

List below present and past employers beginning with the most recent:

Month/ Year	Name & Address of Employer	Initial Position Title and Duties	Reason for Leaving
		Final Position and Duties	
From:			
To:			
From:			
To:			
From:			
To:			

Please account for all unemployment since leaving school and between positions for last ten years. Give dates and state what you were doing.

From:
To:

From:
To:

APPLICANT SIGNATURE _____ DATE _____

**AGREEMENT OF
APPLICANT CERTIFICATION, AUTHORIZATIONS AND
UNDERSTANDING OF EMPLOYMENT RELATIONSHIP**

I hereby state that all the information that I provided on this Application or any other document submitted in connection with my employment, and in any interview, are true and correct. I have withheld nothing that would, if disclosed, affect this Application unfavorably. I understand that if I am employed and any information is later found to false in any respect or if I have omitted material information, I may be dismissed. I understand that if selected for hire, it will be necessary for me to provide satisfactory evidence of my identity and legal authority to work in the United States.

VOLUNTARY AGREEMENT TO ARBITRATE

You and the Company voluntarily and explicitly agree that any dispute, in any way related to your employment or prospective employment with this Company, which the parties are unable to resolve through direct discussion, regardless of the kind or type of dispute (excluding claims for unemployment insurance and any matter within the jurisdiction of the California Labor Commissioner), shall be submitted exclusively to final and binding arbitration. The arbitration shall be conducted pursuant to the then current employment dispute resolution rules of the American Arbitration Association. To exercise a party's rights under this section, the moving party must reduce to writing the details of any dispute and serve it upon the other party. Any failure to request arbitration in a timely manner based on applicable California law shall constitute a waiver of all rights to raise any claims in any forum rising out of any dispute that was subject to arbitration.

The parties shall agree on a single arbitrator who shall take evidence and issue a written award. If the parties cannot agree within thirty (30) calendar days of the written notification of a dispute as specified above, an arbitrator shall be chosen by the parties by assembling a list of five (5) arbitrators. The arbitrator shall be selected by the parties by alternately striking names from the list. The moving party shall strike the first name. This process shall be completed within forty (40) calendar days of the date the written request was served on the opposing party and/or the subsequent date arbitration is ordered by a court, whichever is sooner.

The parties voluntarily agree that arbitration shall be the exclusive, final and binding remedy for any and all disputes, except as provided above, between the parties hereto. The arbitrator shall only be authorized to exercise the power specifically enumerated in this Agreement and to decide the dispute(s) in accordance with the governing principles of law and equity. The arbitrator shall have no authority to alter, amend, or modify the terms of this Agreement. Should any party fail to appear or participate in the arbitration proceedings, the arbitrator may make a decision based on the evidence presented in the proceedings by the appearing party to the dispute. The arbitrator shall issue a written award within sixty (60) calendar days of the date the matter is submitted.

Judgment on the arbitration award may be entered in any court of competent jurisdiction. The adjudication of all disputes shall take place in the city of Waco and county of McLennan unless the parties agree otherwise in writing. All costs associated with the arbitration shall be paid by the Company, except that each party shall bear its own expense for counsel and witness fees.

This section does not limit the Company's "at-will" employment policy.

I understand that by agreeing to this binding arbitration provision, both the Company and I voluntarily surrender my rights to civil litigation, and a trial by jury and any associated rights of appeal. My signature hereon confirms my voluntary agreement to this provision and further confirms that I have read and understood the contents of this Agreement.

If you have any questions regarding this statement, please ask a Company representative before signing.

AT WILL EMPLOYMENT

If hired, I agree as follows: My employment with the Company is terminable at will, is for no definite period, and my employment may be terminated by the Company or me at any time and for any reason whatsoever, with or without good cause. No implied, oral or written agreements contrary to the express language of this Agreement are valid unless they are in writing signed by the President of the Company. No supervisor or representative of the Company, other than the President of the Company, has any authority to make any agreements to the foregoing. This Agreement is the entire agreement between the Company and the employee regarding the right of Company or employee to terminate employment, and this Agreement takes the place of all prior agreements, representations, and understandings of the employee and the Company.

I hereby acknowledge that I have read and understand the above statements.

DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE STATEMENT AND CONFIRM YOUR VOLUNTARY AGREEMENT

Note: This Application expires within forty-five (45) days of the signature date below unless the Company begins the review process within that time.

APPLICANT SIGNATURE _____ DATE _____