisor Name: _____

Address: _____

Phone Number: _____

Job Duties: _____

Reason for Leaving: _____

Dates of Employment (Month/Year): _____

Salary _____ () Per Load () Per Mile () Per Hour () Per Week () Per Month

May we contact this employer? Yes No



Employer: _____
 Supervisor Name: _____
 Address: _____
 Phone Number: _____
 Job Duties: _____
 Reason for Leaving: _____
 Dates of Employment (Month/Year): _____
 Salary _____ () Per Load () Per Mile () Per Hour () Per Week () Per Month
 May we contact this employer? _____ Yes _____ No

Employer: _____
 Supervisor Name: _____
 Address: _____
 Phone Number: _____
 Job Duties: _____
 Reason for Leaving: _____
 Dates of Employment (Month/Year): _____
 Salary _____ () Per Load () Per Mile () Per Hour () Per Week () Per Month
 May we contact this employer? _____ Yes _____ No

15. Applicant's Education and Training

College/University Name and Address _____
 Did you receive a degree? _____ Yes _____ No If yes, degree(s) received: _____
 High School/GED Name _____
 Did you receive a degree? _____ Yes _____ No
 Other Training (graduate, technical, vocational): _____
 Please indicate any current professional licenses or certifications that you hold: _____
 Flagger/TCT/TCS Certificates: _____
 Indicate any OSHA Classes**: _____ OSHA-10 _____ OSHA-30 _____ OSHA-500 _____ Other (Specify)
 Indicate any MSHA Training**: _____ MSHA Part 46 (New Miner) _____ MSHA Part 46 (Refresher)
 _____ MSHA Part 48 _____ Other (Specify)

** (Must be able to provide documentation)

16. Military Service _____ Yes _____ No
 If Yes, Honorably Discharged _____ Yes _____ No
 Branch: _____
 Specialized Training: _____

17. References

List two non-relatives who would be willing to provide a reference for you.

Name: _____
 Telephone: _____
 Relationship: _____

Name: _____
 Telephone: _____
 Relationship: _____



Driver Notification and Release

About my application for employment, I understand a motor vehicle report will be requested from HireRight. The screening report may include the following types of information: Driver Personal Information, Driver License Information, Miscellaneous/State Specific Information and Driving Record Information.

_____ (Date Issued)

_____ (Driver License State)

_____ (Driver License Number)

_____ (Previous State License was Issued)

I authorize, without reservation, any party or agency contacted by Hire Right to furnish the above-mentioned information.

Public record information concerning my driving record will show the following: (Please list all traffic violations within the last three years.)

Print Name

Social Security Number

Applicant Signature

Date



At Will: Policy Statement

Your employment with K. Barnett & Sons, Inc. is a voluntary one and is subject to termination by you or K. Barnett & Sons, Inc. at will, with or without cause, and with or without notice, at any time. Nothing in these policies shall be interpreted to conflict with or to eliminate or modify in any way the employment-at-will status of K. Barnett & Sons, Inc. employees.

This policy of employment-at-will may not be modified by any officer or employee and shall not be modified in any publication or document. The only exception to this policy is a written employment agreement approved at the discretion of Gordon Crawley, Travis Cline, or Bryce Kidd, whichever is applicable.

These personnel policies are not intended to be a contract of employment or a legal document.

Print Name

Date

Applicant Signature



K. Barnett & Sons, Inc. Drug Testing, Consent, Release and Acknowledgement of Understanding

I hereby consent to submit to a **pre-employment** urinalysis and/or other tests as shall be determined thereof by the company as a condition of employment and for determining specific drug content.

I agree that Certified Medical Examiners and/or American Mobile Drug Testing may collect these specimens for these tests and use them or forward them to a testing laboratory designated by K. Barnett & Sons, Inc. for analysis.

I further agree to have these results reviewed by a Medical Review Officer.

I hereby release to the company, the results of the test(s) to which I have consented. I further authorize the company to discuss the results with medical/personnel collecting the specimen, the testing facility, it's directors, officers, agents, and employees responsible for administering the test(s) or evaluating the results thereof and any of them herein and to use the test results in conjunction with employment actions, professional licensing procedures, and as a defense to any legal action to which I am party. I release any testing facility or any physicians who have tested me from any liability arising from a release of all results, written reports, medical records, and data concerning my test(s) to the appropriate company officials or government agencies.

I agree that a reproduced copy of this form shall have the same effect as the original.

I acknowledge I have read this policy and fully understand the company can establish other work rules related to possession, use, sale or solicitation of drugs, including policies concerning arrests or convictions for drug or alcohol-related offenses, and can suspend, or terminate, or deny employment for such conduct.

I have carefully read the foregoing and fully understand its contents. I agree my signing of this Consent, Release and Acknowledgement of Understanding form is voluntary and that I have not been coerced into signing this document.

Printed Name

Date

Signature



CRIMINAL HISTORY RECORD INFORMATION
CONSENT FORM

I hereby authorize **K. Barnett & Sons, Inc.** to receive any criminal history record information pertaining to me which may be in the files of any state or local criminal justice agency throughout the nation including New Mexico.

_____ (Print Full Name)
_____ (Address)
_____ (City)
_____ (State & Zip Code)
_____ (Sex)
_____ (Race)
_____ (Date of Birth)
_____ (Social Security Number)

I understand by signing this form I am giving the authorized party, K. Barnett & Sons, Inc., permission to **periodically run additional background checks on me as a condition of my employment** with them. No additional consent is required from me if I am employed with the company. This authorization ends upon the termination of my employment with the company.

Printed Name

Date

Signature



For the next page ---**only complete the highlighted area** on page 9 then turn in your application, please.

For your Information:

- Your application is good for one year. You are welcome to call and check on the status of your application.
- If you are selected for employment you are required to complete the following:
 - Pre-Employment Drug/Alcohol Screen
 - Fitness Evaluation
 - State/Federal Criminal Background Check

OFFICE USE ONLY

DATE OF HIRE: _____

POSITION: _____

RATE OF PAY: _____

IMMEDIATE SUPERVISOR: _____

PERSONNEL OFFICER: _____
