

**FRIONA INDUSTRIES
EMPLOYMENT APPLICATION**

It is our policy to provide equal employment opportunities and we will not unlawfully consider any factors of race, religion, age, creed, national origin, gender, disability veteran status or any and all other unlawful biases regarding federal, state or local laws with regard to workers or applicants.

To be considered for employment, all applicants must fill out this form completely. This application will be given every consideration, but its receipt does not imply that Friona Industries L.P. will employ the applicant. This form becomes a part of your employment record if you are hired.

This application is valid for 30 days.

Date: _____

Last Name, First, Middle: _____

Are you 18 years or older? Yes No
Are you authorized to work in the U.S.? Yes No

Present address (including City, State, Zip): _____

Social Security Number: _____

Home Telephone: _____

Job Applying For: _____

Pay Desired: _____

Date Available to Start: _____

Do you have a valid driver's license? Yes No
If yes, DL# _____ State: _____

Education: _____

Last grade completed: _____

U.S. Military Service: _____

Have you previously applied for employment with Friona Industries? Yes No

If you have worked for Friona Industries before, what location? _____

Will you abide by the safety rules of Friona Industries? Yes No

Have you ever been terminated from employment? Yes No

If yes, explain: _____

Have you ever been convicted or pled guilty or no contest to any criminal offense? (Criminal convictions are not an automatic bar from employment but will only be considered in relation to specific job requirements). Yes No

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Employment History: Please complete full and part time employment record. Start with present or most recent employer.

Company Name: _____

Address: _____

Telephone Number: _____

Name of Supervisor: _____

Employed (Dates): From _____ To _____

Pay Rate: _____

Job Title & Description: _____

Reason for Leaving: _____

May We Contact the Employer Listed Above: Yes No

Company Name: _____

Address: _____

Telephone Number: _____

Name of Supervisor: _____

Employed (Dates): From _____ To _____

Pay Rate: _____

Job Title & Description: _____

Reason for Leaving: _____

May We Contact the Employer Listed Above: Yes No

Company Name: _____

Address: _____

Telephone Number: _____

Name of Supervisor: _____

Employed (Dates): From _____ To _____

Pay Rate: _____

Job Title & Description: _____

Reason for Leaving: _____

May We Contact the Employer Listed Above: Yes No

Friona Industries - Employment Application
Additional Terms and Conditions of Employment

Initials:

_____ I certify that the answers given by me to the foregoing questions and statements on the employment application and/or during the employment interview process are true and correct without any consequential omissions of any kind whatsoever. I understand that any misleading or incorrect statements may render this application void and, if employed, would be cause for my termination. I further agree that Friona Industries, L.P. shall not be liable in any respect if my employment is terminated because of falsity of statements, answers or omissions made by me in this application.

_____ I understand that this application is designed for use with several types of jobs and some questions may not be completely applicable to the position for which I am applying.

_____ I authorize the companies, schools, persons or entities given during the employment process, and the employer (if employed), while employed, or during internal investigations, as references or past employers or affiliations, to give any information regarding my employment, character and qualifications, and hereby release said companies, schools, persons or entities from all liability for any damage for issuing this information. A favorable result may be a condition of employment, commencement, or continuation of any employment duties where elements are job-related.

_____ I understand that I will be required to have a medical examination and a drug and alcohol test after an offer of employment has been made and prior to the commencement of my employment duties. A favorable result on the medical examination and the drug and alcohol test would be a condition of my employment or commencement of any employment duties.

_____ I realize that operating conditions may require me to work shifts or works hours scheduled other than the one for which I am applying and I agree to such scheduling change as directed by my supervisor or the management.

_____ I understand that my employment is not for a specified or definite term and that I may resign, or I may be discharged at any time, for any reason, with or without good cause and with or without prior notice. I further understand that this policy cannot be changed or amended except by written agreement signed by me and the Chief Financial Officer. I understand that this is an application for employment and that no employment contract is being offered.

_____ I understand that only United States citizens or aliens who are legally entitled to work in the United States are eligible for employment.

_____ My employment shall be in accordance with the terms of this application, all safety and incident reporting rules and all other rules and regulations of Friona Industries, L.P. Friona Industries, L.P. shall have the right to amend, modify, or revoke its rules and regulations at any time. I will familiarize myself promptly with such rules and regulations and will be bound by the rules and regulations now or hereafter in effect.

_____ I certify that as part of the application process, I have had the opportunity to review and/or discuss the requirements for the position of _____. I certify that I understand each requirement and that I am capable of meeting each and every requirement.

Signature: _____ Date: _____

Printed Name: _____