

FOR COMPANY USE ONLY

SHEALY ENVIRONMENTAL SERVICES, INC.

106 Vantage Point Dr., Cayce, SC 29033 T: (803) 791-9700 F: (803) 791-9111

APPLICATION FOR EMPLOYMENT

LAST NAME		M.I.	FIRST NAME	
ADDRESS	CITY	STATE	ZIP	TELEPHONE ()
ALTERNATE CONTACT NAME				CONTACT TELEPHONE ()

POSITION DESIRED		HOW DID YOU LEARN ABOUT THE JOB FOR WHICH YOU ARE APPLYING?		
EXPECTED SALARY	ARE YOU SEEKING FULL-TIME _____, PART-TIME _____, SUMMER _____, OR TEMP. _____ EMPLOYMENT?		SHIFT DESIRED?	
ARE YOU EMPLOYED NOW? y YES y NO	IF SO, MAY WE CONTACT YOUR EMPLOYER? y YES y NO	DATE AVAILABLE:		
ARE YOU LAID OFF FROM EMPLOYMENT? y YES y NO		IF SO, ARE YOU SUBJECT TO RECALL? y YES y NO		

ARE YOU ELIGIBLE TO WORK IN THE UNITED STATES? (Verification will be required upon employment) y YES y NO	MILITARY SERVICE y YES y NO	DATE ENTERED	DATE SEPARATED
TYPE OF MILITARY TRAINING			
HAVE YOU EVER BEEN CONVICTED OF A FELONY? y YES y NO	IF SO, WHEN (YEAR)	WHERE (COUNTY/STATE)	
NATURE OF CONVICTION (This information does not in itself disqualify you for employment)			

EDUCATION – Please describe below any education or training you have received which would qualify you for the job for which you are applying (transcripts may be required)

NAME OF SCHOOL	LOCATION	AREAS OF STUDY	TYPE OF DEGREE

EXPERIENCE – Must be completed by all applicants (current or last employer first)

COMPANY NAME AND ADDRESS	JOB TITLE	
	BEGINNING DATE	ENDING DATE
DESCRIPTION OF WORK PERFORMED	STARTING BASE SALARY	ENDING BASE SALARY

		REASON FOR LEAVING
NO. & TYPE OF EMPLOYEES YOU SUPERVISED	YOUR SUPERVISOR'S NAME AND TELEPHONE	

EXPERIENCE –(CONTINUED)

COMPANY NAME AND ADDRESS		JOB TITLE	
		BEGINNING DATE	ENDING DATE
DESCRIPTION OF WORK PERFORMED		STARTING BASE SALARY	ENDING BASE SALARY
		REASON FOR LEAVING	
NO. & TYPE OF EMPLOYEES YOU SUPERVISED	YOUR SUPERVISOR'S NAME AND TELEPHONE		

COMPANY NAME AND ADDRESS		JOB TITLE	
		BEGINNING DATE	ENDING DATE
DESCRIPTION OF WORK PERFORMED		STARTING BASE SALARY	ENDING BASE SALARY
		REASON FOR LEAVING	
NO. & TYPE OF EMPLOYEES YOU SUPERVISED	YOUR SUPERVISOR'S NAME AND TELEPHONE		

SUMMARY OF OTHER WORK EXPERIENCE, SPECIAL SKILLS, EQUIPMENT YOU CAN OPERATE, SPECIAL LICENSES, ETC.

PLEASE **READ** THE FOLLOWING INFORMATION CAREFULLY, THEN **SIGN** AND **DATE** BELOW.

ACCURACY OF INFORMATION: Please review each page to make sure all parts are correct and complete. I understand that my eligibility will be based on the information contained on this application and any attachments.

FALSIFICATION OF INFORMATION: I hereby certify that all statements made on this application and any attachments are true and correct and I understand that any false statement made by me on this application and any attachments could cause me to be ineligible for employment or terminated from employment.

VERIFICATION OF INFORMATION: I authorize Shealy Environmental Services, Inc. (Shealy) to investigate and verify the facts claimed by me on this application and any attachments. I further authorize my former employer to provide **any** information requested by Shealy. I further release any responder from any liability for providing this information.

NOTICE OF DRUG TESTING POLICY: Shealy prohibits the use of illegal drugs by its employees and requires all employees to undergo and satisfactorily pass a urine drug screen test. You may again be tested if there exists reasonable suspicion of illegal drug use.

CONSENT TO DRUG SCREEN TEST: I have read and understood Shealy's drug testing policy and consent freely and voluntarily to the urine drug screen test. I authorize the results of this test to be release to Shealy, and hereby release and hold harmless Shealy, its employees, directors and officers from any liability whatsoever arising from this request to furnish a urine sample, the testing of the sample, and any decision made concerning my application for employment based upon the results of the test.

NOTICE OF "AT WILL" EMPLOYMENT: Employment with Shealy Environmental Services, Inc. is on an "at will" basis. This means that an employee has the right to quit at any time and similarly, Shealy may terminate employment at any time, for any reason.

Applicant's Signature

Date

Shealy Environmental Services, Inc. is an Equal Opportunity Employer. Applicants and employees are treated without regard to race, religion, national origin, age, sex, marital or veteran status, disability or other legally protected status.

SHEALY ENVIRONMENTAL SERVICES, INC.'S VOLUNTARY SELF-IDENTIFICATION FORM SURVEY

For statistical reporting we ask that you voluntarily provide the information below.

Part I. - Applicants

Shealy Environmental Services, Inc. may be subject to certain governmental recordkeeping and reporting requirements for the administration of civil rights laws and regulations. In order to comply with these laws, the Company invites applicants and employees to voluntarily self-identify their race, ethnicity, and veteran status. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information will be kept confidential and will only be used in accordance with the provisions of applicable laws, executive orders, and regulations, including those that require the information to be summarized and reported to the federal government for civil rights enforcement. When reported, data will not identify any specific individual.

YOUR COOPERATION IS VOLUNTARY. INCLUSION OR EXCLUSION OF ANY DATA WILL NOT AFFECT ANY EMPLOYMENT DECISION.

Name: _____ Date: _____

Address: _____

City: _____ State _____ Zip: _____

Job Title: _____

Check one: _____ Male _____ Female

Check one of the following:

- _____ Hispanic or Latino
- OR
- _____ Black or African American (not Hispanic or Latino)
- _____ Two or More Races (not Hispanic or Latino)
- _____ Asian (not Hispanic or Latino)
- _____ White (not Hispanic or Latino)
- _____ Native Hawaiian or other Pacific Islander (not Hispanic or Latino)
- _____ American Indian or Alaskan Native (not Hispanic or Latino)

Shealy Environmental Services, Inc. is an equal employment opportunity employer, and we do not discriminate on the basis of race, color, religion, sex, national origin, age, veteran, disability, genetic information or any other similarly protected status. This form will be kept confidential and used only in accordance with applicable laws and regulations. When reported to the government in a statistical format, the data will not identify any specific individual. Providing this information is strictly voluntary. Failure to provide it will not subject you to any adverse personnel decision or action. Your cooperation is appreciated.

VETERAN STATUS: Check all applicable.

NEWLY SEPARATED VETERAN

Have you been discharged or released from active duty within the last three years? YES NO
Date of discharge or release _____

VIETNAM-ERA VETERAN

Are you a Vietnam-Era Veteran as defined below? YES NO

A person who: (A) served on active duty for a period of more than 180 days, and was discharged or released therefrom with other than a dishonorable discharge, if any part of such active duty occurred: (i) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (ii) between August 5, 1964, and May 7, 1975, in all other cases; or (B) was discharged or released from active duty for a service connected disability if any part of such active duty was performed (i) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (ii) between August 5, 1964, and May 7, 1975, in any other location.

OTHER PROTECTED VETERAN

Are you a Veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense?

YES NO

Are you the recipient of an Armed Forces service medal, pursuant to Executive Order No. 12985? YES NO

Race/Ethnicity Definitions

Hispanic or Latino – A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

American Indian or Alaskan Native (Not Hispanic or Latino) – A person having origins in any of the original peoples of North America and South America (including Central America), and who maintain tribal affiliation or community attachment.

Asian (Not Hispanic or Latino) – A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American (Not Hispanic or Latino) – A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) – A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White (Not Hispanic or Latino) – A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Two or More Races (Not Hispanic or Latino) – A person who identifies with more than one of the above six races.

For Administrative Use Only

Position(s) applied for ___ Available ___ Not Available

Hired ___ Yes ___ No

Position hired for _____

Completed by _____ Date _____