



Application for Employment

Midwest Environmental Services, Inc. is an equal opportunity employer and does not discriminate in hiring or employment based on race, age, color, sex, religion, national origin, disability, veteran, or other protected classification.

Please Print

Name (Last)	(First)	(Middle)	Social Security #
Present Address	City	State	Zip Code
Home Phone	Position Applied for:	Full Time <input type="checkbox"/>	Date Available
		Part Time <input type="checkbox"/>	
		Temporary <input type="checkbox"/>	
Salary Requirements	Referred By	Applied to this Company Before?	
		When?	
		Where?	

Can you provide evidence of authorization to work in the U.S. if a job offer is made? Yes No
 If you are under 18, can you furnish a work permit if it is required? Yes No
 Have you ever been convicted of a criminal offense? Yes No
 If yes, please explain (a conviction will not automatically bar employment): _____

Have you ever been accused of sexual harassment or employment discrimination? Yes No
 If yes please explain. _____

Are you currently subject to a non-competition, non-solicitation, or other type of contractual agreement with another company that may restrict your ability to perform the duties of this position to which you are applying? Yes No

Education	Name and Location	No. of Years attended	Did you graduate
High School			
College			
Trade, Business or Correspondence School			

Other training, designations, licenses, certifications: _____

Professional References - Give the name of three professional references whom you have known at least one year		
Name	Business & Address	Years Known

This application has been designed to strictly comply with State and Federal fair employment practice laws prohibiting employment discrimination.

Former Employers (List below last four employers, starting with last one first)				
Name & Address	Responsibilities	Salary	From	To
Reason for Leaving:				
Reason for Leaving:				
Reason for Leaving:				
Reason for Leaving:				

Which of these jobs did you like the most? _____

Why? _____

Authorization

"I certify that the facts contained in this application are true and complete to the best of my knowledge and understand that if employed, falsified statements on this application shall be grounds for dismissal. I authorize investigation of all statements contained herein and the references and employers listed above to give you any and all information concerning my previous employment and any pertinent information they may have, personal or otherwise, and release the company from all liability for any damage that may result from utilization of such information. I also understand and agree that no representative of the company has any authority to enter into any agreement for employment for any specified period of time, or to make any agreement contrary to the foregoing, unless it is in writing and signed by an authorized company representative. This waiver does not permit the release or use of disability-related or medical information in a manner prohibited by the Americans with Disabilities Act (ADA) and other relevant federal and state laws."

Signature

Date

Disclosure and Authorization for Release of Information

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. It may also include, but not limited to, credit information reports, criminal information 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 the 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 Consumer Rights Under the Fair Credit Reporting Act.

Authorization and Release to Obtain Information

Under the provision 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 Midwest Environmental Services, Inc. to obtain a consumer report and/or an investigative consumer report which may include the following:

My Employment records

Records concerning any driving, criminal history, credit history, civil record, workman's compensation (post offer only) and drug testing.

(For truck drivers only) In accordance with the Department of Transportation Motor Carrier Safety Regulations, Section 382.413, information concerning alcohol and controlled substances for the past 2 years;

Verification of my academic and/or professional credentials; and information and/or copies of documents from any military service 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 interviews 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 Midwest Environmental Services, Inc. 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.

I hereby authorize Midwest Environmental Services, Inc. to obtain and prepare an investigative consumer report as set forth above, as part of its investigation of my employment application. This authorization shall remain in effect over the course of my employment. Reports may be ordered periodically during the course of my employment.

Signature

Date

Print Full Name

Social Security Number

Date of Birth

Address

Drivers License Number

City/State/Zip Code

Voluntary Affirmative Action Information

(Completion of information is voluntary)

Midwest Environmental Services, Inc. is an Equal Opportunity Employer. We consider applicants for all positions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other legally protected class. As required by law, we must record certain information to be made part of our Affirmative Action Program. Applicants are invited to participate in the Affirmative Action Program by reporting their status as handicapped, disabled veteran or other veteran status, or other minority. In extending this invitation you are also advised that 1) applicants are under no obligation to respond, but may do so in the future if they choose; 2) responses will remain confidential within the Human Resource Department; and 3) responses will be used only for the necessary information to include in our Affirmative Action Program.

In an effort to comply with legal record keeping requirements Affirmative Action, we ask that you complete the information requested below. Please be advised that your completion of this form is NOT part of your official application for employment. It is considered confidential information that will not be used in any hiring decision. Refusal to provide this information will have no bearing on your application and will not subject you to any adverse treatment. If you choose to participate in our Affirmative Action Program by completing this form, we thank you for your cooperation.

Section 1: General Applicant Information

Applicant Name: _____

Position Applied for: _____

Date: _____

Section 2: Applicant Affirmative Action Data - Please check all that apply (see below for definitions)

Race or Ethnic Identity	Gender	Veteran Status
<input type="checkbox"/> Hispanic or Latino	<input type="checkbox"/> Male	<input type="checkbox"/> Vietnam Era Veteran
<input type="checkbox"/> American Indian or Alaskan	<input type="checkbox"/> Female	<input type="checkbox"/> Special Disabled Veteran
<input type="checkbox"/> Asian	Other	<input type="checkbox"/> Other Eligible Veteran
<input type="checkbox"/> Native Hawaiian or Pacific Islander		<input type="checkbox"/> Newly Separated Veteran
<input type="checkbox"/> Black or African American	<input type="checkbox"/> Individual with Disability	<input type="checkbox"/> Not Applicable
<input type="checkbox"/> White/Caucasian		
<input type="checkbox"/> Two or More Races		

I do not wish to self-identify
 Signature

Referral Source:

Current Employee Internal Posting Job Fair
 Re-Hire Internet Ad Walk-in

This Recruitment Form is designed to strictly comply with State and Federal fair employment laws prohibiting employment discrimination.

Definitions

EEOC Race/Ethnic Identification Categories:

Hispanic or Latino: All persons of Mexican, Puerto Rico, Cuban, Central or South American, or other Spanish culture or origin regardless of race.

American Indian or Alaskan: All persons having origins in any of the original peoples of North American and South America (including Central America), and who maintain tribal affiliation or community attachment.

Asian: All persons 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 Phillipine Islands, Thailand, and Vietnam.

Native Hawaiian or Pacific Islander: All persons having origins in any of the original people of Hawaii, Guam, Samoa, or other Pacific Islands.

Black or African American: All persons having origins in any of the black racial groups of Africa.

White/Caucasian: All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

Veteran Status Categories:

Veteran of the Vietnam Era: A person who **(I)** served on active duty in the US military, ground, naval, or air service for a period of more than 180 days, and who was discharged or released there from with other than a dishonorable discharge, if an part of such active duty was performed: (A) in the Republic of Vietnam between February 28, 1961 and May 7, 1975; or between August 5, 1964, and May 7, 1975, in all other cases; OR **(II)** was discharged or released from active duty in the US military, ground, naval, or air service for a service connected disability if any part of such active duty was performed (A) in the Republic of Vietnam between February 28, 1961 and May 7, 1975; or (B) between August 5, 1964 and May 7, 1975, in any other location.

Special Disabled Veteran: A veteran of the US military, ground, naval, or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Department of Veteran's Affairs for a disability - a) rated at 30% or more; b) rated at 10 or 20% in the case of a veteran who has been determined under Section 38 USC 3106 to have a serious employment handicap; or c) a person who was discharged or released from active duty because of service -connected disability.

Other Protected Eligible Veteran: Veterans who served on active duty in the US military, ground, naval, or air service during a war or in a campaign or expedition for which a campaign badge, a service medal, or an expeditionary medal has been authorized.

Newly Separated Veterans: Any veteran who served on active duty in the US military, ground, naval, or air service during the past one-year period, beginning on the date of such veteran's discharge or release from active duty.

Individual With a Disability:

Any person who: 1) has a physical or mental impairment that substantially limits one or more of his/her major life activities; 2) has a record of such impairment; or 3) is regarded as having such impairment. A handicap is "substantially limiting" if it is likely to cause difficulty in securing, retaining or advancing in employment.