

SOUTHWEST INDUSTRIAL RIGGING

Standard Application

We are an equal opportunity employer, dedicated to a policy of non-discrimination on the basis of race, creed color, age, sex, religion, national origin, handicap, or veteran status. We have a strict, ongoing, drug testing policy. Any offer of employment would be contingent on a negative drug test result, clear background check, reference check and skill tests. **Completeness & penmanship is needed on this document, please print legibly.**

Processing Table: For Company Internal Use – Please Leave Blank			
Driving Test	Date	Contact	Date
Drug Screen	Date	Contact	Date
HireRight Check	Date	Contact	Date

General Application for Employment

Date of application: _____ Position Applied for: _____

Name: _____ Soc. Security #: _____
Last First Middle

Contact Numbers: _____ Email: _____
Cell Phone Home Phone

Current Address: _____
Street City, State, Zip Code

Previous Address: _____
Street City, State, Zip Code

Previous Address: _____
Street City, State, Zip Code

Do you have the legal right to work in the United States? _____ Military Experience? _____

Are you now employed? _____ If not, how long since leaving last employment? _____

Who referred you? _____ Rate of pay desired? _____

Education: Circle Highest Grade Completed: 1 2 3 4 5 6 7 8 High School: 1 2 3 4 College: 1 2 3 4

Last School Attended: _____
Name City / State Year

Driver Experience and Qualifications

Driver Licenses	State	License #	Type	Expiration Date

- A. Have you ever been denied a license, permit or privilege to operate a motor vehicle? **YES / NO** If the answer to either is
B. Has any license, permit or privilege ever been suspended or revoked? **YES / NO** YES, attach a statement
C. Has you been convicted of a crime? **YES / NO** giving details.

List special skills, knowledge or training that will help you as an employee: _____

EMPLOYMENT HISTORY – Fill out this page completely, do not reference your resume’ – this page must be completed.

EMPLOYER		DATE	
Name		From	To
Address		Position Held	
City, State, Zip		Salary / Wage	
Contact Person ~Phone #		Reason for leaving	
EMPLOYER		DATE	
Name		From	To
Address		Position Held	
City, State, Zip		Salary / Wage	
Contact Person ~Phone #		Reason for leaving	
EMPLOYER		DATE	
Name		From	To
Address		Position Held	
City, State, Zip		Salary / Wage	
Contact Person ~Phone #		Reason for leaving	
EMPLOYER		DATE	
Name		From	To
Address		Position Held	
City, State, Zip		Salary / Wage	
Contact Person ~Phone #		Reason for leaving	

References

Name	Phone		Occupation

Traffic Convictions and Forfeitures for the past 3 years (other than parking violations)

Location	Date	Charge	Penalty

Accident Record for past 3 years or more (Add another sheet as necessary)

Dates (Most recent accident first)	Nature of Accident (Head-on, Rear-end, Minor, etc.)	Fatalities	Injuries

List any trucking, transportation or other experience that may help in your work for Southwest Industrial Rigging, Inc.

Have you ever collected Worker's Compensation? **YES / NO** Do you take any medications? **YES / NO**
 Have you ever had an injury in the past that could re-occur during your employment here? **YES / NO**

Have you ever been refused employment due to an injury? **YES / NO** Do you have any medical problems now? **YES / NO**
 Have you ever lied about an injury or Worker's Compensation information on any previous employment application? **YES / NO**

Do you have back problems (herniated or ruptured disks, surgeries, and injuries and or degenerative conditions)? **YES / NO**
 Have you had Head, neck, arm or shoulder surgeries and / or degenerative injuries, and / or degenerative conditions? **YES / NO**

If you answered YES to any of the above questions you MUST explain below (Add another sheet as necessary).

To Be Read and Signed by Applicant

This certifies that this application was completed by me, and that all entries on it and information in it are true and complete.

I authorize Southwest Industrial Rigging, Inc. to make such investigations and inquiries of my personal, employment, and financial or medical history, and other related matters as may be necessary in arriving at an employment decision.(Generally, inquiries regarding medical history will be made only if and after a conditional offer of employment has been extended.)I hereby release employers, schools, health care providers and other persons from all liability in responding to inquiries and releasing information in connection with my application.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand also, that I am required abide by all rules and regulations of Southwest Industrial Rigging, Inc.

Date

Applicants Signature

Department of Motor Vehicle Release

As part of my employment with Southwest Industrial Rigging, I may volunteer or be asked to drive company vehicles as the need arises. I understand that as a condition to driving a company vehicle, my driving record will be validated through the Department of Motor Vehicles. As further criteria, I understand that if I am convicted of a driving violation, I must notify my supervisor within 5 days. At that time, a determination will be made as to my ability to continue to service as a driver of a company vehicle

Applicant Name (Print)	Date of Birth	Driver License #
Applicant Signature	Date	

Notice of Required Drug Testing, HireRight Background Check and Investigation

RELEASE OF INFORMATION AUTHORIZATION AND APPLICANT RIGHTS NOTIFICATION:

Applicants background investigative authorization: I hereby authorize Southwest Industrial Rigging, and/or their agents, to investigate my complete background, regardless of subject, including my controlled substance / alcohol test result history, in order to ascertain that all information given by me is correct. I further release any and all past employers, persons, and organizations from all liability for any damages on account of furnishing any information and agree to indemnify and hold harmless all such persons and organizations who furnish any such information. I understand that if any information provided by me proves to be false and incorrect, termination of my employment or leasing contract may result. This application is not a contract. It is a driver qualification application. In connection with my application for employment (including contract for services) with you, I understand that consumer reports which may contain public record information, may be requested from HireRight/DAC Services. These reports may include the following types of information: names and dates of previous employers, reasons for termination of employment, work experience, accidents, etc. I further understand that such reports may contain public record information concerning my driving record, workers compensation claims, safety performance history records, credit, bankruptcy proceedings, criminal backgrounds, etc., from Federal, State, and other agencies which may maintain such records; as well as information from HireRight/DAC Services concerning previous driving record requests made by others from such state agencies, and state provided driving records. Per FMCSR Section 391.23(i)(1), I acknowledge notification of my rights regarding investigative information that will be provided to Southwest Industrial Rigging as follows; I have the right to review information provided by my previous employers. I have the right to have errors in the information corrected by my previous employer and for that employer to re-send the corrected information. I have the right to have a rebuttal statement attached to the alleged erroneous information, if the previous employer and myself cannot agree on the accuracy of the information. I AUTHORIZE, WITHOUT RESERVATION; ANY PARTY OR AGENCY CONTACTED BY HireRight/DAC SERVICES TO FURNISH THE ABOVE MENTIONED INFORMATION: I Have a right to make a request to HireRight/DAC Services, upon proper identification, to request the nature and substance of all information in its files on me at the time of my request, including the sources of information; and the receipts of any reports on me which HireRight/Dac Services has previously furnished within the three year period preceding my request. I hereby consent to Southwest Industrial Rigging obtaining the above information from HireRight/DAC Services, and agree that such information which HireRight/DAC Services has or obtains, and my employment history with you if I am hired, will be supplied by HireRight/DAC Services to other companies.

CONTROLLED SUBSTANCE TESTING AUTHORIZATION:

In conformity with 49 CFR Part 40, I do hereby authorize Southwest Industrial Rigging to furnish to HireRight/DAC the following information concerning drug and alcohol tests: DOT drug and alcohol testing violations including pre-employment tests during the past three years; (i) the dates on which I tested positive for drugs and the drugs involved; (ii) the date on which I tested .04 or greater for alcohol, and the test results levels; (iii) the dates on which I refused (including a verified adulterated or substituted result) to be tested for drugs and/or alcohol; (iv) and any other violations of DOT drug and alcohol testing regulations; (v) and any other information Southwest has received regarding violations of drug/alcohol testing regulations from my previous employers in the preceding three years. I hereby agree to submit to drug and alcohol testing per D.O.T. regulations and Southwest Industrial Rigging pre-employment/leasing policy. Southwest Industrial Rigging has given me the opportunity to read their Drug and Alcohol Policy in full. I understand that all results are kept confidential. I further understand that a positive test result will make me ineligible to drive for Southwest Industrial Rigging. I hereby give permission to Southwest Industrial Rigging to release all (negative and positive) controlled substance and alcohol test results to HireRight/DAC Services and/or any company seeking employment/leasing information on my behalf in coordination with FMCSR Section 391.23. I discharge Southwest Industrial Rigging from any and all liability in releasing such information, *Southwest Industrial Rigging employees, as a condition of employment, are required to be free from any measurable amounts of illegal drugs, un-prescribed controlled substances. Because Southwest Industrial Rigging is committed to providing a drug-free working environment for our customers and employees, all offers of employment are contingent upon a urinalysis drug test which indicates that you are free from illegal drugs, and un-prescribed controlled substances.*

If you are offered a position with Southwest Industrial Rigging, you will be required to report within 24 hours, with photo identification, to take a urinalysis drug test. The results of this test will be forwarded to the appropriate person at Southwest Industrial Rigging. HireRight services will be used to contact previous employers listed in this application.

All alcohol and drug testing performed will be in accordance with required DOT procedures in order to ensure DOT compliance. These include the use of special testing forms, trained personnel, and special handling to insure the integrity and accuracy of the testing process.

I consent freely and voluntarily to the collection and testing of my urine. I authorize the confidential release of laboratory drug test results to Southwest Industrial Rigging or designee of Southwest Industrial Rigging at any future date as they are needed. I have read the "Instructions to Applicant Regarding Drug Testing Process" and I understand all the requirements, and I have read or had the opportunity to read the company's drug/alcohol policy.

I have read and understand the above. _____
Print Name Social Security Number

Applicant Signature Date