

## **MIXER OPERATOR — Job Summary / Outline**

### **SUMMARY**

The mixer operator position requires deliveries of various size loads of concrete to be completed in a mixer truck, of all types, to construction environments. Loading is completed at all location of batch plants, and driving is over rural, city, highway and off-road.

### **RESPONSIBILITIES**

- Follow all federal, state, local, and Company safety rules and regulations as it pertains to personal safety, operation of the vehicles both on and off road, and environmental stewardship.
- Inspects of assigned vehicle prior to the beginning of the shift and at the end of the shift to assure safe operating conditions, records the results on the Vehicle Inspection Report book and assures the required safety related items have been completed before operating the next shift.
- Places vehicle beneath plant for loading, completes required paperwork, reads and understands map book supplied by company, plans route to designated jobsite, performs required mixing at plant, in-route to jobsite, or at site.
- Operator various assigned Company vehicles in full compliance to DOT, State and local regulations and ordinance, as well as Company policies. Communicates to supervisor any change in drivers license status to include, but not limited to moving violations, accidents and notice of suspension.
- Assures concrete slump is correct per delivery ticket.
- Makes contact with the customer, obtain agreement on point and methods of delivery, and obtain releases for travel over sidewalks and adding of water to the mix.
- Connects and removes additional 50 — 75 pound chutes, often while walking over rough or slippery ground, operates equipment and accessories while maintaining coordination with customer to deliver product in an efficient and safe manner. Records test results and water added to delivery ticket as required.
- Cleans truck in a Company approved manner after loading and unloading, including, but not limited to, chutes, drum, fenders, and hoppers. Reports breakdowns and problems to dispatch, and insures all accessories are secure before moving vehicle.
- Completes necessary delivery records, notations on changes, releases, time cards or time clock, and all other paperwork.
- Maintains personal protective equipment including, but not limited to, hardhat, bearing protection, nuisance dust masks and reflective vests, reflective signs, and fire extinguisher.
- Reasonable work related assignments such as driving dump or pneumatic vehicles, performing limited maintenance and vehicle cleaning functions and any other necessary duty prescribed by your supervisor.

### **QUALIFICATIONS**

- All candidates must be at least 21 years of age and satisfactory complete the post offer physical demand evaluation.
- Unrestricted Class B CDL and a clear driving record in accordance with D.O.T. standards. Must be capable of being generally bonded. Has demonstrated experience in driving various Class A or B vehicles, and driving in inclement weather is expected.
- Basic reading, writing and math skills to transact invoices, delivery, customer releases and time cards/clocks. Verbal English communication skills to functionally communicate with customers to place product in a manner consistent with satisfaction, high quality and safe delivery for all parties involved.
- Position requires frequent walking on rough and slippery surfaces, bending, twisting, and climbing of narrow ladders multiple times per day, and lifting 50 to 75 pounds from ground level to 5 feet or shoulder height, whichever is higher.
- The priority of work is conducted during daylight hours, Monday through Saturday; however, some work must be performed at night and Sunday.

### **TRAINING**

- The position requires a minimum of a Company orientation and two days of training with a Company Trainer.
- New employees, not familiar with the industry, will train until Company Trainer is satisfied with new employee' delivery and driving techniques, as well as proficiency with radio, paperwork and other required aspects of the job.

### **SCREENING/TESTING**

Federal Law requires pre-employment road testing and pre-employment drug testing. The Company has made this a Drug Free Place of Employment, considering all positions to be safety related. As such, all employees are subject to pre-hire, DOT, post-accident and for-cause drug and alcohol testing at the Company's discretion.

Build something great™



# **EMPLOYMENT APPLICATION**

**An Equal Opportunity Employer  
M/F/D/V**

BORAL

<b>General</b>	Name (First, Middle, Last)		Telephone Number	County/Parish	
	Present Address				
	Number & Street		City	State	Zip Code
	Permanent Address (if different)				
	Number & Street		City	State	Zip Code
	Social Security Number		Have you served in the military? <input type="checkbox"/> Yes <input type="checkbox"/> No		If so, when?
Were you ever employed by Boral? <input type="checkbox"/> Yes <input type="checkbox"/> No		If so, please provide period(s) employed and position(s) held.			
How did you learn about Boral?					

<b>Job Interest</b>	Position or type of work desired				
	First Choice		Second Choice		
	Work Schedule desired <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Temporary		Date available to begin work	Monthly Salary Requirement	Are you willing to relocate? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Are you willing to travel? <input type="checkbox"/> Yes <input type="checkbox"/> No		Are you willing to work overtime? <input type="checkbox"/> Yes <input type="checkbox"/> No		

<b>Personal</b>	<i>If you have plead guilty, no contest, had a suspended imposition of sentence or have been convicted of any felony in the past seven years, please describe each: (convictions are not necessarily a reason for exclusion from consideration for employment)</i>			Are you at least 18? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Whom should we notify in case of emergency?			

<b>Education</b>	Name		Address		Telephone Number		Relationship	
	Institution	Number of Years Completed	Graduated?	Degree	Major Field of Study	Minor Field of Study	Scholastic Standing or GPA	
	High School (name & address)							
	College (name, address & tel. #)							
	Graduate School (name, address & tel. #)							
	Businee, Technical or Other (name, address & tel. #)							

Scholastic Honors, Scholarships, Assistantships, Awards, Publications, etc.

*Please list in order of employment, with most recent employer first.*

Company Name		Company Address (Street & Number, City, State, Zip)		
Dates Employed (Mo./Yr.) <i>from</i>   <i>to</i>		Your Job Title	Monthly Salary	Reason for Leaving
Supervisor's Name		Supervisor's Title		Telephone
<i>Please provide a brief description of your work and responsibilities.</i>				May we contact? <input type="checkbox"/> Yes <input type="checkbox"/> No
Company Name		Company Address (Street & Number, City, State, Zip)		
Dates Employed (Mo./Yr.) <i>from</i>   <i>to</i>		Your Job Title	Monthly Salary	Reason for Leaving
Supervisor's Name		Supervisor's Title		Telephone
<i>Please provide a brief description of your work and responsibilities.</i>				
Company Name		Company Address (Street & Number, City, State, Zip)		
Dates Employed (Mo./Yr.) <i>from</i>   <i>to</i>		Your Job Title	Monthly Salary	Reason for Leaving
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<i>Please provide a brief description of your work and responsibilities.</i>				
Company Name		Company Address (Street & Number, City, State, Zip)		
Dates Employed (Mo./Yr.) <i>from</i>   <i>to</i>		Your Job Title	Monthly Salary	Reason for Leaving
Supervisor's Name		Supervisor's Title		Telephone
<i>Please provide a brief description of your work and responsibilities.</i>				

*Employment History*

<b>Special Skills</b>	Computer Software Applications	Professional Registrations
	Skills <input type="checkbox"/> Adding Machine <input type="checkbox"/> Calculator <input type="checkbox"/> Dictation Equipment <input type="checkbox"/> Key punch <input type="checkbox"/> Typing (WPM: _____) <input type="checkbox"/> Shorthand	
	<i>Please list any other applicable skills (including foreign languages)</i>	

<b>Activities</b>	<b>List organizations of which you are a current or previous member.</b> <i>(Membership in religious, ethnic or foreign organizations will not be used for purposes of discrimination)</i>
	High School & College Activities (include, if applicable, office or position held)
	Professional & Technical Organizations (include, if applicable, office or position held)
	Civic & Recreational Activities

<b>References</b>	<b>Please list three personal references whom we may contact.</b>		
	Name	Telephone Number	Years known
	Address		State and Zip
	Name	Telephone Number	Years known
	Address		State and Zip
	Name	Telephone Number	Years known
	Address		State and Zip

*Thank you for completing this application and for your interest in employment with Boral. Please feel free to attach to this application any additional information which you feel will be helpful in evaluating your qualifications. You may be assured that your opportunity for employment with this Company will be based upon your qualifications and on no other consideration.*

**Applicant Statement and Acknowledgment**  
(Be sure to read the material below and sign where indicated.)

I certify that, to the best of my knowledge, the information given in this application and any attachments are true and correct. I understand that any incorrect, incomplete, false or misleading statement, answer or information will subject my application to disqualification from further consideration, or if employed, may subject me to termination of employment. I hereby agree that the Company may investigate my qualifications with previous employers, personal references and other background security or criminal conviction records. If employed, I agree to execute a confidentiality/assignment of inventions agreement, in consideration of such employment. I understand my employment with the Company is terminable at will and would not be for any fixed period of time, and that if employed, I may resign at any time for any reason or the Company may terminate my employment at any time for any reason with or without notice, and that this application is not intended to be a contract for continued employment. I understand that according to law all individuals who are hired must as a condition of employment produce certain documentation to verify their identity and U.S. citizen status, or, if aliens, their legal authorization to work in the U.S. As a consequence, I understand that offer of employment (and continued employment) would be contingent on my ability to produce the required documentation within the time period required by law. I have read and understand all of the provisions of this statement and acknowledgment. By signing this application, I hold the Company harmless from any result of the reference check. I hereby authorize and release from liability all former employers, educational institutions, law enforcement agencies or other governmental agencies to provide or release information regarding my employment, education, criminal conviction record, credit history, driver's license and motor vehicle records that may be in their possession, to the Company or its agents. I further understand that an offer of employment (and continued employment) is conditioned upon several criteria, including my satisfactorily passing certain laboratory tests (including tests for substance abuse) and examinations which may be required by the Company.

Signature	Date
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**DISCLOSURE AND AUTHORIZATION  
REGARDING PROCUREMENT OF  
A CONSUMER REPORT**

In connection with your application for employment, we may procure a consumer report on you from ADP Screening and Selection Services, or other consumer report provider, as part of the process of considering you for employment. Also, if you are hired, we may order additional consumer reports on you during the course of your employment for employment purposes. In the event that information from the report is utilized in whole or in part in making an adverse decision, before making the adverse action, we will provide you with a copy of the consumer report and a description in writing of your rights under the federal Fair Credit Reporting Act.

By your signature below, you hereby authorize us to obtain a consumer report about you in order to consider you for employment, and you acknowledge that the Company may rely on this authorization to order additional consumer reports during your employment without asking for your authorization again, as allowed by law.

Applicant's Name: \_\_\_\_\_

Other Names Used: \_\_\_\_\_

Applicant's Address: \_\_\_\_\_

City / State / Zip: \_\_\_\_\_

Social Security Number: \_\_\_\_\_

Driver's License Number and State: \_\_\_\_\_

Name as it Appears on Driver's License \_\_\_\_\_

Date of Birth: \_\_\_\_\_

NOTE: Date of Birth information is used ONLY by ADP Screening and Selection Services, or other consumer report provider, for verification of identity and is not used for any purpose by the Employer.

If you live or work for the Company in California, check this box if you would like to receive a copy of your consumer report: .

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



Date: \_\_\_\_\_

## EEO SUMMARY INFORMATION

The information on this card is to be used in confidential reports to government agencies which require data about our job applicants. This information will be kept in a file separate from your application and will NOT be used in connection with the processing of your application. Thank you for providing this information to us.

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

POSITION APPLIED FOR \_\_\_\_\_

REFERRED TO US BY \_\_\_\_\_

SEX  MALE  FEMALE

### RACE

HISPANIC OR LATINO

NON-HISPANIC OR NON-LATINO

WHITE

BLACK OR AFRICAN AMERICAN

NAT HAWAIIAN/OTHER PACIFIC ISLANDER

ASIAN

AMERICAN INDIAN OR ALASKAN NATIVE

TWO OR MORE OF THE PRECEDING RACES

### OTHER

HANDICAPPED

VIETNAM ERA VETERAN

DISABLED VETERAN

**CONSENT FORM  
TO OBTAIN MOTOR VEHICLE RECORD**

The undersigned hereby consents to Boral Industries, Inc. obtaining the undersigned's motor vehicle record for the past three (3) years in the state of COLORADO. The undersigned also consents to Boral Industries, Inc. obtaining the motor vehicle record on at least an annual basis while employed with Boral Construction Materials — Colorado.

Print Name as it appears on license: \_\_\_\_\_

Signature: \_\_\_\_\_

Date of Birth: \_\_\_\_\_

Driver's License Number: \_\_\_\_\_

Social Security Number: \_\_\_\_\_



# ADDITIONAL APPLICATION QUESTIONS FOR INDIVIDUALS SEEKING DRIVER POSITIONS

(To be completed in addition to and incorporating the General Boral Application of Employment)

## Boral Construction Materials - Colorado Ready Mixed Concrete Company and Boral Aggregates

Name: \_\_\_\_\_ Date of Birth: \_\_\_\_\_  
 Address for Past Three Years: \_\_\_\_\_ How Long? \_\_\_\_\_  
 Address for Past Three Years: \_\_\_\_\_ How Long? \_\_\_\_\_  
 (Attach sheet if more space is needed)

### EXPERIENCE & QUALIFICATIONS - DRIVER

LICENSES STATE	LICENSE NUMBER	CLASS	ENDORSEMENT(S)	EXPIRATION DATE

### DRIVING EXPERIENCE (If none, write none)

Class of Equipment	Type of Equipment (Van, Tank, Booster, Flat, etc.)	Dates		Approximate Miles Driven
		From	To	
Mixer				
Straight Truck				
Tractor / Trailer				
Other (List in Type Equip)				
List States operated in for the last five years:			3)	

### ACCIDENT RECORD

List accidents for past three (3) years or more. If none, write none. If additional space is needed, attach separate sheet

Date	Nature of Accident (Head-on, Rear-end, Rollover, etc.)	Fatalities	Injuries

### TRAFFIC VIOLATIONS & FORFEITURES FOR PAST 3 YEARS

(OTHER THAN PARKING VIOLATIONS)

Date	Location	Charge	Penalty

### EDUCATION AND TRAINING

Circle highest grade completed: 1 2 3 4 5 6 7 8 High School 9 10 11 12 College 1 2 3 4 or Higher Last

School Attended: \_\_\_\_\_

Name of School.

City and State

List courses or training that will assist you as a driver:

List any safe driving **awards held**, and from whom:

List special equipment or technical materials you can work with (other than those already listed):

## OTHER EXPERIENCE

List any other special skills or experience that you wish Boral to consider and which you feel will help you in working for the company and performing duties as a driver.

A) Have you ever been denied a license, permit, or privilege to operate a motor vehicle?                   **YES**                   **NO**

B) Has any license, permit or privilege ever been suspended or revoked?   **YES**                   **NO**

**IF THE ANSWER TO EITHER A OR B IS YES, ATTACH A STATEMENT WITH FULL DETAILS OF INCIDENT.**

### EMPLOYMENT RECORD (Attach additional sheet if more space is needed)

NOTE: IF NOT REFLECTED ELSEWHERE ON YOUR APPLICATION, LIST ALL EMPLOYMENT FOR AT LEAST 3 YEARS AND ALL COMMERCIAL DRIVING EXPERIENCE FOR THE PAST 10 YEARS:

Employer \_\_\_\_\_ Address \_\_\_\_\_

Position Held \_\_\_\_\_ From \_\_\_\_\_ To \_\_\_\_\_ Salary \_\_\_\_\_

Reason for leaving \_\_\_\_\_

Employer \_\_\_\_\_

Position Held \_\_\_\_\_ From \_\_\_\_\_ Address \_\_\_\_\_ To \_\_\_\_\_ Salary \_\_\_\_\_

Reason for leaving \_\_\_\_\_

Employer \_\_\_\_\_ Address \_\_\_\_\_

Position Held \_\_\_\_\_ From \_\_\_\_\_ To \_\_\_\_\_ Salary \_\_\_\_\_

Reason for leaving \_\_\_\_\_

**TO BE READ AND SIGNED BY APPLICANT**

Information you provide in this application may be used and your previous employers identified herein may be contacted for the purpose of investigating your background as allowed or required by applicable law. Candidates who were Commercial Motor Vehicle drivers in a 2 year period prior to applying for a driver position with Boral may be required to sign the necessary waiver(s) so as to allow the collection of information on positive drug test, alcohol test of .04 or greater, or the refusal to submit to such tests and other employment information from prior employers.

I authorize Boral to make such investigations and inquire into my personal, employment, financial or medical history and other related matters as may be necessary to arrive at an employment decision. (Inquires regarding medical history and health will be made if and only after a conditional offer of employment has been extended.) I hereby release **employers**, schools, health care providers and other persons from all liability in responding to Inquiries and releasing information in connection with my application.

I understand that this is an application for employment, and in no way guarantees an offer of employment, or binds BORAL Construction Materials, Ready Mixed Concrete Company or Boral Aggregates to offer employment or to employ me. I further understand that in the event of employment, false or misleading information given in this or any application or interview may result in discharge at any time, and that I am required to abide by all the rules and regulations of the company I understand that, if hired, my employment is at-will.

This certifies that this application was completed by me, and that all entries on it and information supplied are true and complete to the best of my knowledge.

\_\_\_\_\_  
Applicant Signature

## **SPECIAL DRIVER EMPLOYMENT CONDITION**

I fully understand Boral Construction Materials, LLC (hereinafter referred to as "the Company") will conduct an extensive employment background check including but not limited to prior work experience, education, qualifications, DOT/drivers licenses, civil and criminal records, drug screen, and post-offer physical examination.

I understand, given the special business conditions and necessities relating to employment as a driver and my personal desire to be employed as soon as possible, the Company may employ me without the full and complete results of such employment checks. Therefore, in consideration for my timely employment, I understand and agree that my employment for the first sixty (60) days shall be considered probationary and if any such information is subsequently determined by the Company to not be acceptable, my employment may be terminated without objection or recourse.

This understanding is in addition to any and all other terms and conditions of employment required by the Company.

I further continue to understand and agree and acknowledge that in any event my employment with the Company is terminable at will and is not for any fixed period of time, and that I may resign at any time for any reason or the Company may terminate my employment at any time for any reason with or without notice, and that I have no agreement for continued employment.

Applicants Signature \_\_\_\_\_

Boral Construction Materials Representative \_\_\_\_\_

Date \_\_\_\_\_

Date \_\_\_\_\_