

**RUSSELL LANDS, INC.
ALEXANDER CITY, ALABAMA
APPLICATION FOR EMPLOYMENT**

PLEASE READ BEFORE FILLING OUT THIS APPLICATION

Russell Lands does not discriminate in hiring or employment on the basis of race, color, religious creed, national origin, sex, ancestry, handicapped condition, or on the basis of age against persons between forty and seventy years. No question on this application is intended to secure information for any discriminatory purpose.

This application will be given every consideration, but its receipt does not guarantee the applicant will be hired.

Please hand this application, when completed, to the Personnel Department representative. Russell Lands requires that all applicants be personally interviewed prior to any employment consideration.

Federal law prohibits the employment of unauthorized aliens. All persons hired must submit satisfactory proof of employment authorization and identity (valid driver's license, birth certificate, Green Card, etc.) within three days of being hired. Failure to submit such proof within the required time shall result in immediate employment termination.

Last Name	First	Middle	Social Security Number	Date Of Application
-----------	-------	--------	------------------------	---------------------

Street Address	City And State	Zip Code
----------------	----------------	----------

Home Telephone	How Long Have You Lived At The Above Address? _____	If Hired Can You Present Evidence Of U.S. Citizenship Or Your Legal Right To Live And Work In This Country? ()Yes ()No
----------------	---	--

Type Of Work You Desire	Are You Interested In? (Circle One) Part Time Temporary Work Summer
-------------------------	--

Salary Expected \$	Hours Available For Work	Date Available For Work	How Were You Referred To Us?
--------------------	--------------------------	-------------------------	------------------------------

Have You Ever Worked For This company before? () Yes () No	Have You Ever Completed An Application Here Before? If Yes, When? () Yes () No	Are You Over 16 Years Of Age? () Yes () No
---	---	---

List Any Friends Or Relatives (Include Relationship) Working For Russell Lands:

Have You Ever Been Convicted Of Any Criminal Offense Involving Dishonesty Or Breach Of Trust?	()Yes ()No	If Yes, When?	Where?
---	--------------	---------------	--------

Nature Of Conviction

EDUCATION

Are You Currently Enrolled In School? () Yes () No If Yes, Where? _____

Years Completed 1 2 3 4 Diploma () Yes () No GED () Yes () No

GENERAL

What Office Machines Can You Operate? (List Kind Of Machine And Amount Of Experience)

1. _____ 2. _____ 3. _____ 4. _____

(CONTINUED ON BACK)

List Sports, Hobbies, Civic And Community Activities And Professional Societies In Which You Participate. (Exclude those which may disclose your Race, Color, Religion Or National Origin)

1. _____ 2. _____ 3. _____ 4. _____

Have You Ever Used Another Name In School Or Business? Yes No
If Yes, Please List: _____

In Case Of Emergency
Who Should Be Notified?

Name _____

Address _____ Telephone _____

For Driving Jobs Only: Do You Have A Valid Driver's License? Yes No
Do You Have A Boater's License? Yes No

EMPLOYMENT RECORD

Starting With Present Or Most Recent, List All Employers. Please Include Periods Of Self-Employment, Summer And Part-Time Jobs.

Present Or Last Employer		Type Of Business	
Street Address		City	State
Dates Of Employment: From _____ To _____		Hired As (Give Job Title)	
Present of Last Base Salary	Reason For Leaving ?		
Describe Briefly The Work You Were Doing:		Name And Title Of Present Or Last Supervisor	May We Contact? Yes No
Previous Employer		Type Of Business	
Street Address		City	State
Dates of Employment: From _____ To _____		Hired As (Give Job Title)	
Present of Last Base Salary	Reason For Leaving ?		
Describe Briefly The Work You Were Doing:		Name And Title Of Last Supervisor	May We Contact? Yes No

How Much Time Have You Lost From School Or Work During Each Of The Past Three Years Other Than Vacation Allotment?

2006	2007	2008
Year No. Days Lost	Year No. Days Lost	Year No. Days Lost

Please List The Name Of Three Business Or Professional People (No Relatives) Who Have Known You For Some Time.

Name	Address	Their Business And/Or Profession
_____	_____	_____
_____	_____	_____
_____	_____	_____

AUTHORIZATION

I hereby give permission for information to be obtained from previous employers, The Alabama Judicial Data Center, Department of Public Safety & other Public Law Enforcement Agencies, regarding my previous work history, driver history and criminal history. I agree not to hold my potential employer or my previous employer liable for the release of this information. I understand that by signing this authorization that I am not guaranteed employment. By signing this authorization, I authorize and permit the persons or entities listed to release the information requested by Russell Lands, Inc.

Signed

Date

Please Read Before Signing

(If you have any questions regarding this statement, please consult with the Personnel Representative before signing.) I certify that the foregoing statements are true and correct to the best of my knowledge and belief, and hereby grant Russell Lands, Inc. permission to verify such answers. I understand that any false statement on this application may be considered sufficient cause for rejection of this application, or for dismissal if such false statement is discovered subsequent to my employment.

In making this application for employment I understand that an investigation may be made whereby information is obtained through personal interviews with my neighbors, friends or others with whom I am acquainted. This inquiry can include information as to my character, general reputation, personal characteristics, credit standing and mode of living. I have the right to make a written request within a reasonable period of time for a complete and accurate disclosure of additional information concerning the nature and scope of this investigation.

If employed by Russell Lands, Inc. or any of its affiliates or subsidiaries, I will comply with all rules and regulations as set forth in the corporation's policy manual or other communications distributed to all employees. In addition, I authorize Russell Lands, Inc. to provide my employment record, in whole or in part, and in confidence, to any prospective employer, governmental agency, or other party with a legal and proper interest. I understand that my employment is for no stated term and is subject to termination at the will of the corporation.

I understand that this application is void 60 days from this date.

I hereby acknowledge that I have read the above statement and understand the same.

Signature _____ Date _____