



## West Coast Materials

# EMPLOYMENT APPLICATION

West Coast Materials is an equal opportunity employer. All qualified applicants will be considered without regard to age, race, color, sex, religion, national origin, marital status, ancestry, citizenship, veteran status, sexual orientation or preference, or physical or mental disability.

### Instructions

Drivers should direct this application to one of the following locations. To follow up on a submitted application please click [here](#).

| WCSG Location | FAX Number   |
|---------------|--------------|
| BUENA PARK    | 800-522-6818 |
| PALM SPRINGS  | 760-399-5939 |
| SAN DIEGO     | 619-561-3916 |
| SACRAMENTO    | 916-386-8179 |
| VISALIA       | 559-802-1155 |

All other inquiries should be directed to [pgoden@wcsq.com](mailto:pgoden@wcsq.com)

**PERSONAL**

|                          |             |                      |                                |
|--------------------------|-------------|----------------------|--------------------------------|
| Last Name                | First       | Middle Initial       | Social Security Number         |
| Other Name(s) Used       |             |                      | Home Telephone #<br>( ) -      |
| Address<br>City          | State       | Zip Code             | Business or Message #<br>( ) - |
| Previous Address<br>City | State       | Zip Code             | Application Date               |
| Position Applying for    | Referred By | Salary Desired<br>\$ |                                |

If applying for Driver position, required Driver's License Information

|  |             |   |            |
|--|-------------|---|------------|
| State Issuing License  | License No. | Expiration Date   | Class Type |
| Have you ever interviewed with West Coast Materials or its Affiliates before? <input type="checkbox"/> Yes <input type="checkbox"/> No   |             | If yes, list date(s), and job title(s)  |            |
| Have you ever been employed by West Coast Materials or its affiliates before? <input type="checkbox"/> Yes <input type="checkbox"/> No   |             | If yes, list date(s), job title(s) and location(s)  |            |
| Do you have any relatives employed by West Coast Materials or its affiliates? <input type="checkbox"/> Yes <input type="checkbox"/> No   |             | If yes, list date(s), job title(s) and location(s)  |            |
| Have you ever been involuntarily terminated for cause by an employer? If yes, please explain.  |             |   |            |
| Note: Please note that this may not disqualify you from employment with West Coast Materials.  |             |   |            |
| If hired, can you present evidence of your U.S citizenship or proof of your legal right to live and work in this country? <input type="checkbox"/> Yes <input type="checkbox"/> No |             |   |            |
| Are you at least 18 years old?<br><input type="checkbox"/> Yes <input type="checkbox"/> No   |             | If under 18, do you have a work permit?<br><input type="checkbox"/> Yes <input type="checkbox"/> No |            |

**EDUCATION**

| Highest Grade Completed:           |                                       |                             |   |
|------------------------------------|---------------------------------------|-----------------------------|---|
| High School_____ years             | College, Trade or Business_____ years | Graduate Studies_____ years |   |
| School                             | Address                               | Major Studies               | Degree, Diploma, License or Certificate |
| High School                        |                                       |                             |   |
| College/University                 |                                       |                             |   |
| Vocational, Business, Other        |                                       |                             |   |
| List Any Professional Designations |                                       |                             |   |

|   |
|---|
| Other Special Knowledge, Skills or Qualifications   |
| Do you type? <input type="checkbox"/> Yes <input type="checkbox"/> No <span style="margin-left: 100px;">If yes, WPM:</span> |
| Computer Skills (Hardware/Software)   |

## EMPLOYMENT HISTORY

List all employments for the past 10 years, starting with the most recent position. All information **must** be completed. You may attach a resume, but not in place of completing the required information.

|                             |                  |                    |                    |
|-----------------------------|------------------|--------------------|--------------------|
| Employed From<br>/ /        | Employer Name    | Supervisor Name    | Starting Pay<br>\$ |
| Employed Until<br>/ /       | Employer Address | Supervisor Phone # | Ending Pay<br>\$   |
| Job Title                   |                  | Reason For Leaving |                    |
| Duties and Responsibilities |                  |                    |                    |

|                             |                  |                    |                    |
|-----------------------------|------------------|--------------------|--------------------|
| Employed From<br>/ /        | Employer Name    | Supervisor Name    | Starting Pay<br>\$ |
| Employed Until<br>/ /       | Employer Address | Supervisor Phone # | Ending Pay<br>\$   |
| Job Title                   |                  | Reason For Leaving |                    |
| Duties and Responsibilities |                  |                    |                    |

|                             |                  |                    |                    |
|-----------------------------|------------------|--------------------|--------------------|
| Employed From<br>/ /        | Employer Name    | Supervisor Name    | Starting Pay<br>\$ |
| Employed Until<br>/ /       | Employer Address | Supervisor Phone # | Ending Pay<br>\$   |
| Job Title                   |                  | Reason For Leaving |                    |
| Duties and Responsibilities |                  |                    |                    |

|                      |               |                 |                    |
|----------------------|---------------|-----------------|--------------------|
| Employed From<br>/ / | Employer Name | Supervisor Name | Starting Pay<br>\$ |
|----------------------|---------------|-----------------|--------------------|

|                       |                  |                    |                  |
|-----------------------|------------------|--------------------|------------------|
| Employed Until<br>/ / | Employer Address | Supervisor Phone # | Ending Pay<br>\$ |
|-----------------------|------------------|--------------------|------------------|

|           |                    |
|-----------|--------------------|
| Job Title | Reason For Leaving |
|-----------|--------------------|

Duties and Responsibilities

**REFERENCES**

|                     |         |     |           |
|---------------------|---------|-----|-----------|
| Reference:<br>Name: | Address | ( ) | Telephone |
|---------------------|---------|-----|-----------|

|               |                       |
|---------------|-----------------------|
| Relationship: | How Many Years Known? |
|---------------|-----------------------|

|                     |         |     |           |
|---------------------|---------|-----|-----------|
| Reference:<br>Name: | Address | ( ) | Telephone |
|---------------------|---------|-----|-----------|

|               |                          |
|---------------|--------------------------|
| Relationship: | How Many Years of Known? |
|---------------|--------------------------|

|                     |         |     |           |
|---------------------|---------|-----|-----------|
| Reference:<br>Name: | Address | ( ) | Telephone |
|---------------------|---------|-----|-----------|

|               |                          |
|---------------|--------------------------|
| Relationship: | How Many Years of Known? |
|---------------|--------------------------|

|                     |         |     |           |
|---------------------|---------|-----|-----------|
| Reference:<br>Name: | Address | ( ) | Telephone |
|---------------------|---------|-----|-----------|

|               |                          |
|---------------|--------------------------|
| Relationship: | How Many Years of Known? |
|---------------|--------------------------|

**GENERAL**

- |                          |                          |  |
|--------------------------|--------------------------|--|
| Yes                      | No                       |  |
| <input type="checkbox"/> | <input type="checkbox"/> | May we contact your current employer for references?   |
| <input type="checkbox"/> | <input type="checkbox"/> | If hired, will you be able to work overtime?   |
| <input type="checkbox"/> | <input type="checkbox"/> | Will you be able to perform the essential job functions for the position you are applying for with or without reasonable accommodation?  |
| <input type="checkbox"/> | <input type="checkbox"/> | Have you ever been convicted of a criminal offense (felony or serious misdemeanor)?<br>(Convictions for marijuana-related offenses that are more than two years old need not be listed.) |

If yes, state nature of the crime(s), when and where convicted and disposition of the case.

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(Note: No applicant will be denied employment solely on the grounds of conviction of a criminal offense. The nature of the offense, date of the offense, the surrounding circumstances and the relevance of the offense to the position(s) applied for may, however, be considered).

## APPLICANT'S STATEMENT AND AGREEMENT

In the event of my employment with *West Coast Materials*, I will comply with all rules and regulations of *West Coast Materials* ("Employer"). I understand the Employer reserves the right to require me to submit to a test for the presence of alcohol or drugs in my system prior to employment and at any time during my employment, to the extent permitted by law. I also understand that any offer of employment may be contingent on passing of a physical examination and a test for the presence of alcohol or drugs in my system, performed by a doctor selected by Employer. Further, I understand that at any time after I am hired, Employer may require me to submit to a physical examination and an alcohol and drug test, to the extent permitted by law. I consent to the disclosure of the results of any physical examination and related tests to the Employer. I also understand that I may be required to take other tests such as personality and honesty tests, prior to and during my employment. I understand that should I decline to sign this consent or decline to take any of the above tests, my application for employment may be rejected or my employment may be terminated. I understand that bonding may be a condition of hire. If it is, I will be so advised either before or after hiring and a bond application will have to be completed.

I understand that Employer may contact my previous employers and I authorize those employers to disclose to Employer all records and information pertinent to my employment with them. In addition to authorizing the release of any information regarding my employment I hereby fully waive any rights or claims I have or may have against my former employers, their agents, employees and representatives, as well as other individuals who release information to Employer, and release them from any and all liability, claims, or damages that may directly or indirectly result from the use, disclosure, or release of any such information by any person or party, whether such information is favorable or unfavorable to me. I authorize the persons named herein as personal references to provide Employer with any pertinent information they may have regarding me.

I hereby state that all the information I provided on this application or any other documents completed in connection with my employment application, and in an interview are true and correct. I have withheld nothing that would, if disclosed, affect this application unfavorably. I understand that if I am employed by Employer and any such information is later found to be false or incomplete in any respect, my employment may be terminated.

If hired, I agree as follows: My employment and compensation is terminable at-will, is for no definite period, and my employment and compensation may be terminated by either the Employer or me at any time and for any reason whatsoever, with or without good cause. This is the entire agreement between the Employer and me regarding dispute resolution, the length of my employment, and the reasons for termination of employment, and this agreement supersedes any and all prior agreements regarding these issues. It is further agreed and understood that any agreement contrary to the foregoing must be entered into, in writing, by the President of *West Coast Materials*. No supervisor or representative of the Employer, other than the President, has any authority to enter into any agreement for employment for any specific period of time or make any agreement contrary to the foregoing. Oral representations made before or after I am hired do not alter this agreement.

\_\_\_\_\_  
Initial

## Applicant's Statement and Agreement Continued

I further agree and acknowledge that the Employer and I will utilize binding arbitration to resolve all disputes that may arise out of the employment or pre-employment context. Both West Coast Materials and I agree that any claim, dispute, and/or controversy that I may have against the Employer (or its owners, directors, officers, managers, employees, agents, and parties affiliated with its employee benefit and health plans) or that the Employer may have against me, arising from, related to, or having a relationship or connection whatsoever with my seeking employment with, employment by, or other association with the Employer shall be submitted to and determined exclusively by binding arbitration under the Federal Arbitration Act, in conformity with the procedures of the California Arbitration Act (Cal. Code Civ. Proc. Section 1280 et seq., including section 1283.05 and all of the Act's other mandatory and permissive rights to discovery). Included within the scope of this Agreement are disputes, whether based on tort, contract, statute (including, but not limited to, any claims of discrimination and harassment, whether they be based on the California Fair Employment and Housing Act, Title VII of the Civil Rights Act of 1964, as amended, or any other state or federal law or regulation), equitable law, or otherwise, with exception of claims arising under the National Labor Relations Act which are brought before the National Labor Relations Board, claims for medical and disability benefits under the California Workers Compensation Act, Employment Development Department claims, or as otherwise required by state or federal law. However nothing herein shall prevent me from filing and pursuing proceedings before the California Department of Fair Employment and Housing, or the United States Equal Employment Opportunity Commission (although if I choose to pursue a claim following the exhaustion of such administrative remedies, that claim would be subject to the provisions of this Agreement). In addition to any requirements imposed by law, the arbitrator selected shall be a retired California Superior Court Judge or otherwise qualified individual to whom the parties mutually agree, and shall be subject to disqualification on the same grounds as would apply to a judge of such court. All rules of pleadings (including the right of demurrer), all rules of evidence, all rights to resolution of the dispute by means of motions of summary judgment, judgment on the pleadings, and judgment under Code of Civil Procedure Section 631.8 shall apply and be observed. Resolution of the dispute shall be based solely upon the law governing the claims and defenses pleaded, and the arbitrator may not invoke on any basis (including but not limited to motions for "just cause") other than such controlling law. The arbitrator shall have the immunity of a judicial officer from civil liability when acting in the capacity of an arbitrator, which immunity supplements any other existing immunity. Likewise, all communications during or in connection with the arbitration proceedings are privileged in accordance with Cal. Civil Code Section 47 (b). As reasonably required to allow full use and benefit of this agreement's modifications to the Act's procedures, the arbitrator shall extend the times set by the Act for the giving of notices and setting of hearings. Awards shall include the arbitrator's written reasoned opinion. **I understand and agree to this binding arbitration provision and I and West Coast Materials both give up our rights to trial by jury of any claim I or West Coast Materials may have against each other.**

If any term or provision, or portion of this agreement is declared void or enforceable it shall be served and the remainder of this Agreement shall be enforceable.

*IF YOU HAVE ANY QUESTIONS REGARDING THIS STATEMENT, PLEASE ASK AN EMPLOYER REPRESENTATIVE BEFORE SIGNING. DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE STATEMENTS AND AGREEMENT.*

I hereby acknowledge that I have read the above statements and understand the same. Furthermore, all of the information provided in this application for employment is true and accurate.

\_\_\_\_\_  
Signature of Applicant Date

\_\_\_\_\_  
Print Name

| OFFICE USE ONLY  |        |
|------------------|--------|
| Interviewed By   |        |
| Dates of Contact |        |
| Position         | Salary |
| Start Date       |        |