



Union Environmental, LLC
Driver Minimum Qualifications

Please check each qualification you meet.

All applicants must meet or exceed the following standards:

- Minimum age 24
- 2 years verifiable tractor/trailer driving experience within the past 5 years
- Must take and pass a UE road test
- Must have a valid Class A CDL with tank endorsement
- Must pass DOT physical and pre-employment drug screen
- No prior felony convictions or pending criminal charges
- No DUI or DWI convictions (alcohol or drugs) within the past 10 years
- No failed or refused DOT drug or alcohol test
- No reckless driving convictions within the past 10 years
- No more than 3 moving violations within the past 3 years
- No driver's license suspensions within the past 5 years
- No major preventable accidents within the past 5 years
- No more than 2 minor preventable accidents within the past 3 years
- No convictions for possession or use of drugs or controlled substances
- Must have good safety record and reliable employment history

I have read and understand Union Environmental' minimum qualifications for commercial tractor-trailer drivers. By my signature, I am certifying that I meet or exceed these qualifications.

Applicant Name: _____

Applicant Signature: _____ Date: _____

Witness Signature: _____ Date: _____

Union Environmental, LLC
Driver Application

In compliance with Federal and State Equal Employment Opportunity laws, qualified applicants are considered for all positions without regard to race, religion, gender, national origin, age, marital status, veteran status, disability, or any other protected group status.

To Be Read and Signed by Applicant

I authorize you to make such investigations and inquiries of my personal, employment, financial or medical history and other related matters as may be necessary in arriving at an employment decision. (Generally, inquiries regarding medical history will be made only if and after a conditional offer or employment has been extended.) I hereby release employers, schools, health care providers and other persons from liability in responding to inquiries and releasing information in connection with my application.

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 that I am required to abide by all rules and regulations of Union Environmental.

I understand that information I provide regarding current and/or previous employers may be used, and those employer(s) will be contacted, for the purpose of investigating my safety performance history as required by 49 CFR 391.23 (d) and (e). I understand I have the right to: review information provided by previous employers; have errors in the information corrected by previous employers; and have a rebuttal statement attached to the alleged erroneous information, if the previous employer(s) and I cannot agree on the accuracy of the information.

Applicant Name: _____

Signature: _____ **Date:** _____

Applicant To Complete

Name: _____ Position Applied For: _____
Social Security #: _____ Date of Birth: _____
Home Phone: _____ Cell Phone: _____
Current Address: _____
_____ How Long: _____
Previous Address: _____
_____ How Long: _____

CDL Information

State: _____ License #: _____ Type: _____ Exp Date: _____
State: _____ License #: _____ Type: _____ Exp Date: _____

Have you ever been denied a license, permit, or privilege to operate a motor vehicle?
Yes: ____ No: ____ If yes, please explain: _____

Have any licenses, permits, or privileges ever been suspended or revoked?
Yes: ____ No: ____ If yes, please explain: _____

Do you have legal right to work in the United States? Yes: ____ No: ____
Have you ever work for this company? Yes: ____ No: ____
If yes, Dates: From: _____ To: _____
Reason for leaving: _____

Are you employed now? Yes: ____ No: ____
May we contact your current employer? Yes: ____ No: ____

Who referred you? _____
Rate of pay expected: _____

Have you ever been bonded? Yes: ____ No: ____
Name of bonding company (if yes): _____
Have you ever been convicted of a felony? Yes: ____ No: ____
If yes, please explain: _____

Please explain any special accommodations needed or any reason you might be unable to perform any job functions for which you have applied: _____

Employment History

Applicants must provide the following information for all employment held the last 3 years.

Employer Name: _____ Position Held: _____
From (month/year): _____ To (month/year): _____
Address: _____ City/State/Zip: _____
Contact Person: _____ Phone Number: _____
Duties Performed: _____

Reason for leaving: _____
Eligible for re-hire? Yes: _____ No: _____

Were you subject to the FMCSR* while employed? Yes: _____ No: _____
Was your job designated as a safety sensitive function in any DOT regulated position, subject to drug and alcohol testing requirements of 49 CFR Part 40? Yes: _____ No: _____

Employer Name: _____ Position Held: _____
From (month/year): _____ To (month/year): _____
Address: _____ City/State/Zip: _____
Contact Person: _____ Phone Number: _____
Duties Performed: _____

Reason for leaving: _____
Eligible for re-hire? Yes: _____ No: _____

Were you subject to the FMCSR* while employed? Yes: _____ No: _____
Was your job designated as a safety sensitive function in any DOT regulated position, subject to drug and alcohol testing requirements of 49 CFR Part 40? Yes: _____ No: _____

Employer Name: _____ Position Held: _____
From (month/year): _____ To (month/year): _____
Address: _____ City/State/Zip: _____
Contact Person: _____ Phone Number: _____
Duties Performed: _____

Reason for leaving: _____
Eligible for re-hire? Yes: _____ No: _____

Were you subject to the FMCSR* while employed? Yes: _____ No: _____
Was your job designated as a safety sensitive function in any DOT regulated position, subject to drug and alcohol testing requirements of 49 CFR Part 40? Yes: _____ No: _____

Employer Name: _____ Position Held: _____
From (month/year): _____ To (month/year): _____
Address: _____ City/State/Zip: _____
Contact Person: _____ Phone Number: _____
Duties Performed: _____

Reason for leaving: _____
Eligible for re-hire? Yes: _____ No: _____

Were you subject to the FMCSR* while employed? Yes: _____ No: _____
Was your job designated as a safety sensitive function in any DOT regulated position, subject to drug and alcohol testing requirements of 49 CFR Part 40? Yes: _____ No: _____

Employer Name: _____ Position Held: _____
From (month/year): _____ To (month/year): _____
Address: _____ City/State/Zip: _____
Contact Person: _____ Phone Number: _____
Duties Performed: _____

Reason for leaving: _____
Eligible for re-hire? Yes: _____ No: _____

Were you subject to the FMCSR* while employed? Yes: _____ No: _____
Was your job designated as a safety sensitive function in any DOT regulated position, subject to drug and alcohol testing requirements of 49 CFR Part 40? Yes: _____ No: _____

Employer Name: _____ Position Held: _____
From (month/year): _____ To (month/year): _____
Address: _____ City/State/Zip: _____
Contact Person: _____ Phone Number: _____
Duties Performed: _____

Reason for leaving: _____
Eligible for re-hire? Yes: _____ No: _____

Were you subject to the FMCSR* while employed? Yes: _____ No: _____
Was your job designated as a safety sensitive function in any DOT regulated position, subject to drug and alcohol testing requirements of 49 CFR Part 40? Yes: _____ No: _____

**The Federal Motor Carrier Safety Regulations (FMCSR) apply to anyone operating a motor vehicle on a highway in interstate commerce to transport passengers or property when a vehicle: weighs or has a GVWR of 10,000 pounds or more; is designed or used to transport 9 or more passengers; or is of any size and is used to transport hazardous material in a quantity requiring placarding.*

Accident Record

List any accidents in which you were involved as a driver for the past 3 years.

Most Recent Accident Date: _____ At Fault? _____

Nature of Accident: _____

Fatalities? _____ Injuries? _____ Hazardous Spill? _____

Most Recent Accident Date: _____ At Fault? _____

Nature of Accident: _____

Fatalities? _____ Injuries? _____ Hazardous Spill? _____

Traffic Convictions

List any convictions and/or forfeitures received in past 3 years.

Location: _____ Date: _____ Charge: _____

Location: _____ Date: _____ Charge: _____

Location: _____ Date: _____ Charge: _____

Equipment Operated

Tractors/Trailers (straight truck, dump truck, winch, van, tanker, pneumatic, flatbed, reefer, etc.) and years operated: _____

Commodities hauled: _____

Other Equipment Operated: _____

General Information

List all states operated in for the last 5 years:

List special courses/training:

Safe driving awards:

Other job-related skills:

Education

Highest Level of Education Completed: _____

College: _____ Location: _____

Dates Attended: _____ Degree: _____

Vocational School: _____ Location: _____

Dates Attended: _____ Degree: _____

High School Diploma or GED: _____

Dates Attended: _____ Location: _____

Personal References

List 3 Professional References (not related to you).

Name: _____ Professional Title: _____

Years Known: _____ Phone: _____

Address: _____

Name: _____ Professional Title: _____

Years Known: _____ Phone: _____

Address: _____

Name: _____ Professional Title: _____

Years Known: _____ Phone: _____

Address: _____

My signature certifies that this application was completed by me, and that all information I provided is true and complete to the best of my knowledge.

Applicant's Signature: _____ **Date:** _____

**IMPORTANT NOTICE
REGARDING BACKGROUND REPORTS FROM THE *PSP Online Service***

In connection with your application for employment with Union Environmental ("Prospective Employer"), it may obtain one or more reports regarding your credit, driving, and/or criminal background history from a consumer reporting agency and/or other sources. If the Prospective Employer uses any information it obtains from a background report in a decision to not hire you or to make any other adverse employment decision regarding you, the Prospective Employer will provide you with a copy of the report upon which its decision was based and a written summary of your rights under the Fair Credit Reporting Act before taking any final adverse action. If any final adverse action is taken against you based upon a background report, the Prospective Employer will notify you that the action has been taken and that the background report was the reason for the action. The Prospective Employer cannot obtain background report from consumer reporting agencies or other sources regarding you unless you consent in writing. If you agree that the Prospective Employer may obtain such background reports, please read the following and sign below:

I authorize Union Environmental ("Prospective Employer") to contact any organization or individual that I have listed on my employment application or resume or mentioned in job interviews and obtain from them any relevant information about my job qualifications, including my experience, skills, and abilities. I understand that I am consenting to the release of safety performance information including crash data from the previous five (5) years and inspection history from the previous three (3) years, as well as any reference-related information about me held or known by my former employers, supervisors, and co-workers. In addition, I consent to the release of any information about my education, experience, abilities, or work-related characteristics or traits held or known by other organizations or individuals, including schools and educational institutions, professional or business associates, and friends and acquaintances that Prospective Employer might contact in the course of conducting a reference check or background investigation of my suitability for employment.

I understand and acknowledge that this release of information can involve my qualifications, performance, credentials or other characteristics or factors affecting my suitability for employment with Prospective Employer. Specifically, I am authorizing the release of any information about my performance, experience, capability, attitude, specific events, or other work-related characteristics that currently are in the possession of the requested organizations or their managers or representatives.

In exchange for Prospective Employer's consideration of my employment application, I agree not to file or pursue any complaints, claims, or legal actions of any kind against any organization or individual that provides work-related information about me to Prospective Employer or its agents in accordance with the terms and intent of this release. I also agree not to file or pursue any complaints, claims, or legal action against Prospective Employer or any of its employees, representatives, or agents arising out of their efforts to obtain work-related information about me.

I have read the above Notice Regarding Background Reports provided to me by Prospective Employer and I understand that if I sign this consent form, Prospective Employer and/or any entity it retains to obtain such background reports may obtain reports of my credit, driving, and/or criminal background history in addition to information regarding my background, references, education, specific events, and past employment.

I hereby authorize Prospective Employer and its employees, agents, and affiliates to obtain the information authorized above.

Date: _____

Signature

Name (Please Print)

Authorization for Disclosure of Information

I hereby authorize all of the following, without limitation, to disclose information about me to a consumer reporting agency such as HireRight, Inc. ("HireRight"), and its agents in connection with its preparation of background reports on me for Union Environmental (the "Company"):

- law enforcement and all other federal, state and local agencies;
- learning institutions (including public and private schools, colleges and universities);
- testing agencies;
- information service bureaus;
- credit bureaus;
- record/data repositories;
- courts (federal, state and local);
- motor vehicle record agencies;
- my past or present employers;
- the military; and
- all other individuals and sources with any information about or concerning me.

The information that can be disclosed to the consumer reporting agency and its agents includes, but is not limited to, information concerning my employment and earning history, education, credit history, motor vehicle history, criminal history, military service, professional credentials and licenses.

Application Last Name _____ First _____ Middle _____

Applicant Signature _____ Date _____

IDENTIFYING INFORMATION FOR CONSUMER REPORTING AGENCY

Applicant Last Name _____ First _____ Middle _____

Other Names Used _____ Years Used _____

Social Security No.* _____ Date of Birth* _____ Gender* _____

Present Address _____

City/State/Zip _____

Prior Addresses _____ From: _____ To: _____

_____ From: _____ To: _____

_____ From: _____ To: _____

Driver's License # _____ State of Issuance _____

Daytime Phone Number _____ E-mail Address _____

* This information will be used only for background screening purposes and will not be taken into consideration in any employment decisions.