



**Rex Lumber, Bristol**  
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**Rex Lumber, Graceville**  
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**Apalachee Pole Company, or  
 Woodlands Timber**  
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 18601 NW CR 12, Bristol, FL 32321  
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**Rex Transportation, LLC**  
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 Graceville, FL 32440  
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**RLA, Inc.**  
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 203 N. Ussery Street  
 Dothan, AL 36303  
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**APPLICATION FOR EMPLOYMENT  
 WE ARE AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

**APPLICANT'S STATEMENT:** I understand that Rex Lumber (the Company) is committed to providing equal opportunity in all employment practices, including but not limited to selection, hiring promotion, transfer, and compensation to all qualified applicants and employees without regard to age, race, color, national origin, sex, religion, handicap or disability, citizenship status, service member status, genetic information or any other category protected by federal, state, or local law.

I authorize former and present employers, and professional, work, and personal references listed in the application or interview process and any other individuals I may name, to give the Company or its designee any and all information concerning my previous employment and any pertinent information they may have, personal or otherwise, and release such parties from all liability for any damages that may result from furnishing same to the Company. I also authorize the Company to provide truthful information concerning my employment (if any) with it to future employers or as may be required, and I agree to hold it harmless for providing such information.

I understand that the Company reserves the right, to the extent permitted by law, to require drug and alcohol screening tests of an applicant or an employee either prior to employment or any time during employment and I hereby give my consent to any such tests. I consent to the release of the results of any such tests to the Company or its designee. I release the Company and its designee from any and all liability and damages that may result or arise from any drug test or the provision of information in connection with such a test. Testing, if any, will only occur in accordance with applicable legal requirements.

I understand that this employment application and any other Company documents are not promises of employment. Should I be employed, I understand that my employment will be on a trial period initially and that I will remain an at-will employee thereafter. I further understand that, if I am employed, I can terminate my employment at any time with or without cause and with or without advance notice and that the Company has a similar right. I understand that no manager, representative, or agent of the Company has any authority to enter into any agreement for employment for any specified period of time or to make any agreement contrary to the foregoing, except that the President may do so in writing. In the event of my employment, with this Company, I will comply with all rules and regulations of the Company.

I certify that the information given by me on this application and during the interview process is true and complete in all respects, and I agree that if the information is found to be false, misleading, or unsatisfactory in any respect (in the Company's judgment) that I will be disqualified from consideration for employment or subject to immediate dismissal if discovered after I am hired.

I certify that I have received a separate written notification that the Company may obtain a "consumer report" (for example, criminal history, driving records, etc.) on me for use in connection with my application and, if I am hired, my employment. I authorize the Company to obtain this report.

This application will be considered "active" for a maximum of thirty (30) days. If you wish to be considered for employment after that time, you must reapply.

DO NOT SIGN UNTIL YOU HAVE READ AND UNDERSTAND THESE STATEMENTS.

\_\_\_\_\_ Date

\_\_\_\_\_ Applicant's Signature

Each inquiry on this application must be fully answered or completed. Otherwise, you will not be considered for employment.

**PERSONAL DATA**

Last Name		First Name		Middle Name
E-Mail Address		Telephone Number(s)		
		Home _____		
		Cell _____		
Present Address		Other _____		
Street and Number		How long have you lived there:		
City, State, Zip		Years _____	Months _____	
Previous Address		How long did you live there:		
Street and Number		Years _____	Months _____	
City, State, Zip				
Are you 18 years of age or older:				
<input type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b>				
<p>*If under 18, Sawmill operations are rated as hazardous occupations by the U.S. Department of Labor's Bureau of Labor Standards. No one under 18 years of age may be employed or allowed to work on or near any phase of a sawmill operation.</p>				

**CURRENT AND PREVIOUS EMPLOYMENT**

Please list the names of your present or previous employers in chronological order with present or last employer listed first. Include part-time, seasonal and all other employment. If self-employed, give company name and supply business references. If you need more space, use a separate sheet of paper. DO NOT ANSWER "SEE RESUME." Fill out this form **completely**.

Employer 1	Dates Employed		Work Performed
	From	To	
Telephone Number(s)			
Address			
	Hourly Rate/Salary		Were you ever disciplined? If so, for what?
Job Title	Starting	Final	
Supervisor Name & Title			
Reason for Leaving			

<b>Employer 2</b>	<b>Dates Employed</b>		<b>Work Performed</b>	
	<b>From</b>	<b>To</b>		
Telephone Number(s)				
Address				
	<b>Hourly Rate/Salary</b>			
	<b>Starting</b>	<b>Final</b>		<b>Were you ever disciplined? If so, for what?</b>
Job Title				
Supervisor Name & Title				
Reason for Leaving				
<b>Employer 3</b>	<b>Dates Employed</b>		<b>Work Performed</b>	
	<b>From</b>	<b>To</b>		
Telephone Number(s)				
Address				
	<b>Hourly Rate/Salary</b>			
	<b>Starting</b>	<b>Final</b>		<b>Were you ever disciplined? If so, for what?</b>
Job Title				
Supervisor Name & Title				
Reason for Leaving				
<b>ADDITIONAL EMPLOYMENT INFORMATION:</b>				

**BACKGROUND INFORMATION**

Position Desired (Only list one choice)

Management	Operations	Administration
Supervisor _____	Heavy Equipment _____ Kiln Operator _____ Shipping/Receiving _____ Maintenance _____ Forklift/Truck driver _____ Mechanic _____ Sawmill Operator _____ Mill Yard _____ Planer Mill Operator _____ General Labor _____	Office _____ Human Resources _____ Bookkeeping _____

Minimum Acceptable Pay Rate: \_\_\_\_\_

Location Desired:  Bristol, Florida  Brookhaven, Mississippi  Graceville, Florida  Dothan, Alabama

Placement Desired:  Full-Time  Part-Time  Temporary When are you available for work? \_\_\_\_\_

What hours are you available for work? (Please be specific regarding times on the chart below)

TIME:

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday

Are you currently working?  Yes  No If "yes", name of employer: \_\_\_\_\_

How many days of scheduled work did you miss in the last 24 months, not including vacations, holidays and other approved leave?

\_\_\_\_\_  
 \_\_\_\_\_

Please explain fully any gaps in your employment history. Be sure to account for all periods of time including military service and any period of unemployment.

\_\_\_\_\_  
 \_\_\_\_\_

List any other names which you may have used and which will be necessary to verify prior to your employment: \_\_\_\_\_

\_\_\_\_\_  
 \_\_\_\_\_

If hired, can you provide proof that you are legally entitled to work in the U.S.?  Yes  No

If not, what steps must be taken for you to begin employment lawfully? \_\_\_\_\_

Have you ever been terminated or asked to resign from any job?  Yes  No

If yes, please explain circumstances (use a separate sheet of paper if necessary): \_\_\_\_\_

\_\_\_\_\_  
 \_\_\_\_\_

May we contact your current employer?  Yes  No

If no, please explain: \_\_\_\_\_

Have you ever worked in lumber manufacturing?  Yes  No

If yes, please give dates, position and company name: \_\_\_\_\_

Have you ever worked for Rex Lumber or a related entity?  Yes  No

If yes, please give dates, position and location: \_\_\_\_\_

Do you have any friends or relatives working or who have worked for Rex Lumber or for a related entity?  Yes  No

If yes, Name(s), relationship and location: \_\_\_\_\_

How were you referred to us? \_\_\_\_\_

Do you have any commitments to any other employer which may affect your employment with Rex Lumber if hired (for example, an employment agreement, a non-competition or non-solicitation agreement, etc.?)  Yes  No

If yes, explain: \_\_\_\_\_

**EDUCATION**

Education	Years Completed (Circle)	School Name & Location (City, State)	Describe Course of Study or Major	Describe Specialized Experience, Training, Skills, and Extra-Curricular Activities
Elementary	5 6 7 8			
High School	9 10 11 12			
College/University	1 2 3 4			
Graduate/Professional	1 2 3 4			
Trade or Correspondence				

**Other Information**

List any professional or occupational (including safety) registration, licensure or certification you currently hold, or training courses you participated in over the last two (2) years which may be applicable:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Please indicate Forest Industry specific areas and number of years, for which you are experienced or skilled:

\_\_\_\_\_  
\_\_\_\_\_

Please list any and all languages you speak:

\_\_\_\_\_

Please provide any other information or comments, or describe any other experience that you have which would be relevant to the job for which you are applying:

\_\_\_\_\_  
\_\_\_\_\_

Please describe both your immediate and long term career goals:

\_\_\_\_\_  
\_\_\_\_\_

**CRIMINAL HISTORY**

*Prior to conducting a background investigation, Rex Lumber will provide you with a release form that complies with the Fair Credit Reporting Act and any applicable state law.*

**Do not include any information about arrests, nor any convictions that were sealed, eradicated, erased, annulled or expunged, or convictions that resulted in a referral to a diversion program when responding to these two (2) questions.**

Have you ever plead no contest, nolo, or guilty to a misdemeanor crime, or been convicted of a misdemeanor crime?	<input type="checkbox"/> Yes <input type="checkbox"/> No
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Have you ever plead no contest, nolo, or guilty to a felony crime, or been convicted of a felony crime?

Yes  No

NOTE: Answering "yes" to either of these questions does not constitute an automatic bar to employment. The company will consider the nature of the crime, its seriousness, the substantial relation to the position's functions and qualifications, the number of occurrences, the applicant's age at the time of the crime, the time elapsed since the crime. The applicant's entire work and educational history, employment references and recommendations, and the business necessity of any exclusion when required by law.

If you answered yes to either of the two preceding questions, please give dates and details for each incident:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**DRIVING INFORMATION** (Complete only if driving is an essential function of the job for which you are applying).

Do you have a current valid driver's license?  Yes  No If yes, License No.: \_\_\_\_\_ State: \_\_\_\_\_ Expiration Date: \_\_\_\_\_

If you do not have a driver's license for the state in which you currently reside, why not? \_\_\_\_\_

Has your license ever been suspended or revoked?  Yes  No If yes, explain: \_\_\_\_\_

\_\_\_\_\_

Do you have personal automobile insurance?  Yes  No If no, explain: \_\_\_\_\_

\_\_\_\_\_

Have you ever been denied personal automobile insurance or has it ever been terminated or suspended?  Yes  No

If yes, explain: \_\_\_\_\_

Have you ever been convicted, pled guilty, or pled nolo to a charge of DWI or DUI?  Yes  No

Are any such charges currently pending against you? If yes to either question, explain: \_\_\_\_\_

\_\_\_\_\_

Please list all moving traffic violations in the last five (5) years:

<u>OFFENSE</u>	<u>DATE</u>	<u>LOCATION</u>	<u>COMMENTS</u>

PLEASE DO NOT WRITE BELOW THIS LINE – FOR PERSONNEL DEPARTMENT USE ONLY

Screened by: \_\_\_\_\_

Interview Arranged \_\_\_\_\_ Yes \_\_\_\_\_ No  
Reference Checks Completed \_\_\_\_\_ Yes \_\_\_\_\_ No  
Drug and Alcohol Testing \_\_\_\_\_ Yes \_\_\_\_\_ No  
Job Offer Made \_\_\_\_\_ Yes \_\_\_\_\_ No

Date of Interview: \_\_\_\_\_  
Date of Checks: \_\_\_\_\_  
Date of Test: \_\_\_\_\_

Job Title: \_\_\_\_\_ Location: \_\_\_\_\_ Wage: \_\_\_\_\_

Interviewed by: \_\_\_\_\_