



**Phoenix**  
**Pollution Control &**  
**Environmental Services, Inc.**

Prospective employees will receive consideration without discrimination because of race, creed, color, sex, age, national origin, handicap or veteran status.

## APPLICATION FOR EMPLOYMENT

P E R S O N A L	Last Name	First Name	Middle Name	Date
	Street Address			Home Telephone (     )
	City, State, Zip			Business Telephone (     )
	Have you ever applied for employment with us? <input type="checkbox"/> Yes <input type="checkbox"/> No   If Yes: Month and Year _____ Location _____			Social Security #
	Position Desired			Pay Expected \$
	Apart from absence for religious observance, are you available for full-time work? <input type="checkbox"/> Yes <input type="checkbox"/> No   If not, what hours can you work? _____			Will you work overtime if asked? <input type="checkbox"/> Yes <input type="checkbox"/> No
	Are you legally eligible for employment in the United States? <input type="checkbox"/> Yes <input type="checkbox"/> No			When will you be available to begin work? _____
	Other special training or skills (languages, machine operations, etc.) Please list all training and certifications and name as it appears on driver license, driver license number, and driver license state. _____ Have you ever had a driver license with another number? <input type="checkbox"/> Yes <input type="checkbox"/> No   If so, what number(s)? _____ Have you ever had a driver license in another state? <input type="checkbox"/> Yes <input type="checkbox"/> No   If so, list all states and number(s)? _____ Date of Birth _____  <input type="checkbox"/> TWIC <input type="checkbox"/> 40 HR Hazwoper			

E D U C A T I O N	School	Name and Location of School	Course of Study	No. Of Years Completed	Did You Graduate? <input type="checkbox"/> Yes <input type="checkbox"/> No	Degree or Diploma
	Graduate				<input type="checkbox"/> Yes <input type="checkbox"/> No	
	College				<input type="checkbox"/> Yes <input type="checkbox"/> No	
	Business/Trade/Technical				<input type="checkbox"/> Yes <input type="checkbox"/> No	
	High School				<input type="checkbox"/> Yes <input type="checkbox"/> No	
	Elementary				<input type="checkbox"/> Yes <input type="checkbox"/> No	

<b>Membership in Professional or Civic Organizations</b> (Exclude those which disclose your race, color, religion or national origin)

Note: Applications will only be considered for 30 days from date above.  
 All questions must be answered completely or Applications will be not be considered.

<b>EMPLOYMENT</b>	Please give accurate, complete full-time and part-time employment record. Start with your present or most recent employer.
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<b>1</b>	Company Name	Telephone (      )
	Address	Employed – (State month and year) From                      To
	Name of Supervisor	Weekly pay Start                      Last
	State Job Title and Describe Your Work	Reason for Leaving

<b>2</b>	Company Name	Telephone (      )
	Address	Employed – (State month and year) From                      To
	Name of Supervisor	Weekly pay Start                      Last
	State Job Title and Describe Your Work	Reason for Leaving

<b>3</b>	Company Name	Telephone (      )
	Address	Employed – (State month and year) From                      To
	Name of Supervisor	Weekly pay Start                      Last
	State Job Title and Describe Your Work	Reason for Leaving

<b>4</b>	Company Name	Telephone (      )
	Address	Employed – (State month and year) From                      To
	Name of Supervisor	Weekly pay Start                      Last
	State Job Title and Describe Your Work	Reason for Leaving

We may contact the employers listed above unless you indicate those you do not want us to contact.	<b>Do Not Contact</b>
	Employer Number(s) _____ Reason _____ _____

<b>MILITARY</b>	Did you serve in the U.S. Armed Forces? <input type="checkbox"/> Yes <input type="checkbox"/> No	If “Yes” In, what Branch?
Describe any training received relevant to the position for which you are applying.		

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**DO NOT ANSWER ANY QUESTIONS IN THIS SECTION UNLESS THE BOX IS CHECKED**

If the employer has checked the box next to the questions, the information requested is needed for a legally permissible reason, including, without limitation, national security considerations, a legitimate occupational qualification or business necessity. The Civil Rights Act of 1964 prohibits discrimination in employment because of race, color, religion, sex or national origin. Federal law also prohibits discrimination based on age, citizenship and disability. The laws of most States also prohibit some or all the above types of discrimination as well as some additional types as discrimination based upon ancestry, marital status and sexual preference.

<input checked="" type="checkbox"/>	Provide dates you attended school:	Elementary From                      To	Number of dependents, including yourself will be requested if you are hired.
	High School From                      To	College From                      To	<input checked="" type="checkbox"/> Are you a Vietnam veteran? <input type="checkbox"/> Yes <input type="checkbox"/> No
<input checked="" type="checkbox"/>	Other (give name and dates)		<input checked="" type="checkbox"/> Are you available to work nights? <input type="checkbox"/> Yes <input type="checkbox"/> No
<input type="checkbox"/>	Marital status as to married or single may be requested for tax purposes if you are hired.		<input checked="" type="checkbox"/> Are you available to be on-call? <input type="checkbox"/> Yes <input type="checkbox"/> No
			<input checked="" type="checkbox"/> Is your U.S. Residence legal? <input type="checkbox"/> Yes <input type="checkbox"/> No
<input checked="" type="checkbox"/>	What was your previous address?		<input checked="" type="checkbox"/> How long at present address? _____ years
			<input checked="" type="checkbox"/> How long at previous address? _____ years
<input checked="" type="checkbox"/>	Have you ever been bonded? <input type="checkbox"/> Yes <input type="checkbox"/> No If "Yes", with what employers?		<input checked="" type="checkbox"/> Are you over 18 years of age? <input type="checkbox"/> Yes <input type="checkbox"/> No
<input checked="" type="checkbox"/>	Have you ever been convicted of a felony or a misdemeanor involving moral turpitude? <input type="checkbox"/> Yes <input type="checkbox"/> No If "Yes", describe in full. (A conviction will not automatically disqualify an applicant for a particular job. The type and seriousness of the crime, the frequency of violations, the applicant's age at the time of conviction, the date of conviction and the applicant's entire work and education and history will be considered.)		
<input checked="" type="checkbox"/>	State names of relatives and friends working for us.		

**Please Read and Initial Each Paragraph Below (if there is any part of the following you do not understand, please ask the interviewer about it before signing). Please note that your application will not be considered if you fail to initial beside each Paragraph below.**

<input type="checkbox"/>	I understand that consideration for employment in this position is contingent upon the results of a reference and background check. I therefore authorize this company to investigate all statements made on my application for employment, including but not limited to requesting a criminal background check and to discuss the results of its investigations with those responsible for hiring. I further authorize the company to contact my former employer(s) and any listed references or other persons who can verify information, and give my consent for former employers(s) and other contacted persons to respond to questions pertaining to information on this application. Further, I release from liability such former employer(s) or other persons contacted by and providing information to the company. In the event I am hired, I authorize Phoenix Pollution Control & Environmental Services, Inc. to request and obtain a background and/or criminal background checks on me during my employment, with or without notice.
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<input type="checkbox"/>	I hereby authorize Phoenix Pollution Control & Environmental Services, Inc. to thoroughly investigate my references, work records, education and other matters related to my suitability for employment and, further, authorize my current and former employers to disclose to the company any and all letters, reports, and other information pertaining to my employment with them, without giving me prior notice of such disclosure. In addition, I hereby release Phoenix Pollution Control & Environmental Services, Inc., my current and former employers, and all other persons, corporation, partnerships and associations from any and all claims, demands or liabilities arising out of or in any related to such investigation or disclosure.
<input type="checkbox"/>	I understand that if offered employment, the offer may be contingent on my passing a pre-employment alcohol and drug screen and a pre-employment physical. By signing this application, I voluntarily agree to submit to a pre-employment alcohol/drug screen and pre-employment physical upon request. I understand that failure to pass the alcohol/drug screen and/or physical will result in withdrawal of the employment offer.
<input type="checkbox"/>	If hired, I also agree to submit to alcohol or drug testing as a condition of employment. I agree that Phoenix Pollution Control & Environmental Services, Inc. may conduct alcohol or drug screening at its discretion with or without notice. I also understand that refusal to immediately submit to an alcohol/drug screen upon notice to do so will be considered a voluntary resignation of employment and I will cooperate with Phoenix Pollution Control & Environmental Services, Inc. in connection with my voluntary discharge. If hired, I also agree to submit to alcohol or drug testing if requested by a customer of Phoenix Pollution Control & Environmental Services, Inc. I also understand that refusal to submit to an alcohol/drug screen requested by a customer of Phoenix Pollution Control & Environmental Services, Inc. will be considered a voluntary resignation of my employment and I will cooperate with Phoenix Pollution Control & Environmental Services, Inc. in connection with my voluntary discharge.
<input type="checkbox"/>	I hereby understand and acknowledge that it is the policy of Phoenix Pollution Control & Environmental Services, Inc. as well as companies and customers for which Phoenix Pollution Control & Environmental Services, Inc. performs services: (1) to prohibit the use, possession, sale, and distribution of alcohol, illegal drugs, or other controlled substances on its premises; and, (2) to prohibit the presence on company property or customer property, including but not limited to offices, worksite or vehicles, of any employee, subcontractor, or agent of company who has such substances in his/her body for non-medical reasons. I understand and agree that entry onto company property or premises constitutes consent to an inspection of the employee, subcontractor, agent, including vehicles and personal effects when entering, while on, or upon leaving company property. I understand that any employee, subcontractor or agent who is found in violation of this policy may be subject to disciplinary action up to and including discharge. I further understand and acknowledge that my refusal to submit to a search and/or a blood and/or drug and/or alcohol test or screen upon request by either Phoenix Pollution Control & Environmental Services, Inc. or any company or customer for which Phoenix Pollution Control & Environmental Services, Inc. provides services will subject me to immediate termination. I further acknowledge that I am hereby notified that: companies for which Phoenix Pollution Control & Environmental Services, Inc. performs services have adopted same or similar policies prohibiting drug and alcohol use and/or the presence of drug and/or alcohol in or on an employee or agent of company. Employees or agents, by virtue of their association with Phoenix Pollution Control & Environmental Services, Inc., may be subject to random drug and alcohol testing administered at the request of a company for which services are performed. Employees who are administered a random drug test whether at the request of Phoenix Pollution Control & Environmental Services, Inc. and/or a company for which services are performed and who test positively for the presence of alcohol and/or drugs will be subject to disciplinary action up to and including immediate discharge.
<input type="checkbox"/>	I understand and agree that any future changes in my title, duties, compensation, working conditions, and/or Phoenix Pollution Control & Environmental Services, Inc. benefits, policies and procedures will not alter our at-will employment agreement.
<input type="checkbox"/>	I understand that if offered employment, I will, as a condition of employment, be required to submit proof of my identity and legal right to work in the United States on my first day of employment.

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<input type="checkbox"/>	<p>If the position applied for requires driving in the course of work, I understand that I will be required to possess a current and valid driver's license and understand that I will be required to provide a copy of my official driving record and proof of insurance. I also understand that any offer of employment is contingent on my ability to be covered by Phoenix Pollution Control &amp; Environmental Services, Inc. auto insurance, if required for my position. I hereby authorize Phoenix Pollution Control &amp; Environmental Services, Inc to obtain information on my automobile driving history by requesting my driving record from the appropriate or any state department. I further understand and acknowledge that in the event I am hired, Phoenix Pollution Control &amp; Environmental Services, Inc. will obtain my driving record from the appropriate state agency from time to time in Phoenix Pollution Control &amp; Environmental Services, Inc discretion, and I hereby authorize Phoenix Pollution Control &amp; Environmental Services, Inc. to obtain my driving record in its discretion during my employment from time to time, without notice, if I am hired.</p>
<input type="checkbox"/>	<p>I further agree to sign an authorization for prospective employer to obtain consumer report for employment purposes in the form attached hereto. I understand that my application for employment will not be considered unless I sign the attached authorization. I further agree that in the event I am hired, Phoenix Pollution Control &amp; Environmental Services, Inc. may obtain my consumer report and/or consumer credit report from an appropriate agency and/or credit agency from time to time in Phoenix Pollution Control &amp; Environmental Services, Inc.'s sole discretion, and I hereby authorize Phoenix Pollution Control &amp; Environmental Services, Inc. to obtain my consumer report and/or consumer credit report in its sole discretion during my employment from time to time, without notice, if I am hired.</p>
<input type="checkbox"/>	<p>I understand that nothing contained in the application or conveyed to me during my interview, which may be granted, is intended to create an employment contract, implied or explicit, between Phoenix Pollution Control &amp; Environmental Services, Inc and me. In addition, I understand and agree that if I am employed; my employment relationship with Phoenix Pollution Control &amp; Environmental Services, Inc. is strictly voluntary and at our mutual will. I understand that if employed, my employment is for no definite period and may be terminated at any time, with or without prior notice, with or without cause or reason, at the option of either myself or Phoenix Pollution Control &amp; Environmental Services, Inc. and that no promises or representation contrary to the foregoing are binding on Phoenix Pollution Control &amp; Environmental Services, Inc.</p>
<input type="checkbox"/>	<p>I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement on this application or on any documents used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery.</p>

My signature below certifies that I have read and understand this complete document, and agree to the terms and conditions outlined in this document.

\_\_\_\_\_  
Applicants Signature

\_\_\_\_\_  
Date

Phoenix Pollution Control & Environmental Services, Inc.  
7111 Decker Dr.  
Baytown, Texas 77520  
Office: 281.838.3400  
Fax: 281.424.7748

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