

“WE ARE AN EQUAL OPPORTUNITY EMPLOYMENT COMPANY. WE ARE DEDICATED TO A POLICY OF NON-DISCRIMINATION IN EMPLOYMENT ON ANY BASIS INCLUDING RACE, CREED, COLOR, AGE, SEX, RELIGION OR NATIONAL ORIGIN; OR PHYSICAL DEFECTS.”

APPLICATION FOR EMPLOYMENT PHILLIPS INDUSTRIAL SERVICES CORP.

PERSONAL INFORMATION

Date: _____

Name: _____

Present Address: _____

Street City State Zip

Permanent Address: _____

Street City State Zip

Phone #: _____ Social Security #: _____

Referred By _____

EMPLOYMENT DESIRED

Position _____ Date you can Start _____ Desired Pay _____

Are you employed now? _____ May we contact your present employer: _____

Ever applied to this company before? _____ Where? _____ When? _____

Education	Name/Location Of School	Years Attended	Graduated	Subjects Studied
Grammar School				
High School				
Trade, Business or Technical School				

Subject of Special Study or Research Work:

US Military or Naval Service _____ Rank _____

Present Membership in National Guard or Reserves _____

Activities other than Religious (Civic, Athletic, Fraternal, Etc.)

Exclude Organizations, the name or character of which indicate the race, creed, color or national origin of its members.

FORMER EMPLOYERS: List below last 4 employers, starting with most recent:

Dates	Name & Address	Salary	Position Held	Reason for Leaving

REFERENCES: Give the names of 2 persons not related to you, you've known at least 1 year:

Name	Address	Business	Years Acquainted

Please check the following areas of work that you can perform and the amount of experience you have in that area:

Airless Spray yes___ no___ Number of Years____ Months____
Conventional yes___ no___ Number of Years____ Months____
Roller yes___ no___ Number of Years____ Months____
Brush yes___ no___ Number of Years____ Months____
Caulking Trim yes___ no___ Number of Years____ Months____

Will you work from a 32' ladder? Yes____ No____
Do you have a valid SC driver's license? Yes____ No____ SCDL#____
Do you prefer to work In town____ Out of town____
Have you ever filed for worker's compensation? Yes____ No____

Industrial Work (if applicable):

***Sandblasting yes___ no___ Number of Years____ Months____

What type of equipment was used? _____

***Waterblasting yes___ no___ Number of Years____ Months____

What type of equipment was used? _____

***Industrial Paint yes___ no___ Number of Years____ Months____

Equipment & Manufacture Used _____

***Industrial Coatings yes___ no___ Number of Years____ Months____

What generic type coatings used, equipment used to apply,
manufacture _____

New Hire Information for Disclosure of Reports

As part of our hiring background and investigation, we may obtain consumer reports to prepare an investigative consumer report. The investigative consumer report may consist of contacting all listed prior employers to verify your employment history records. It may also include, but not be limited to, credit information reports, criminal history reports and driving history records. Under the provisions of the Fair Credit Reporting Act (15 USC at 1681-1681u) as amended, before we can seek such reports, we must have your written permission to obtain such information. You have the right, upon written request, to a complete and accurate disclosure of the nature and scope of the investigation. You are also entitled to a copy of your Rights under the Fair Credit Reporting Act.

This information is used solely for Phillips Industrial Services behalf and is not shared with anyone for any reason.

Approved Driver Program / Policy
Appendix A

Release Form

Under the provisions of the Fair Credit Reporting Act, 15 USC, Section 1681 et seq., the Americans with Disabilities Act and all applicable federal, state, and local laws, I hereby authorize and permit Phillips Industrial Services to obtain a consumer report and/or investigative consumer report which may include the following:

- 1) My employment records
- 2) Records concerning any driving, criminal history, credit history, civil record, workers; compensation (post-offer only) and drug testing
- 3) For truck drivers only --- In accordance with the Dept. of Transportation Motor Carrier Safety Regulations, Section 382.413, information concerning alcohol and controlled substances for the past 2 years
- 4) Verification of my academic and/or professional credentials; and information and/or copies of documents from any military services records

I understand that an "investigative consumer report" may include information as to my character, general reputation, personal characteristics, and mode of living which may be obtained by interview with individuals with whom I am acquainted or who may have knowledge concerning any such items of information.

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, as well as Phillips Industrial Services from liability that might otherwise result from the request for use of and/or disclosure of any or all of the foregoing information.

I understand and acknowledge that under provision of the Fair Credit Reporting Act I may request a copy of any consumer report from the consumer reporting agency that compiled the report, after I have provided proper identification.