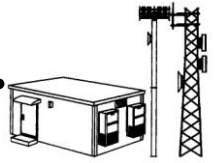


RINEHART TOWER SERVICE, INC.

Reaching New Heights In Communications



APPLICATION FOR EMPLOYMENT

Date _____ Social Security number _____

Home Phone # _____ Cell Phone # _____

Name _____
FIRST MIDDLE LAST

Present Address _____
STREET CITY STATE ZIP CODE

Driver's License Number _____ State That Issued Driver's License _____

In Case Of Emergency Notify _____
Name Address Phone Number

Do you have United States Citizenship or Authorization from the Immigration & Naturalization Service to work in U.S. YES NO

Note: If hired, Federal law requires that you furnish documentation your identity and eligibility to work in United States.

1. Type of work applying For Tower Construction Work Other _____

2. Rate of pay expected _____ per: hour week year

3. Will you be willing to work overtime? Yes No Date you can start to work? _____

4. Would you be willing to work out of town for an extended period of time? Yes No

If Yes: 3 Day 5 Day 7 Day 14 Day 21 Day 30 Day More

5. Have you been convicted of a felony? Yes No Are you currently employed? Yes No

EXPERIENCE

6. Have you had a Job where TOWER CONSTRUCTION EXPERIENCE was required? Yes No

7. Have you had a Job where WELDING EXPERIENCE was required? Yes No

8. If Yes, are you a STATE CERTIFIED WELDER (A.W.S.)? Yes No

9. Have you had a Job where GENRAL BLUEPRINT READING was required? Yes No

10. If Yes, can you read WELDING SYMBOLS on blueprints? Yes No

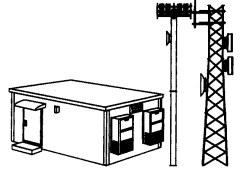
11. When driving a vehicle are you able to use a CLUTCH AND SHIFT GEARS properly? Yes No

12. Do you have any problem furnishing YOUR REQUIRED STARTER HAND TOOLS? Yes No

(1) HEAVY DUTY LOCKING TOOL BOX (1) ½" DEEP SOCKET SET & RATCHET (1) CHANNELLOCK PLIERS
(1) 12" CRESENT WRENCH (1) NEEDLENOSE PLIERS (1) SCREWDRIVER SET (1) HACKSAW (1) UTILITY KNIFE
(1) 3 LBS. SLEDGEHAMMER (1) LINESMAN PLIER (1) 9" LEVEL (1) 25' TAPE MEASURE (2) 12" BULL-PINS

RINEHART TOWER SERVICE, INC.

Reaching New Heights In Communication



APPLICATION FOR EMPLOYMENT

GENERAL QUESTIONS

13. Do you have any problems with us running a CRIMINAL BACKGROUND CHECK ON YOU? No Yes
14. Do you have any problems with us running a CREDIT REPORTING CHECK ON YOU? No Yes
15. Would you be willing to take random DRUG & ALCOHOL TEST? Yes No
16. Do you have VALID DRIVING LICENSE? Yes No State of Ohio Other State
17. Have you had a DUI on your DRIVING RECORD in the last 7 years? No Yes
18. Do you have any POINTS on your DRIVING RECORD in last 3 years? No Yes
If Yes 2 4 6 8 10 12 POINTS
19. Would you be willing to work out of town for an EXTENDED PERIOD OF TIME? (2 wks or more) Yes No
20. Do you have any problems working a 10-HOUR DAY OR MORE? No Yes
21. Do you have any problem WORKING WEEKEND? No Yes
22. Do you have any TRANSPORTATION problems? No Yes
23. Do you own an AUTOMOBILE? Yes No

QUESTIONS FOR OVERNIGHT STAY

24. Do you have any problems with STAYING OUT OF TOWN OVERNIGHT? No Yes
25. Do you have any problems with SHARING A MOTEL ROOM with a fellow Employee? No Yes

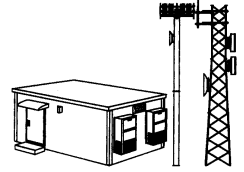
EDUCATION

Name of School	Graduated?	Major subjects	Grades
High School _____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____	_____
College _____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____	_____
Trade or other Schools _____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____	_____

Any special training or experience that would relate to this job? _____

RINEHART TOWER SERVICE, INC.

Reaching New Heights In Communication



APPLICATION FOR EMPLOYMENT

The U.S. Department of Transportation considers Rinehart Tower Service Inc. (RTS, Inc.) employed drivers as commercial drivers and will require employees to take and successfully pass a physical and provide proof with a Medical Examiner's Certificate. The Medical Examiner's Certificate (also known as D.O.T. medical card) ensures the ability of the driver to safely operate a commercial vehicle.

The U.S. Department of Transportation does not require C.D.L. license for vehicles and trailers under the weight limit of 26,000 pounds. Therefore, RTS, Inc. does not require C.D.L. license at this time.

Please review all the physical requirements defined by the U.S. Department of Transportation:

A. *Do you have 20/40 correctable vision in each eye?*

Yes No Yes with Glasses or contact lenses

B. *Are you a diabetic?* No Yes

Yes with diabetes controlled through a diet or oral medication. Yes on needle-injected insulin

C. *Is your blood pressure under 160/100?*

Yes No Yes with Prescription medication to control blood pressure.

D. *Is your blood sugar level under 200?*

Yes No Yes with Prescription medication to control blood sugar level

E. *Are you using any amphetamine, narcotic or any other habit forming drug?*

No Yes Yes with Dr. Supervision

F. *Do you have a current diagnosis of cardiac insufficiency, collapse, congestive cardiac failure or any other cardiovascular disease?*

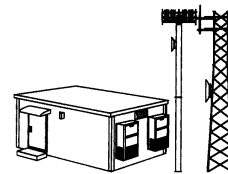
No Yes

G. *Other factors or conditions which could prevent you from obtaining the required DOT clearance include: sleep apnea, recent back injury, recent major surgery, a current hernia, or recent workmen's compensation claims. Do you have any of these conditions that might stop you from getting your D.O.T. physical?* No Yes

If you have questions about your medical health, please consult your physician before beginning working. In conjunction with the DOT physical and Rinehart Tower Service Inc, we are required to take random drug screens throughout the driver's & tower climber's employment in the tower industry. The D.O.T. drug screen will detect the usage of illegal narcotic drugs including marijuana, cocaine, amphetamines, opiates and phencyclidine (PCP). Rinehart Tower Service Inc. will provide you with a D.O.T. physical and a D.O.T. drug screen will be done before starting your first day at work.

RINEHART TOWER SERVICE, INC.

Reaching New Heights In Communication



APPLICATION FOR EMPLOYMENT

Employment History

Last Company You Worked For

<i>Company Name</i>	<i>Dates of Employment from:</i>	<i>Pay rate upon leaving</i>	<i>Reason for leaving</i>
_____	_____ to _____	\$ ____ . _____ <input type="checkbox"/> Hr.	_____
<i>Address</i>		<i>or</i>	_____
_____	Position	\$ _____ <input type="checkbox"/> Wk.	_____
_____	May we contact this employer?	<i>or</i>	_____
<i>work telephone</i>	<input type="checkbox"/> yes <input type="checkbox"/> No	\$ _____ <input type="checkbox"/> Yr.	_____
_____			_____

Second Last Company You Worked For

<i>Last Company Name</i>	<i>Dates of Employment from:</i>	<i>Pay rate upon leaving</i>	<i>Reason for leaving</i>
_____	_____ to _____	\$ ____ . _____ <input type="checkbox"/> Hr.	_____
<i>Address</i>		<i>or</i>	_____
_____	Position	\$ _____ <input type="checkbox"/> Wk.	_____
_____	May we contact this employer?	<i>or</i>	_____
<i>work telephone</i>	<input type="checkbox"/> yes <input type="checkbox"/> No	\$ _____ <input type="checkbox"/> Yr.	_____
_____			_____

Please read the following and sign:

I acknowledge that the facts set forth on this application are true and complete. I understand that if employed, any false statement or omission on this application or any attachment shall be sufficient cause for dismissal. I understand that Rinehart Tower Service, Inc. is on call 24 hours, 7 days a week and that if I am employed by RTS, Inc. I may be scheduled to work any time or day of that week, including holidays.

I understand that before I am hired, RTS, Inc may require me to undergo a physical examination and / or a drug or alcohol test. I agree to take such examination and/ or test. I also understand that if I am hired, RTS, Inc. may require me to undergo a drug and / or alcohol test at any time during my employment. I agree to take such test.

I authorize RTS, Inc. to use its personnel or any investigative agency to investigate my employment record, health, education, criminal conviction record and financial record. I also authorize all of my employers, references, credit reporting agencies / bureaus, medical facilities, educational institutions and any other person (s) contacted by RTS, Inc. representatives to provide RTS, Inc. with all records and information relevant to my employment application with RTS, Inc. I release all parties who provide such records or information from all liabilities arising from such disclosures; and I waive any rights to notice of such disclosures.

If I am hired into or later transferred or promoted to a non- bargaining unit position, I agree to arbitrate any claim, controversy, dispute or complaint arising out of or relating to the termination of my employment under any company arbitration policy and / or procedure which exists at the time of the termination of my employment and for which I am eligible.

I authorize RTS, Inc. to copy this document and agree that such copies with my signature shall have the same legal force and effect as the original document with my signature

Signature: _____ **Date** _____