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EMPLOYMENT QUESTIONNAIRE

THIS APPLICATION IS YOUR INTRODUCTION TO ENVIRONMENTAL TRANSFORMATION, LLC SO THAT WE MAY GIVE YOU PROMPT AND CAREFUL CONSIDERATION, ANSWER ALL QUESTIONS CAREFULLY AND COMPLETELY. PLEASE PRINT. WE APPRECIATE YOUR INTEREST IN ENVIRONMENTAL TRANSFORMATION, LLC

SOCIAL SECURITY NO. _____ DATE OF APPLICATION _____

YOUR FULL NAME _____ PHONE NUMBER _____

YOUR PRESENT ADDRESS _____

PRIOR ADDRESS (IN PAST 5 YRS.) _____

DATE OF BIRTH _____

DRIVER'S LICENSE NUMBER _____ FOR THE STATE OF _____

I AM APPLYING FOR POSITION AS: _____

IF FULL-TIME EMPLOYMENT IS NOT AVAILABLE, WOULD YOU ACCEPT PART-TIME OR TEMPORARY? YES ___ NO ___

ARE YOU AGE 18 YEARS OR OLDER? YES ___ NO ___

EDUCATION

TYPE	NAME	CITY/STATE	COURSE OF STUDY	GRADE AVERAGE	DATES ATTENDED	CERTIFICATE/DEGREE
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HIGH SCHOOL _____

COLLEGE _____

BUSINESS OR TRADE _____

OTHER TRAINING OR EDUCATION _____

LIST ALL SCHOOL ACTIVITIES AND HONORS (SPORTS, PLAYS, AWARDS, ETC.) _____

MILITARY RECORD

HAVE YOU SERVED IN THE U.S. ARMED FORCES SINCE 1940? YES ___ NO ___ BRANCH _____ SERIAL NUMBER _____

LAST RANK HELD? _____ SERVICE DATES FROM _____ TO _____ DISCHARGE DATE _____

SERVICE SCHOOLS _____

ARE YOU NOW A RESERVE? YES ___ NO ___ BRANCH _____ ACTIVE ___ INACTIVE ___

RANK _____ CURRENT DRAFT CLASSIFICATION _____ OTHER INFORMATION _____

GENERAL INFORMATION

WILL YOU TRAVEL? YES ___ NO ___ EVER BONDED? YES ___ NO ___ IF YES, WHEN _____

BY WHOM? _____

"NO APPLICANT SHALL BE REQUIRED TO FURNISH ANY INFORMATION OF HIS OR HER FIRST ARREST FOR ANY MISDEMEANOR OR FELONY WHICH DID NOT RESULT IN A CONVICTION, UNLESS COURT ACTION IS PENDING. NOR SHALL SUCH APPLICANT BE REQUIRED TO FURNISH INFORMATION ON ANY COMPLAINT WHICH WAS DISMISSED FOR WANT OF PROSECUTION OR WHICH RESULTED IN THE CASE BEING CONTINUED WITHOUT A FINDING FOR A CERTAIN PERIOD OF TIME AND THEN DISMISSED, OR WHICH RESULTED IN A FINDING OR VERDICT OF NOT GUILTY NOR SHALL SUCH APPLICANT BE REQUIRED TO FURNISH ANY INFORMATION OF ARRESTS FOR THE FOLLOWING MISDEMEANORS: DRUNKINESS, SIMPLE ASSAULT, SPEEDING, MINOR TRAFFIC VIOLATIONS, AFFRAY OR DISTURBANCE OF THE PEACE, PROVIDED THAT THE DATE OF DISPOSITION OF SAID OFFENSES WAS FIVE YEARS OR MORE PRIOR TO THE FILING OF SAID APPLICATION AND THAT NO APPLICANT SHALL BE REQUIRED TO FURNISH ANY INFORMATION CONCERNING ANY CONVICTION OF A MISDEMEANOR WHICH OCCURRED MORE THAN FIVE YEARS PRIOR TO THE DATE OF SUCH APPLICATION FOR EMPLOYMENT UNLESS THE APPLICANT WAS SENTENCED TO IMPRISONMENT UPON CONVICTION OF SUCH MISDEMEANOR, OR SUCH INDIVIDUAL HAS BEEN CONVICTED OF ANY OFFENSE WITHIN FIVE YEARS OF SUCH DATE."

HAVE YOU EVER PLEADED GUILTY OF BEEN CONVICTED OF ANY CRIME OTHER THAN A MISDEMEANOR OR _____

SUMMARY OFFENSE? YES ___ NO ___

IF YES, EXPLAIN _____

ARE YOU A U.S. CITIZEN? YES ___ NO ___ IF NOT A U.S. CITIZEN, ARE YOU A NON-CITIZEN WITH A VISA? YES ___ NO ___

HAVE YOU PREVIOUSLY FILED AN APPLICATION WITH ENVIRONMENTAL TRANSFORMATION, IF YES, WHEN? _____

DATE AVAILABLE TO START WORK: _____

RELATIVES NOW EMPLOYED BY ENVIRONMENTAL TRANSFORMATION, LLC

NAMES AND RELATIONSHIPS _____

FRIENDS NOW EMPLOYED BY ENVIRONMENTAL TRANSFORMATION, LLC

NAMES _____

NOTIFY IN CASE OF EMERGENCY

NAME _____ RELATIONSHIP _____ HOME PHONE _____

ADDRESS _____ WORK PHONE _____

EXPERIENCE

CURRENT OR LAST EMPLOYER		YOUR POSITION
ADDRESS	PHONE	DATES _____ TO _____
WAGE OR SALARY \$	SUPERVISOR'S NAME	REASON FOR LEAVING
MAJOR DUTIES		CALL FOR REFERENCE YES ___ NO ___
PREVIOUS EMPLOYER		YOUR POSITION
ADDRESS	PHONE	DATES _____ TO _____
WAGE OR SALARY \$	SUPERVISOR'S NAME	REASON FOR LEAVING
MAJOR DUTIES		
PREVIOUS EMPLOYER		YOUR POSITION
ADDRESS	PHONE	DATES _____ TO _____
WAGE OR SALARY \$	SUPERVISOR'S NAME	REASON FOR LEAVING
MAJOR DUTIES		

ADDITIONAL INFORMATION

I WAS REFERRED TO ENVIRONMENTAL TRANSFORMATION, LLC BY: _____

PLEASE LIST ANY VERIFIED WORK EXPERIENCE PERFORMED ON A VOLUNTEER BASIS: _____

PLEASE LIST ANY OTHER INFORMATION THAT MIGHT BE HELPFUL IN CONSIDERING THIS APPLICATION: _____

BRIEFLY STATE WHY YOU WANT TO WORK FOR ENVIRONMENTAL TRANSFORMATION, LLC _____

PERSONAL REFERENCES

DO NOT USE FORMER EMPLOYERS OR RELATIVES

FULL NAME	OCCUPATION
ADDRESS	PHONE NUMBER
FULL NAME	OCCUPATION
ADDRESS	PHONE NUMBER

THE INFORMATION GIVEN ON THE APPLICATION IS TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE. I AUTHORIZE ENVIRONMENTAL TRANSFORMATION, LLC TO INVESTIGATE ALL STATEMENTS ON THIS APPLICATION. FALSIFICATION OR ELIMINATION OF INFORMATION ON THIS APPLICATION IS CAUSE FOR DISMISSAL AT ANY TIME IF EMPLOYED.

I UNDERSTAND THAT MY APPLICATION FOR EMPLOYMENT WILL BE PROCESSED AS QUICKLY AS POSSIBLE AND THAT PUBLIC LAW 91-508 REQUIRES ENVIRONMENTAL TRANSFORMATION, LLC INFORM ME THAT A ROUTINE INQUIRY MAY BE MADE WHICH WILL PROVIDE APPLICABLE INFORMATION CONCERNING CHARACTER, GENERAL REPUTATION, PERSONAL CHARACTERISTICS, AND MODE OF LIVING. I ALSO UNDERSTAND THAT ANY ASSOCIATE OF ENVIRONMENTAL TRANSFORMATION, LLC OR ITS SUBSIDIARIES, IS FREE TO RESIGN AT ANY TIME AND IS SUBJECT TO TERMINATION AT ANY TIME (WITH OR WITHOUT NOTICE) AND THAT THE EMPLOYMENT RELATIONSHIP IS NOT SUBJECT TO THE PROVISIONS OF ANY EXTERNAL DOCUMENTS EXCEPT AS EXPRESSLY PROVIDED BY MANAGEMENT IN WRITING. I UNDERSTAND THAT I WOULD BE SUBJECT TO ALL LAWS AND PROVISIONS OF EMPLOYMENT- AT- WILL.

UNDER THE TERMS OF THE FAIR CREDIT REPORTING ACT OF 1971, WE MUST INFORM YOU THAT SHOULD FAVORABLE CONSIDERATION BE GIVEN TO YOUR APPLICATION FOR EMPLOYMENT WE MAY REQUEST A CONSUMER CREDIT REPORT FOR PURPOSES OF VERIFICATION OF STATEMENTS CONTAINED WITH THE EMPLOYMENT APPLICATION. SUCH A REPORT WOULD TYPICALLY DEVELOP INFORMATION CONCERNING YOUR CREDIT, CHARACTER, REPUTATION OR STYLE OF LIVING.

I HEREBY AUTHORIZE AND REQUEST ANY EDUCATION INSTITUTION TO FURNISH BEARER WITH ANY AND ALL INFORMATION IN THEIR POSSESSION REGARDING ME IN CONNECTION WITH AN APPLICATION FOR EMPLOYMENT. I AM WILLING THAT A PHOTOCOPY OF THIS AUTHORIZATION BE ACCEPTED WITH THE SAME AUTHORITY AS THE ORIGINAL.

APPLICANT'S SIGNATURE _____

ENVIRONMENTAL TRANSFORMATION, LLC IS AN EQUAL OPPORTUNITY EMPLOYER M/F TITLE VII OF THE FEDERAL CIVIL RIGHTS ACT OF 1964 PROHIBITS DISCRIMINATION AGAINST ANY PERSON BECAUSE OF RACE, CREED, COLOR , RELIGION, SEX, AGE OR NATIONAL ORIGIN.

AUTHORIZATION FOR RELEASE OF INFORMATION

Under the provisions of the Fair Credit Reporting Act U.S.C., Sec. 1681, eq. seq., the Americans with Disability Act and all applicable federal, state and local laws, I hereby authorize and permit ENVIRONMENTAL TRANSFORMATION, LLC to obtain, any person, firm or entity to release to ENVIRONMENTAL TRANSFORMATION, LLC the following:

- 1) my employment records;
- 2) records concerning any criminal history;
- 3) records concerning my driving history;
- 4) for truck drivers only, in accordance with Department of Transportation 382.431 information concerning drug and alcohol information for the past two years;
- 5) records concerning my credit history;
- 6) records concerning my workers' compensation history (post-offer);
- 7) verification of my academic and/or professional credentials; and
- 8) information and/or copies of documents from my military service records.

The above items which constitute an "investigative consumer report" may include information as to my character, general reputation, personal characteristics, and mode of living. I agree that a copy of this authorization has the same effect as an original. I hereby release and hold harmless any person, firm, or entity that discloses matters in accordance with this authorization and ENVIRONMENTAL TRANSFORMATION, LLC from liability that might otherwise result from the request for use of and/or disclosure of any or all foregoing information.

You are further advised under said act that you may request a copy of the report from the consumer reporting agency that compiled said report after proper identification has been received.

I hereby authorize obtaining consumer report(s).

PLEASE PRINT CLEARLY

Full Name _____

Maiden Name _____

Signature _____

Dated _____