

7479	The Grupo Co.	
7480	GOC Ag	
7481	GOC Non Ag	
7482	Grupe Commercial	
7483	Greenhorn Creek	

Employment Application

It is our policy to provide equal employment opportunities and will not unlawfully consider any factors of race, religion, age, creed, national origin, gender, disability, sexual orientation, veteran status, genetic information 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 THE APPLICANT WILL BE EMPLOYED BY OUR COMPANY. THIS FORM BECOMES A PART OF YOUR EMPLOYMENT RECORD IF YOU ARE HIRED. THIS APPLICATION IS ONLY VALID FOR 30 DAYS.

Company Name	Date of Application
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Applicant's Name	Last	First	Middle (not initial only)
Position applying for	Full-Time <input type="checkbox"/>	Part-Time <input type="checkbox"/>	Acceptable Start Pay (Range) \$ _____ \$ _____ \$ _____ <input type="checkbox"/> Hr. <input type="checkbox"/> Mo. <input type="checkbox"/> Yr.

List any other names (such as former names, aliases and nicknames) that you have used since high school to enable us to verify your work and education record

Last Name	First Name	Middle Name (not initial only)	Last Name	First Name	Middle Name (not initial only)
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Home Address	Street				
City	State	ZIP	Since	Home Phone	Message/Mobile Phone
Email Address					

Prior places of residence (list all during the past seven years)

City	State	From month/yr	To month/yr	City	State	From month/yr	To month/yr
City	State	From month/yr	To month/yr	City	State	From month/yr	To month/yr

Can you accept a position immediately? Yes <input type="checkbox"/> No <input type="checkbox"/>	If not, how soon?
If hired, can you furnish proof that you are at least 18 years of age? Yes <input type="checkbox"/> No <input type="checkbox"/>	If hired, are you authorized to work in the United States? Yes <input type="checkbox"/> No <input type="checkbox"/>

Do you have friends or relatives working here? If yes, please identify below: Yes No

Name of friend or relative working here	Relationship	Name of friend or relative working here	Relationship
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If a driver's license is required for the position for which you are applying, do you have a valid driver's license?

State	License No.	Expiration Date	Do you have a motorcycle license? Yes <input type="checkbox"/> No <input type="checkbox"/>
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EDUCATION	Elementary School	High School	College/University	Graduate/Professional
School name				
Years completed				
Diploma/Degree				
Describe Course of study or major				
Describe Specialized Training, Skills and Extra-Curricular Activities				

RECORD OF PREVIOUS EMPLOYMENT:

Have you worked for this Company or any other affiliate of this Company before? If Yes, please include below. Yes No

List the names of your previous employers in chronological order with present or last employer listed first. Be sure to account for all periods of time including military service and any period of unemployment. If self-employed, list firm's name and business references.

Present or Latest Employer	Employed	Your Title or Position	Name of Last Supervisor
Name	From (mo/yr)		
Telephone		Reason for Leaving	
Address	To (mo/yr)		

Previous Employer	Employed	Your Title or Position	Name of Last Supervisor
Name	From (mo/yr)		
Telephone		Reason for Leaving	
Address	To (mo/yr)		

Previous Employer	Employed	Your Title or Position	Name of Last Supervisor
Name	From (mo/yr)		
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Telephone		Reason for Leaving	
Address	To (mo/yr)		

Previous Employer	Employed	Your Title or Position	Name of Last Supervisor
Name	From (mo/yr)		
Telephone		Reason for Leaving	
Address	To (mo/yr)		

Previous Employer	Employed	Your Title or Position	Name of Last Supervisor
Name	From (mo/yr)		
Telephone		Reason for Leaving	
Address	To (mo/yr)		

Have you ever been terminated or asked to resign from any job?	Yes <input type="checkbox"/> No <input type="checkbox"/> If yes, explain circumstances:
Please explain fully any gaps in your employment history: (Do not list any criminal history or medical information such as disability, illness or pregnancy in response to this question)	
If laid off from a position, provide reason:	
May we contact your current employer?	Yes <input type="checkbox"/> No <input type="checkbox"/> If no please explain below

PROFESSIONAL REFERENCES:

Name	Occupation	Address (Street, City and State)	Telephone number	Years known

SPECIAL SKILLS:

OFFICE				
Typing wpm:	Shorthand wpm:	Speed writing wpm	Data Entry: <input type="checkbox"/> Yes <input type="checkbox"/> No	10-Key: <input type="checkbox"/> Yes <input type="checkbox"/> No
COMPUTER				
Hardware:	Software:	Other computer Training:		

List those skills and abilities (personal skills, qualities, work style, interpersonal ability, communication, etc.) you feel particularly qualify you for a position with us:

Employment Application - Affidavit

Additional Terms & Conditions of Employment

Please initial each below:

_____ 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 the Company 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 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, qualifications, certifications and licenses, 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 may be required to have a medical examination and/or 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/or drug and alcohol test would be a condition of my employment or commencement of any employment duties as well as any time throughout my employment according to company policy.

_____ I realize that operating conditions may require me to work shifts or work 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 by a corporate 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 Company rules and regulations. The Company 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 abide and be bound by the rules and regulations now or hereafter in effect.

Signature: _____

Date: _____

Printed Name: _____

APPLICANT STATEMENT AND AGREEMENT

In the event of my employment to a position in this Company, I will comply with all rules and regulations of this Company. I understand that the Company reserves the right to require me to submit to a test for the presence of 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 upon the passing of a physical examination. Further, I understand that at any time after I am hired, the Company may require me to submit to an alcohol test, to the extent permitted by law. I consent to the disclosure of the results of any physical examination and related tests to the Company. I also understand that I may be required to take other tests such as personality and honesty tests, prior to employment 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 hereby authorize the Company with which I have applied for employment to share my Application for Employment with other affiliated companies/employers, and hereby agree that all terms, conditions and/or agreements contained in this Applicant's Statement and Agreement, or any other documents pertaining to my application for employment, shall be enforceable by me and by such other companies/employers (including their managers, employees and agents), even though I have not signed a separate Applicant's Statement and Agreement for those other companies/employers.

By signing below, I acknowledge that the Company may contact my previous employers and I authorize those employers to disclose to the Company 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 the Company, 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 the Company with any pertinent information they may have regarding myself. I further understand that as a condition of employment, I may be required to complete additional documentation which would permit the Company and its designated Investigative Consumer Reporting Agency to investigate of my background, which may include inquiry into my past employment, education, and activities, including, but not limited to, credit, criminal background information and driving record. Any such inquiries will be made in accordance with state and federal law.

I do not wish to receive a copy of the Investigative Consumer (background) Report at no cost. If the Company collects, assembles, evaluates, compiles, reports, transmits, transfers, or communicates information on my character, general reputation, personnel characteristics, or mode of living, for employment purposes, which are matters of public record, and does not use the services of an investigative consumer reporting agency.

The Company and Employee (hereinafter collectively referred to as the "Parties") hereby agree to use a system of alternative dispute resolution which involves binding arbitration to resolve all disputes which may arise out of the employment context. Because of the mutual benefits (such as possible reduced expense and possible increased efficiency) which private binding arbitration can provide both the Company and Employee, Employee and the Company both agree that any claim, dispute, and/or controversy arising from, or relating in any way to, Employee's employment relationship or application or consideration for employment with the Company, including without limitation, any claim or controversy brought on behalf of or against the Company or any of its subsidiaries, parents, affiliates, servants, agents, owners, directors, officers, employees, representatives, insurers, and attorneys of the Company, which would otherwise be brought in court, including, but not limited to, all alleged violations of federal, state, or local law, shall be submitted to, and shall be resolved through, final and binding arbitration before an arbitrator selected in accordance with the procedures of the arbitration service selected by the party against whom the claim is brought from among the following: Alternative Dispute Resolution Services, Judicial Arbitration and Mediation Services, or such other service to which the parties agree. This agreement shall be governed by the Federal Arbitration Act (9 U.S.C. § 1, et seq.) ("FAA") and to the extent not inconsistent with the FAA, the procedures set forth in the California Code of Civil Procedure § 1280, et seq. This agreement to arbitrate includes all claims, allegations, and charges of violation of federal, state or local law, statute, ordinance, rule or regulation (e.g., claims of discrimination, including, but not limited to, discrimination based upon race, sex, sexual orientation, religion, national origin, age, marital status, creed, color, medical condition, physical or mental disability, and claims relating to leaves of absence mandated by state and/or federal law), breach of any alleged contract or covenant (express or implied), tort claims, wage payment claims, violation of public policy claims, or any other alleged violation of statutory, contractual or common-law rights. Employee understands that the agreement to arbitrate contained in this agreement covers any and all claims that Employee might bring under Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act and the California Fair Employment and Housing Act. The only claims excluded from this agreement are claims arising under the National Labor Relations Act which are brought before the National Labor Relations Board, workers' compensation claims, claims for unemployment compensation, any solely monetary dispute within the jurisdiction of a small claims court, claims brought under the California Private Attorneys' General Act, Cal. Lab. Code §§ 2698, et seq. and any claims that cannot be compelled to be submitted to mandatory arbitration under applicable federal or state law.

In order to provide for the efficient and timely adjudication of claims, the Parties agree that the arbitrator is prohibited from consolidating the claims of others into one proceeding, and thus, the arbitrator will hear only the Employee's individual claims and does not have the authority to fashion a proceeding as a class or collective action or to award relief to a group of employees in one proceeding. Thus, the Company has the right to defeat any attempt by me to file or join other employees in a class, collective, or joint action lawsuit or arbitration (collectively "class claims"). The Parties agree that any challenge to the prohibition against consolidating the claims of others into a single proceeding, whether as a class, a representative action or otherwise, is a gateway issue and shall be determined by the Superior Court; and any substantive claims shall not be decided by the arbitrator until after the gateway determination is made by the Court. Employee will not be disciplined, discharged, or otherwise retaliated against for exercising his or her rights under Section 7 of the National Labor Relations Act, including but not limited to challenging the limitation on a class, collective, or joint action. In accordance with this agreement, both the Employee and the Company or any of its parent, subsidiary or affiliated entities, or its individual officers, directors or employees shall only be entitled to pursue a claim in arbitration against the other in their individual capacities, and not as a plaintiff, class member, or class representative in any purported class and/or representative action proceeding. Accordingly, this agreement expressly and explicitly precludes the parties from class and/or collective and/or private attorney general and/or representative arbitration of any claim.

Employee understands and agrees that nothing in this agreement shall be construed so as to preclude Employee from filing any administrative charge with, or from participating in any investigation of a charge conducted by, any government agency such as the Department of Fair Employment and Housing and/or the Equal Employment Opportunity Commission; however, after Employee exhausts such administrative process/investigation, Employee understands and agrees that Employee must pursue any such claims through this binding arbitration procedure.

THE COMPANY AND EMPLOYEE HEREBY WAIVE ANY RIGHT ANY OF US MAY HAVE TO A JURY TRIAL OF ANY CLAIM OR CONTROVERSY COVERED BY THIS AGREEMENT. The right to a trial, and to a trial by jury, is of value. Employee may wish to consult an attorney prior to signing this agreement.

Employee acknowledges that the Company's business and the nature of my employment in that business affect interstate commerce. Employee agrees that the arbitration and this Agreement shall be controlled by the Federal Arbitration Act, in conformity with the procedures of the California Arbitration Act (Cal. Code Civ. Proc. §§ 1280 et seq., including section 1283.05 and all of the Act's other mandatory and permissive rights to discovery).

Should any term or provision, or portion thereof, of this agreement be declared void or unenforceable it shall be severed, and the remainder of this agreement shall be enforceable. WHETHER TO AGREE TO ARBITRATION IS AN IMPORTANT BUSINESS DECISION. IT IS YOUR DECISION TO MAKE, AND YOU SHOULD TAKE CARE TO CONDUCT FURTHER RESEARCH AND TO CONSULT WITH OTHERS - INCLUDING BUT NOT LIMITED TO AN ATTORNEY - REGARDING THE CONSEQUENCES OF YOUR DECISION, JUST AS YOU WOULD WHEN MAKING ANY OTHER IMPORTANT BUSINESS OR LIFE DECISION.

EMPLOYEE ACKNOWLEDGES THAT EMPLOYEE HAS CAREFULLY READ THIS AGREEMENT, AND THAT EMPLOYEE HAS THE RIGHT TO CONSULT WITH AN ATTORNEY OF HIS OR HER CHOICE AT HIS OR HER EXPENSE TO REVIEW IT. EMPLOYEE UNDERSTANDS THAT THIS AGREEMENT IS VOLUNTARY, AND THAT EMPLOYEE CAN CHOOSE NOT TO SIGN THIS AGREEMENT AND STILL BECOME OR REMAIN EMPLOYED BY THE COMPANY. BY SIGNING THIS AGREEMENT BELOW, EMPLOYEE AGREES TO BECOME BOUND TO ALL OF THE TERMS AND CONDITIONS OF THE AGREEMENT.

EMPLOYEE HAS NOT RELIED UPON ANY PROMISES OR REPRESENTATIONS OTHER THAN THOSE CONTAINED HEREIN. EMPLOYEE UNDERSTANDS THAT EMPLOYEE IS AM GIVING UP THE RIGHT TO A COURT OR JURY TRIAL BY SIGNING THIS AGREEMENT. EMPLOYEE UNDERSTANDS THAT THIS AGREEMENT DOES NOT CHANGE HIS OR HER AT-WILL EMPLOYMENT STATUS WITH THE COMPANY. EMPLOYEE ALSO UNDERSTANDS THAT EMPLOYEE WILL NOT BE SUBJECT TO RETALIATION IF EMPLOYEE EXERCISES THE RIGHT TO ASSERT CLAIMS OR OPT OUT OF COVERAGE UNDER THIS AGREEMENT, AND THAT IF EMPLOYEE IS THE SUBJECT OF RETALIATION, THAT EMPLOYEE WILL NOTIFY HIS OR HER SUPERVISOR AND/OR HUMAN RESOURCES IMMEDIATELY. I UNDERSTAND BY AGREEING TO THIS BINDING ARBITRATION PROVISION, BOTH I AND THE COMPANY GIVE UP OUR RIGHTS TO TRIAL BY JURY

I hereby state that all the information that I provided on this application or any other documents filled out in connection with my employment, and in any interview, is true and correct. I have withheld nothing that would, if disclosed, affect this application unfavorably. I understand that if I am employed and any such information is later found to be false or incomplete in any respect, I may be dismissed. If hired, I agree as follows: My employment and compensation are terminable at will, are for no definite period, and my employment and compensation may be terminated by the Company (employer) at any time and for any reason whatsoever, with or without good cause at the option of either the Company or myself. Consequently, all terms and conditions of my employment, with the exception of the arbitration agreement, may be changed or withdrawn at Company's unrestricted option at any time, 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 and signed by the President of the Company (or majority owner or owners if Company is not a corporation). No supervisor or representative of the Company, other than the President of the Company (or major owner or owners if Company is not a corporation), has any authority to make any agreements contrary to the foregoing. This agreement is the entire agreement between the Company and the employee regarding the rights of the Company or employee to terminate employment with or without good cause and this agreement takes the place of all prior and contemporaneous agreements, representations, and understandings of the employee and the Company.

Should any term or provision, or portion thereof, be declared void or unenforceable it shall be severed, and the remainder of this agreement shall be enforced. If you have any questions regarding this statement, please ask a Company representative before signing. I hereby acknowledge that I have read the above statements and understand the same.

DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE STATEMENT & AGREEMENT

I hereby certify that this application was previously submitted by me online and that the information is accurate.

Applicant Signature

Date