



APPLICATION FOR EMPLOYMENT

WMC-487
Rev. 04-17

PLEASE READ CAREFULLY AND ANSWER ALL QUESTIONS.
Return completed application to: HR Dept. / 16243 Highway 216 / Brookwood, AL 35444
(Attach a separate sheet if additional space is needed)

PERSONAL

Date _____ Position Applied For _____

Full Name _____
Last First Middle

Social Security No. _____ Home Phone (____) _____

E-mail: _____ Cell Phone (____) _____

Present Address _____
Street City State Zip

Previous Address _____
(If present address less than two years) Street City State Zip

Other name(s) used in past, if any, which we would need to know in order to check on your work and/or education record. _____

- Are you over 18 years of age? Yes No • Can you show proof of age if hired? Yes No
- Can you submit documents which verify your legal right to work in the United States? Yes No
(Birth certificate, social security card, driver's license, immigration documents, etc.)

• Have you ever worked for Warrior Met Coal, Inc.? Yes No
If yes, where and when? _____

• Are you related to anyone who works for Warrior Met Coal, Inc. or its competitors? Yes No
If yes, give details. _____

• When can you start to work if hired? _____

• May we refer to your present employer prior to employment offer? Yes No

• Have you ever been convicted of a felony? Yes No
If yes, explain? _____
(Will not necessarily disqualify applicant from the job applied for.)

EMERGENCY INFORMATION

1) In case of emergency notify _____
Address _____
Street City State Zip

Phone: Home or Cell (____) _____ Work (____) _____

2) In case of emergency notify _____
Address _____
Street City State Zip

Phone: Home or Cell (____) _____ Work (____) _____

MILITARY

Branch of U. S. Service _____

Final Rank _____ Date of Service: From _____ To _____

EDUCATION

SCHOOL OR COLLEGE	NAME AND LOCATION	CIRCLE LEVEL EDUCATION COMPLETED	DID YOU GRADUATE?	DEGREE
Elementary				
Jr. High/High				
College		1		
Graduate		1		
Other				

EMPLOYMENT HISTORY

PLEASE LIST ALL EMPLOYMENT STARTING WITH PRESENT OR MOST RECENT EMPLOYER
(Explain any gaps in employment—attach a separate sheet if additional space is needed.)

EMPLOYER	DATES EMPLOYED	WORK PERFORMED
Address	FROM:	
Phone No. (s)	TO:	
Your Job Title	HOURLY RATE/SALARY	REASON FOR LEAVING
Supervisor's Name	STARTING FINAL	
EMPLOYER	DATES EMPLOYED	WORK PERFORMED
Address	FROM:	
Phone No. (s)	TO:	
Your Job Title	HOURLY RATE/SALARY	REASON FOR LEAVING
Supervisor's Name	STARTING FINAL	
EMPLOYER	DATES EMPLOYED	WORK PERFORMED
Address	FROM:	
Phone No. (s)	TO:	
Your Job Title	HOURLY RATE/SALARY	REASON FOR LEAVING
Supervisor's Name	STARTING FINAL	
EMPLOYER	DATES EMPLOYED	WORK PERFORMED
Address	FROM:	
Phone No. (s)	TO:	
Your Job Title	HOURLY RATE/SALARY	REASON FOR LEAVING
Supervisor's Name	STARTING FINAL	
EMPLOYER	DATES EMPLOYED	WORK PERFORMED
Address	FROM:	
Phone No. (s)	TO:	
Your Job Title	HOURLY RATE/SALARY	REASON FOR LEAVING
Supervisor's Name	STARTING FINAL	
EMPLOYER	DATES EMPLOYED	WORK PERFORMED
Address	FROM:	
Phone No. (s)	TO:	
Your Job Title	HOURLY RATE/SALARY	REASON FOR LEAVING
Supervisor's Name	STARTING FINAL	

PERSONAL REFERENCES	NAME	ADDRESS	OCCUPATION	PHONE NO.

SKILLS Summarize special job-related skills and qualifications acquired from employment, military, or other experience.

MINING EXPERIENCE CHECKLIST	<p><u>Inside Jobs</u></p> <p><input type="checkbox"/> Air Drill Operator</p> <p><input type="checkbox"/> Battery/Diesel Tractor Operator</p> <p><input type="checkbox"/> Belt Installer</p> <p><input type="checkbox"/> Belt Repairmen & Vulcanizer</p> <p><input type="checkbox"/> Bratticeman (Blocks)</p> <p><input type="checkbox"/> Coal Drill (Power Operator)</p> <p><input type="checkbox"/> Continuous Miner Operator</p> <p><input type="checkbox"/> Cutting Machine Operator</p> <p><input type="checkbox"/> Diesel Mechanic</p> <p><input type="checkbox"/> Electrician</p> <p><input type="checkbox"/> Fireboss</p> <p><input type="checkbox"/> Laborer</p> <p><input type="checkbox"/> Loading Machine Operator</p> <p><input type="checkbox"/> Longwall Jack Setter</p> <p><input type="checkbox"/> Longwall Laborer</p> <p><input type="checkbox"/> Longwall Shearer Operator</p> <p><input type="checkbox"/> Longwall Stageloader Operator</p> <p><input type="checkbox"/> Motorman</p> <p><input type="checkbox"/> Pipeman</p> <p><input type="checkbox"/> Pump Repairman</p> <p><input type="checkbox"/> Pumper</p> <p><input type="checkbox"/> Rock Duster</p> <p><input type="checkbox"/> Roof Bolter Operator</p> <p><input type="checkbox"/> Shot Fireman</p> <p><input type="checkbox"/> Shuttle Car/Ram Car Operator</p> <p><input type="checkbox"/> Trackman</p> <p><input type="checkbox"/> Ventilation-Curtain Man</p> <p><input type="checkbox"/> Welder First Class</p> <p><input type="checkbox"/> Wireman</p> <p><input type="checkbox"/> Other _____</p> <p><input type="checkbox"/> Other _____</p> <p><u>Outside Jobs</u></p> <p><input type="checkbox"/> Bulldozer Operator</p> <p><input type="checkbox"/> Electrician</p>	<p><input type="checkbox"/> Flotation Operator</p> <p><input type="checkbox"/> Front End Loader Operator</p> <p><input type="checkbox"/> Heavy Equipment Operator</p> <p><input type="checkbox"/> Heavy Truck Driver</p> <p><input type="checkbox"/> Machinist</p> <p><input type="checkbox"/> Railroad Car Loader</p> <p><input type="checkbox"/> Sampleman</p> <p><input type="checkbox"/> Shop Repairman</p> <p><input type="checkbox"/> Table Operator</p> <p><input type="checkbox"/> Washer Operator</p> <p><input type="checkbox"/> Washer Repairman</p> <p><input type="checkbox"/> Welder</p> <p><input type="checkbox"/> Welder First Class</p> <p><input type="checkbox"/> Other _____</p> <p><u>Construction Jobs</u></p> <p><input type="checkbox"/> Fireboss</p> <p><input type="checkbox"/> Driller (Shaft)</p> <p><input type="checkbox"/> Mucking Machine Operator</p> <p><input type="checkbox"/> Shot Fireman</p> <p><input type="checkbox"/> Other _____</p> <p><u>State Certification</u></p> <p><input type="checkbox"/> Fire Boss Certificate No. _____ Issuing State _____</p> <p><input type="checkbox"/> Mine Foreman Certificate No. _____ Issuing State _____</p> <p><u>MSHA Certification</u></p> <p><input type="checkbox"/> Electrician</p> <p><input type="checkbox"/> Dust and Noise</p> <p><input type="checkbox"/> First Aid</p> <p><input type="checkbox"/> Hoist Engineer</p> <p><input type="checkbox"/> Instructor</p> <p><input type="checkbox"/> Methane and Oxygen Testing</p> <p><input type="checkbox"/> Roof and Rib Control</p> <p><input type="checkbox"/> Ventilation</p> <p><input type="checkbox"/> Other _____</p>
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AGREEMENTS

I understand that as a condition of my employment, I may, from time to time, be required to submit specimens of blood, urine or other bodily fluids for testing to determine the presence of alcohol and controlled substances. I hereby authorize and consent to such testing and authorize the testing agency to release the results of any such test to the Company. I understand that if I fail to furnish the appropriate samples when and as requested, I will be subject to immediate termination.

I understand that personal items brought into the plant or Company premises including lunch boxes, tool boxes, purses and packages, are subject to search at any time. I also understand that my automobile, when on Company property, and my locker is subject to search at any time. I consent to such search and agree to cooperate with the Company if requested. Failure to cooperate in a Company-authorized search shall be grounds for immediate termination.

In the event I should lose, or destroy through negligence or misuse, equipment furnished to me by the Company, I authorize the Company to deduct from my wages an amount necessary to replace the equipment.

I certify that the information provided in this application by me is true and correct. I further understand that the Company is relying upon this information in considering my qualifications for employment. I authorize the investigation of all statements and information provided in this application and understand that the Company may investigate the information. If the Company determines at any time that any information provided by me is false, inaccurate or materially misleading, or **that I have omitted information requested**, I understand that my employment will be subject to immediate termination.

INVESTIGATION

As part of the Company’s normal procedure for processing your application for employment, an investigation may be made which will provide applicable information concerning character, general reputation, personal characteristics and mode of living. Information as to the nature of such investigation, if one is made, will be furnished to you upon written request.

EQUAL EMPLOYMENT OPPORTUNITY

Warrior Met Coal, Inc. is an equal opportunity employer. It is the Company’s policy to provide equal opportunity for all qualified persons and to prohibit discrimination on the basis of race, color, sex, national origin, religion, age, disability, or any other legally protected status.

NOTICES

AT-WILL EMPLOYER

Warrior Met Coal, Inc. is an “at-will” employer. This means that once an offer of employment is made, this offer may be withdrawn by the employer with or without cause at any time and once an acceptance of an offer of employment is made, this acceptance may be withdrawn at any time by the applicant with or without cause. Likewise, once employment has begun, the employer or the employee may terminate the employment relationship at any time with or without cause.

No person is authorized to make any contact, promise or commitment contrary to the above and no Company publication should be interpreted in any way to create a contract of employment or to conflict with the above. This paragraph should not be interpreted in any way to create a contract of employment or to conflict with the above. This paragraph may be limited by a collective bargaining agreement covering some employees.

RELEASE OF INFORMATION AUTHORIZATION

I authorize Warrior Met Coal, Inc. (hereinafter referred to as the “Company”) to obtain the facts concerning my past employment and activities and release from all liability or responsibility those persons or organization(s) supplying such facts.

I further authorize the Company, upon bona fide request, to furnish any facts concerning my employment record and release the Company from all liability or responsibility for furnishing such facts.

Applicant’s Signature _____ Date _____

Warrior Met Coal asks applicants to provide their race and gender information so that we can monitor our compliance under regulations. However, providing this information is strictly voluntary on your part. Failure to provide it will **NOT** subject you to any adverse employment decision. This page will be detached from your employment application and will be confidentially maintained in a separate folder.

RACE

- Hispanic or Latino = A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
- African American / Black (Not Hispanic or Latino) = A person having origins in any part of the black racial groups of Africa.
- Asian (Not Hispanic or Latino) = A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- American Indian or Alaska Native (Not Hispanic or Latino) = A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.
- Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) = A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- White (Not Hispanic or Latino) = A person having origins in any of the original peoples of Europe, the Middle East or North Africa.
- Two or More Races (Not Hispanic or Latino) = All persons who identify with more than one of the above five races.

GENDER Male Female

VETERAN STATUS Vietnam Era Vietnam Reserves (Active) National Guard (Active)

Newly Separated Veteran Other Veteran Special Disabled Veteran

Veteran of a conflict for which a campaign badge has been issued:

(Please Specify) _____

How were you referred?

Walk-In Ad Employee Mail ASES Union

Other *(Please Specify)* _____

Your First Name _____ Middle Name _____ Last Name _____

Today's Date _____



**DISCLOSURE OF PROCUREMENT OF CONSUMER REPORT
AND/OR INVESTIGATIVE CONSUMER REPORT**

PLEASE READ THE FOLLOWING STATEMENTS CAREFULLY:

PLEASE BE ADVISED that Warrior Met Coal, Inc. may obtain a Consumer Report about you to evaluate your eligibility **for employment purposes**. It may be an Investigative Consumer Report, which may include information about your character, general reputation, personal characteristics, and mode of living. You have the right to request disclosure of the nature and scope of the report, which may involve personal interviews with sources such as your neighbors, friends, associates, or others.

These reports may include credit information, credit history, employment history and reference checks, criminal and civil history information, motor vehicle records and moving violation reports (“driving records”), sex offender status reports, education verification, professional licensure verification, and other items.

THE UNDERSIGNED HEREBY ACKNOWLEDGES THAT HE/SHE HAS READ THE FOREGOING DISCLOSURE.

APPLICANT’S SIGNATURE

DATE

PRINT NAME



Client Name: Warrior Met Coal, Inc.

Client Account No.: 8251601

Requestor's Name: Cyndi Wilson

Client Phone No.:

AUTHORIZATION

I HEREBY AUTHORIZE Warrior Met Coal (the "End User") to obtain "consumer reports" and/or "investigative consumer reports" at any time after receipt of this Authorization and, if I am hired, throughout my employment. To this end, I hereby authorize, without reservation, any person or entity, law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, employer, or insurance company to furnish any and all background information to **ESS Inc., 2500 Southlake Park, Birmingham, AL 35244**, toll free 866.859.0143, www.es2.com, or its subcontractor or another outside organization acting on behalf of ESS. The term "background information" includes, but is not limited to, employment history, reference checks, criminal and civil history information, motor vehicle records, moving violation reports, sex offender status information, credit reports, education verification, professional licensure verification, drug testing, information related to my Social Security number, and information concerning workers' compensation claims. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original. I acknowledge receipt of the Disclosure of Procurement of Consumer Report And/or Investigative Consumer Report. I understand I can view ESS's Privacy Policy on its website, www.es2.com.

You have the right to request from the End User a written summary of the rights of a consumer prepared pursuant to the Fair Credit Reporting Act, 15 U.S.C. § 1681g(c).

Signature of Employee or Prospective Employee

Date

IF THE EMPLOYEE OR PROSPECTIVE EMPLOYEE IS A MINOR CHILD UNDER THE AGE OF EIGHTEEN YEARS:

I am the parent or legal guardian of the minor child who signed hereinabove; having read the foregoing Authorization, and in my capacity the minor's parent or legal guardian, I hereby authorize and consent to the obtaining of "consumer reports" and "investigative consumer reports" at any time after receipt of this Authorization and, if the minor is hired, throughout the minor's employment.

Signature of Parent or Legal Guardian

Date

APPLICANT INFORMATION: TO BE COMPLETED BY APPLICANT: PLEASE USE BLACK INK

The following is for identification purposes only to perform the <u>background check and will not be used for any other purpose.</u>			
Print: Last Name	First Name	Middle Initial	
Date of Birth	Social Security Number	Driver's License Number	State
Current Address:	City	State	Zip Code
Previous Address (Past 7 Years):	City	State	Zip Code
Previous Address (Past 7 Years):	City	State	Zip Code
Alias Names (Other names I have been known by):			
Degree Obtained	Year Graduated	Name of School	City and State of School
Last Name Used at Time of Graduation			

Searches to be Ordered