APPLICATION CIVIL MECHANICAL, INC. FOR EMPLOYMENT

We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, veteran status, or any other legally protected status.

(PLEASE PRINT)					
Position(s) Applied For			Date of App	dication	
How Did You Learn About Us?		***************************************			
☐ Advertisement	☐ Friend	☐ Inquiry			
☐ Employment Agency	□ Relative	· -			
Last Name	First Name		Middle Name		
Address Number 5	Street	City	State .	Zip Code	· · · · · · · · · · · · · · · · · · ·
Telephone Number(s)			Social Security Number	(Voluntary)	
Best time to contact you at he					AM PM
If you are under 18 years of a proof of your eligibility to wo		e required		Yes	⊠ No
Have you ever filed an applic If Yes, give date		e?		國 Yes	□ No
Have you ever been employed with us before? If Yes, give date					□ No
Do any of your friends or relatives, other than spouse, work here? If Yes, state name, relationship and location					□No
Are you currently employed?				🖾 Yes	⊠ No
May we contact your present	employer?			□ Yes	■ No
Are you prevented from lawfully becoming employed in this country because of Visa or Immigration Status? Proof of citizenship or immigration status will be required upon employment.					□No
			larv range?	☐ Yes	LLI INO
Date available for work / / What is your desired salary range? Are you available to work: Full Time (Please indicate 2 3 shift) Part Time (Please indicate Mornings Afternoon Evenings) Temporary (Please indicate dates available /					
Are you currently on "lay-off"	status and subject	to recall?		□ Yes	□No
Can you travel if a job require	es Ît?			□ Yes	□No
	WE ARE AN EQU	JAL OPPORTUÑITY E	EMPLOYER		

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School	- Name and Address of a conference of School	Course of Study	Number of Years Gompleted	Diploma/ Degree
High School				
Undergraduate College				
Graduate/ Professional				
Other (Specify)				

WORK EXPERIENCE

Start with your present or last job. Inc exclude organizations which indicate r	lude any job-related militar ace, color, religion, gender,	y service assignments national origin, disal	and volunte bilities or ot	eer activities. her protected	You may
Employer		Employed	Wor	k Performed	
Address	From	To			
Telephone Number(s)	Hourly	Rate/Salary			
Starting/Present Job Title		Final			
Supervisor					
Reason for Leaving		May We Contact?	☐ Yes	□ No	
Employer	Dates From	Employed To	Wor	k Performed	
Address	(3.8.5 t OH)				
Telephone Number(s)	Hourly	Rate/Salary			
Starting/Present Job Title		Final			
Supervisor					
Reason for Leaving		May We Contact?	, 🗌 Yes	□ No	
Employer		Employed To	Wor	k Performed	
Address	From			A CONTRACTOR SECTION SERVICE	
Telephone Number(s)	Hourly	Rate/Salary		Carlot Annual Control of the Control	
Starting/Present Job Title	Starting		eriti mitalikamatarian mataramita kan maranan ma		·····

	Reason for Leaving	May We Contact?	Yes	□ No	
•	Comments: Include explanation of any gaps in employment.				
	•				

☐ Yes

May We Contact?

Dates Employed

Hourly Rate/Salary

□ No

Work Performed

Supervisor

Employer Address

Supervisor

Reason for Leaving

Telephone Number(s)

Starting/Present Job Title

escribe any specialized to	caining, apprenticesh	ip, skills and extra-cu	aricular activities.	one, or the control of the special period of the first of the state of
				-
scribe any job-related ti	raining received in th	e United States milita	ary.	
			,	

t professional, trade, bu	usiness or civic activi	ties and offices held.		
t professional, trade, bu	l reveal gender, race, religion, natio	onal origin, age, ancestry, disability	or other protected status:	
				threat to control (some shift) to sale block on the felt of the land of the la
DITIONAL INFOR	MATION			
ther Qualifications su	mmarize special job-related s	kills and qualifications acquire	d from employment or other exp	erience.
	•			
ECIALIZED SKILI	S (Skills/Equipment Ope	erated)		
Terminal	Spreadsheet	Production/ Machinery		Other (list)
PC/MAC	Word Processin	_		Other (list)
Typewriter	Shorthand			
WPM	WPM	Philosophia Phinos de Antonia A han bassa Americana manana Americana Association		•
tate any additional infort	nation you feel may be	helpful to us in conside	ering your application.	
				TANKA ARAA TAATIR MARKATAA AAAA AAAAA AAAAAAAAAAAAAAAAAAAAA
ote to Applicants: DO NOT A		N UNLESS YOU HAVE BE	EN INFORMED ABOUT TH	E REQUIREMENTS
THE JOB FOR WHICH YO	U ARE APPLYING.			
un you perform the essen	tial functions of the job	, for which you are app	lying, either with or withc	out a reasonable
commodation?			YESNC	
RSONAL/PROFES	SIONAL REFER	ENCES Do not inch	ıde family members or past s	ELIPAPVÍSAYE
	OTOTAL KLITER.			
Name		Phone Number	Best Time to Call	Occupation

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POSITION:

DATE:

APPLICANT'S STATEMENT

I certify that answers given herein are true and complete.

I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision.

This application for employment shall be considered active for a period of time not to exceed 45 days. Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not applications are being accepted at that time.

I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will" nature, which means that the Employee may resign at any time and the Employer may discharge Employee at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by an authorized executive of this organization.

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 to abide by all rules and regulations of the employer.

Signature of Applicant	Date
This Application For Employment is sold for general use throughout the United States. Amste	rdam Printing assumes no responsibility for the use of said form or any

questions which, when asked by the employer of the job applicant, may violate State and/or Federal Law



DISCLOSURE AND AUTHORIZATION

[IMPORTANT -- PLEASE READ CAREFULLY BEFORE SIGNING AUTHORIZATION]

DISCLOSURE REGARDING BACKGROUND INVESTIGATION

Civil Mechanical Inc. ("The Company") may obtain information about you for employment purposes from a third party consumer reporting agency. Thus, you may be the subject of a "consumer report" and/or an "investigative consumer report" which may include information about your character, general reputation, personal characteristics, and/or mode of living, and which can involve personal interviews with sources such as your neighbors, friends, or associates. These reports may contain information regarding your credit history, criminal history, social security verification, motor vehicle records ("driving records"), verification of your education or employment history, or other background checks. Credit history will only be requested where such information is substantially related to the duties and responsibilities of the position for which you are applying. You have the right, upon written request made within a reasonable time, to request whether a consumer report has been run about you and disclosure of the nature and scope of any investigative consumer report and to request a copy of your report. Please be advised that the nature and scope of the most common form of investigative consumer report obtained with regard to applicants for employment is an investigation into your education and/or employment history conducted by Pinkerton Consulting and Investigations, 11019 McCormick Road, Suite 120, Hunt Valley, MD, 800-635-1649, or another outside organization. The scope of this notice and authorization is alf-encompassing, however, allowing the Company to obtain from any outside organization all manner of consumer reports and investigative consumer reports now and throughout the course of your employment to the extent permitted by law. As a result, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any investigative consumer report.

New York and Maine applicants or employees only: You have the right to inspect and receive a copy of any investigative consumer report requested by Civil Mechanical Inc. by contacting the consumer reporting agency identified above directly. You may also contact the Company to request the name, address and telephone number of the nearest unit of the consumer reporting agency designated to handle inquiries, which the Company shall provide within 5 days.

New York applicants or employees only: Upon request, you will be informed whether or not a consumer report was requested by Civil Mechanical Inc., and if such report was requested, informed of the name and address of the consumer reporting agency that furnished the report. By signing below, you also acknowledge receipt of Article 23-A of the New York Correction Law.

Oregon applicants or employees only: Information describing your rights under federal and Oregon law regarding consumer identity theft protection, the storage and disposal of your credit information, and remedies available should you suspect or find that the Company has not maintained secured records is available to you upon request.

Washington State applicants or employees only: You also have the right to request from the consumer reporting agency a written summary of your rights and remedies under the Washington Fair Credit Reporting Act.

ACKNOWLEDGMENT AND AUTHORIZATION

I acknowledge receipt of the DISCLOSURE REGARDING BACKGROUND INVESTIGATION and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT and certify that I have read and understand both of those documents. I hereby authorize the obtaining of "consumer reports" and/or "investigative consumer reports" by the Company at any time after receipt of this authorization and throughout my employment, if applicable. To this end, I hereby authorize, without reservation, any 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 requested by Pinkerton Consulting and Investigations, 11019 McCormick Road, Suite 120, Hunt Valley, MD, 800-635-1649, another outside organization acting on behalf of the Company, and/or the Company itself. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original.

New York applicants or employees only: By signing below, you also acknowledge	receipt of Article 23-A of the New York Correction Law.
Minnesota and Oklahoma applicants or employees only: Please check this box if is obtained by the Company. \Box	you would like to receive a copy of a consumer report if one
California applicants or employees only: By signing below, you also acknowled INVESTIGATION PURSUANT TO CALIFORNIA LAW. Please check this box if y report or consumer credit report at no charge if one is obtained by the Companical California law. \Box	ou would like to receive a copy of an investigative consumer
Print Name:	
Signature:	Date:
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Background Information Form

Last Name	First	Mi	ddle
Other Names/Alias			
Social Security*#		Date of Birth	1*
Driver's License#		State of Driver's Licen	se
Present Address			Phone Number
City/State/Zip	·····		_Number of Years at Address
Previous Address			
City/State/Zip		Numbe	er of Years at Address
Previous Address			
City/State/Zip		Nun	nber of Years at Address
Previous Address			
City/State/Zip		Nu	imber of Years at Address
Education - Highest Level	School Name		and Alexandra Market and the second s
	School Address		
	City	State _	Zip
	Attendance Dates	Major	Degree
	Date Graduated	Name at Tim	ne of Graduation
Former Employment	Name of Former Employer	and the second control of the second control	
	Position	Dates of Employment _	
	Employer's Address		
			Zip
Signature	######################################	Date	Value and 1
	sed for background screening pu		

[Note: If you do business in Utah, you cannot ask for DOB, driver's license, or SSN until either a confidential offer of employment or at the time the background report will be run.]

A Summary of Your Rights under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

- You must be told if information in your file has been used against you. Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment or to take another adverse action against you must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- You have the right to know what is in your file. You may request and obtain all the information about you in the files of a consumer reporting agency (your "file disclosure"). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - o A person has taken adverse action against you because of information in your credit report;
 - O You are the victim of identity theft and place a fraud alert in your file;
 - o Your file contains inaccurate information as a result of fraud;
 - O You are on public assistance;
 - O You are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.

- You have the right to ask for a credit score. Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- You have the right to dispute incomplete or inaccurate information. If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.
- Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information. Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- Consumer reporting agencies may not report outdated negative information. In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- Access to your file is limited. A consumer reporting agency may provide information about you only to people with a valid need -- usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.

- You must give your consent for reports to be provided to employers. A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.
- You may limit "prescreened" offers of credit and insurance you get based on information in your credit report. Unsolicited "prescreened" offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- You may seek damages from violators. If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- Identity theft victims and active duty military personnel have additional rights. For more information, visit www.consumerfinance.gov/learnmore.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:

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TYPE OF BUSINESS:	CONTACT:
1.a. Banks, savings associations, and credit unions with	a. Bureau of Consumer Financial Protection
total assets of over \$10 billion and their affiliates:	1700 G Street N.W., Washington, DC 20552
b. Such affiliates that are not banks, savings associations,	b. Federal Trade Commission: Consumer Response Center-
or credit unions also should list, in addition to the Bureau:	FCRA Washington, DC 20580 (877) 382-4357
2. To the extent not included in item 1 above:	a. Office of the Comptroller of the Currency
a. National banks, federal savings associations, and	Customer Assistance Group
federal branches and federal agencies of foreign banks:	1301 McKinney Street, Suite 3450, Houston, TX 77010-9050
b. State member banks, branches and agencies of foreign	b. Federal Reserve Consumer Help Center
banks (other than federal branches, federal agencies, and	P.O. Box 1200, Minneapolis, MN 55480
insured state branches of foreign banks), commercial lending companies owned or controlled by foreign banks,	c. FDIC Consumer Response Center
and organizations operating under section 25 or 25 A of	1100 Walnut Street, Box #11, Kansas City, MO 64106
the Federal Reserve Act:	
c. Nonmember Insured Banks, Insured State Branches of	d. National Credit Union Administration Office of Consumer Protection (OCP)
Foreign Banks, and insured state savings associations:	Division of Consumer Compliance and Outreach (DCCO),
d. Federal Credit Unions:	1775 Duke Street, Alexandria, VA 22314
	Asst. General Counsel for Aviation Enforcement & Proceedings,
7 A'	Aviation Consumer Protection Division
3. Air carriers:	Department of Transportation
	1200 New Jersey Avenue, S.E., Washington, DC 20590
	Office of Proceedings, Surface Transportation Board
4. Creditors Subject to Surface Transportation Board:	Department of Transportation
	395 E. Street, S.W., Washington, DC 20423
5. Creditors Subject to Packers and Stockyards Act:	Nearest Packers and Stockyards Administration area supervisor
	Associate Deputy Administrator for Capital Access
6. Small Business Investment Companies:	United States Small Business Administration
	409 Third Street, SW, 8th Floor, Washington, DC 20416
7. Brokers and Dealers:	Securities and Exchange Commission
	100 F Street NE, Washington, DC 20549
8. Federal Land Banks, Federal Land Bank Associations,	Farm Credit Administration
Federal Intermediate Credit Banks, and Production Credit Associations:	1501 Farm Credit Drive
//250C1@HOH2.	McLean, VA 22102-5090
9. Retailers, Finance Companies, and All other Creditors	FTC Regional Office for region in which the creditor operates or
Not Listed Above:	Federal Trade Commission: Consumer Response Center -
THOU ENGINEEN TOUTE,	FCRA, Washington, DC 20580 (877) 382-4357
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