



# Application for Employment

## Personal Information

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

Name (Last) \_\_\_\_\_ (First) \_\_\_\_\_ (Middle) \_\_\_\_\_

Social Security Number \_\_\_\_\_ Date of Birth: \_\_\_\_\_

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

Present Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Home Phone: \_\_\_\_\_ Mobile Phone: \_\_\_\_\_

Email Address: \_\_\_\_\_

How long have you lived at your current address? \_\_\_\_\_

Are you at least 21 years of age if you are applying for a position driving a company vehicle or operating heavy equipment?  Yes  No

Can you, after employment, submit verification of your legal right to work in the United States?

yes  No

Are any of your relatives employed by any other company in the waste industry?  Yes  No

Have you ever been convicted of a felony?  Yes  NO

If yes, please explain (A felony conviction does not automatically exclude you from employment and will be considered only as it relates to your fitness to perform in the position for which you are applying)

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Have you ever been convicted, pled guilty, received deferred adjudication, or had a conviction set aside in a criminal matter (including DWI or traffic offense other than non-inquiry traffic or parking)? (A response does not automatically exclude you from employment and will be considered only as it relates to your fitness to perform in the position for which you are applying)  Yes  No

If yes, please explain. \_\_\_\_\_  
\_\_\_\_\_

## Education

High School Name: \_\_\_\_\_ Years attended \_\_\_\_\_ Graduated  Yes  No

College Name: \_\_\_\_\_ Years attended \_\_\_\_\_ Graduated  Yes  No

Trade School Name \_\_\_\_\_ Years attended \_\_\_\_\_ Graduated  Yes  No

## **Work Experience**

The fact that you have filed this application will be kept strictly confidential and will not in any way be brought to the attention of your present employer without your permission. Please give an accurate and complete record of your employment below for all positions for the past 10 years.

Are you currently employed?  Yes  No

May we contact you at your present employer?  Yes  No

May we contact your present employer?  Yes  No

This company requires all drivers who drive our company vehicles at any time to be controlled substances/alcohol tested with a negative result prior to driving.

Do you consent to such testing?  Yes  No

## **Employment Record**

Employer: \_\_\_\_\_

State Date: \_\_\_\_\_ End Date: \_\_\_\_\_

Position Held: \_\_\_\_\_ CDL  Yes  No

Were you subject to DOT Regulations:  Yes  No    Were you subject to drug and alcohol testing?  Yes  No

Address: \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_

Telephone \_\_\_\_\_

Reason for Leaving:

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Employer: \_\_\_\_\_

State Date: \_\_\_\_\_ End Date: \_\_\_\_\_

Position Held: \_\_\_\_\_ CDL  Yes  No

Were you subject to DOT Regulations:  Yes  No    Were you subject to drug and alcohol testing?  Yes  No

Address: \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_

Telephone \_\_\_\_\_

Reason for Leaving:

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Employer: \_\_\_\_\_

State Date: \_\_\_\_\_ End Date: \_\_\_\_\_

Position Held: \_\_\_\_\_ CDL \_\_\_\_ Yes \_\_\_\_ No

Were you subject to DOT Regulations: \_\_\_\_ Yes \_\_\_\_ No Were you subject to drug and alcohol testing? \_\_\_\_ Yes \_\_\_\_ No

Address: \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_

Telephone \_\_\_\_\_

Reason for Leaving:

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Employer: \_\_\_\_\_

State Date: \_\_\_\_\_ End Date: \_\_\_\_\_

Position Held: \_\_\_\_\_ CDL \_\_\_\_ Yes \_\_\_\_ No

Were you subject to DOT Regulations: \_\_\_\_ Yes \_\_\_\_ No Were you subject to drug and alcohol testing? \_\_\_\_ Yes \_\_\_\_ No

Address: \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_

Telephone \_\_\_\_\_

Reason for Leaving:

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## ***Driving Experience***

Type of Equipment

|          |                       |                     |
|----------|-----------------------|---------------------|
| 1) _____ | Number of Years _____ | Approx. Miles _____ |
| 2) _____ | Number of Years _____ | Approx. Miles _____ |
| 3) _____ | Number of Years _____ | Approx. Miles _____ |

Drivers Licenses Held (List all unexpired licenses or permits)

| State | Commercial Drivers License Number | Exp. Date |
|-------|-----------------------------------|-----------|
| _____ | _____                             | _____     |
| _____ | _____                             | _____     |

If you hold a Commercial Drivers License, please list any endorsements: \_\_\_\_\_

Has your license, permit or privilege to operate a motor vehicle ever been suspended or revoked? \_\_\_\_ Yes \_\_\_\_ No

If yes, please explain \_\_\_\_\_

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## Driving Accidents

| Accident Date | Type of Vehicle Driven | Property Damage | Personal Injury | Description of Accident |
|---------------|------------------------|-----------------|-----------------|-------------------------|
| _____         | _____                  | ___ Yes ___ No  | ___ Yes ___ No  | _____                   |
| _____         | _____                  | ___ Yes ___ No  | ___ Yes ___ No  | _____                   |
| _____         | _____                  | ___ Yes ___ No  | ___ Yes ___ No  | _____                   |

## Traffic Violations

| Location (City, State) | Date  | Type of Violation |
|------------------------|-------|-------------------|
| _____                  | _____ | _____             |
| _____                  | _____ | _____             |
| _____                  | _____ | _____             |

## Military (Voluntary)

Have you ever been a member of the United States Armed Forces? \_\_\_ Yes \_\_\_ No

If yes, which branch? \_\_\_\_\_

Are you now a member of the Reserves or National Guard? \_\_\_ Yes \_\_\_ No

Additional information you would like the company to consider \_\_\_\_\_

\_\_\_\_\_

### TO BE READ AND SIGNED BY APPLICANT

I UNDERSTAND AND AGREE THAT:

- 1) If driving is a requirement, my employment is subject to a satisfactory driving record which will be verified with State Department of Motor Vehicles.
- 2) Any misrepresentation of information given above or omission of material fact shall be grounds for rejection of my application or, if I am employed, termination of my employment regardless of the time elapsed before discovery.
- 3) I authorize all persons listed on the application to provide The Outhouse Boys with any and all information related to my previous employment, education, and all other qualifications related to my potential for performance of any position with The Outhouse Boys. The Outhouse Boys or its agents may investigate my references, work record, education or other matters related to my suitability for employment. Whether same is of record or not, I hereby release The Outhouse Boys, its affiliates, agents, and employees, and all persons and institutions or lawful disclosure. I also waive any right I might have to be notified by previous employers as to their reference responses.
- 4) I authorize The Outhouse Boys to check my criminal background and credit history.
- 5) I will furnish such additional information and complete such examinations as may be required to complete my employment application.
- 6) Nothing contained in the application is intended to create an employment contract and in no way obligates The Outhouse Boys to employ me.
- 7) If offered employment, I will be required to successfully pass a medical examination and drug/alcohol screen. I give my voluntary consent for a blood, urine, and or oral sample to be collected from me and submitted for testing. I also consent to the release of the results of such test to The Outhouse Boys for its use. I understand that any positive drug or alcohol test may preclude my employment by The Outhouse Boys.

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

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

## DISCLOSURE TO CONSUMER

### **The Outhouse Boys**

As part of our employment process, we may obtain where permitted, one or more consumer reports or investigative consumer reports about you that we obtain from a consumer reporting agency, such as:

iiX, a Verisk Analytics Business  
1716 Briarcrest Drive Suite 200  
Bryan, Texas 77802

- Consumer reports may include background, employment history, academic and/or professional credentials, military service, credit history, and driving history. The information gathered also may involve a criminal history and/or alcohol or drug use history, if any.
- An investigative consumer report may include information about your character, general reputation, personal characteristics and mode of living that may be obtained by interviews with individuals who may have knowledge concerning any such items of information. This also may include contacts of all listed prior employers to verify your employment history.
- If your employment falls under the federal Department of Transportation (“DOT”) and the Federal Motor Carrier Safety Administration (“FMCSA”), including 49 CFR § 391.23, the report could include your driving, safety inspection and performance history from the FMCSA.

Under the provisions of the Fair Credit Reporting Act (“FCRA”), 15 U.S.C. § 1681 et seq.; FMCSA regulations in the Federal Code of Regulations, including 49 CFR § 40.329; and certain state laws, before we can seek such reports, where permitted, we must have your written permission to obtain the information.

You have the right, upon written request, to a complete and accurate disclosure of the nature and scope of the investigation. You also are entitled to a copy of that document entitled “Rights Under the Fair Credit Reporting Act”. Under the FCRA, before we take adverse action on the basis, in whole or in part, of information in a consumer report, you will be provided a copy of that report, the name, address, and telephone number of the consumer reporting agency, and a summary of your rights under the FCRA.

• Notice to California Applicants: Under California law, the reports ordered about you for employment purposes within the State of California are defined as “investigative consumer reports.” These reports may contain information on your character, general reputation, personal characteristics and mode of living. Under California Civil Code § 1786.22, you may view the report(s) maintained at iiX during normal business hours. You also may obtain a copy by submitting proper identification and paying the cost of duplication by appearing at iiX in person, by mail, or by telephone. iiX is required to have personnel available to explain the report(s) and to explain any coded information. If you appear in person, you may be accompanied by a person of your choice, if s/he furnishes proper identification. • Notice to Massachusetts Applicants: Under Massachusetts law, an employer is prohibited from making written, pre-employment inquiries of an applicant about his or her criminal history. MASSACHUSETTS APPLICANTS SHOULD NOT RESPOND TO ANY OF THE QUESTIONS SEEKING CRIMINAL RECORD INFORMATION.

AUTHORIZATION TO OBTAIN INFORMATION

**The Outhouse Boys**

I have read and understood the preceding Disclosure to Consumer. Under the Fair Credit Reporting Act (“FCRA”), 15 U.S.C. § 1681 et seq., the regulations applicable to the federal Department of Transportation’s Federal Motor Carriers Safety Administration, including 49 CFR § 40.329, the Americans with Disabilities Act and all other applicable federal, state, and local laws, I hereby authorize and permit the above named company to obtain information about me, where permitted, which may pertain to my employment records, driving history records, driving performance and safety history, criminal history, credit history, civil records, workers’ compensation (post-offer only), alcohol and drug testing, verification of my academic and/or professional credentials, and information and/or copies of documents from any military service records.

I understand an “investigative consumer report” may include information as to my character, general reputation, personal characteristics, and mode of living that may be obtained by interviews with individuals who may have knowledge concerning any such items of information. I authorize information to be obtained from my former employers to satisfy driver qualification regulations.

DOT Drivers. I understand that Title 49 of the Federal Code of Regulations, § 391.23, requires that my prospective employer and/or its agent(s) may contact all former employers of a driver within the last three years under the regulation of the Department of Transportation. Information such as dates of employment, position, accident history, as well as information pertaining to my drug and alcohol testing history, may be requested from each employer in accordance with Section 391.23 and 49 CFR 40.25.

By signing below, I consent to and authorize the gathering of this information by my prospective employer or employer and those who my prospective employer or employer has engaged to request and obtain this information including former employers, and/or from or through a consumer reporting agency, such as iiX, a Verisk Analytics Business.

I understand and acknowledge that the information provided in the consumer reports or investigative consumer reports may assist my employer or prospective employer to make a determination regarding my suitability as an employee.

I further understand that, under the FCRA, in the event of Adverse Action, I may request a copy of any consumer report from the consumer reporting agency that compiled the report, after I have provided proper identification.

I agree that a copy of this authorization has the same effect as an original. Where permitted, this authorization shall remain in effect over the course of my employment and reports may be ordered periodically during the course of my employment.

\_\_\_\_\_  
Applicant’s/Employee’s Full Name (Print Clearly)

\_\_\_\_\_  
Applicant’s/Employee’s Signature

\_\_\_\_\_  
Date of Signature