



Application for Employment

***Pre-employment drug and alcohol screenings
are required for all applicants***



Employment Experience

Start with your present or last job. Include military service, assignments, and volunteer activities. You may exclude organization names which indicate race, color, religion, gender, national origin, handicap, or other projected status.

Employer: _____ Job Title: _____

Address: _____ Telephone: _____

Dates Employed- From: _____ To: _____ Wages- Starting: _____ Final: _____

Supervisor: _____ Reason for Leaving: _____

Employer: _____ Job Title: _____

Address: _____ Telephone: _____

Dates Employed- From: _____ To: _____ Wages- Starting: _____ Final: _____

Supervisor: _____ Reason for Leaving: _____

Employer: _____ Job Title: _____

Address: _____ Telephone: _____

Dates Employed- From: _____ To: _____ Wages- Starting: _____ Final: _____

Supervisor: _____ Reason for Leaving: _____

Employer: _____ Job Title: _____

Address: _____ Telephone: _____

Dates Employed- From: _____ To: _____ Wages- Starting: _____ Final: _____

Supervisor: _____ Reason for Leaving: _____

Special Skills and Qualifications



Education

High School: _____ City: _____

Years Completed: _____ Graduated: Yes No

College/University: _____ City: _____

Years Completed: _____ Graduated: Yes No

Describe specialized training, apprenticeship, skills, and extra-curricular activities:

Applicant's Statement

I certify that answers given herein are true and complete to the best of my knowledge. I authorize investigation of all statements contained in this application for employment decision. The application for employment shall be considered active for a period of time not to exceed 45 days. Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not applications are being accepted at that time.

The applicant understands that neither this document nor any offer of employment from the employer constitutes an employment contract unless the employer and employee execute a specific document to that effect in writing. In the event of employment, I understand that any false information presented in this application may result in discharge. I understand, also, that I am required to abide by all rules and regulations of Bender CCP, Inc.

Signature of Applicant

Date



Personal Information

Date: _____

Name: _____

Address: _____

Drivers License #: _____

Home Phone: _____

Cell Phone: _____

E-mail Address: _____

Emergency Contact Information

Name: _____

Relationship: _____

Home Phone: _____ Cell/Work Phone: _____

Name: _____

Relationship: _____

Home Phone: _____ Cell/Work Phone: _____



Random Drug and Alcohol Authorization

Bender CCP, Inc. is a 100% drug free work place. I understand and acknowledge that Bender CCP, Inc. requires applicants for employment and/or contract work to submit a pre-employment as well as a random drug screen by urinalysis at the company's expense. I understand that compliance with and consent to participate in pre-employment and random screening is a condition of employment and that I will be ineligible for employment if I refuse to participate in the screening process. Prior to testing, I agree to sign a consent form authorizing the testing and the release of results to Bender CCP, Inc.

I further understand that employment is contingent upon a negative drug screen which is required before an offer of employment is finalized. I will be denied employment if the results of my drug screen are positive for the presence of un-prescribed or controlled substances. In the case of a positive result, I will be ineligible to reapply for either six months or until clearance is received from a Bender CCP, Inc. designated drug testing facility, whichever period is the longest.

I also understand that if I am hired as an employee of Bender CCP, Inc. and I am under the constraints of an approved Medical Review Office (MRO) industrial rehabilitation random drug testing program allowing active return to duty, that I will be responsible for all associated costs incurred from positive and post-positive drug and alcohol test results during my tenure of employment, by payroll deduction if necessary.

I further understand that if I am hired as an employee of Bender CCP, Inc. and fail to pass any drug/alcohol random drug testing program, the company shall remove me from performing covered functions. Additional disciplinary action up to and including termination may result.

Return to drug testing and follow-up testing is an option under this addendum if performed in accordance with ASAP guidelines.

Applicant Signature

Date

Applicant Printed Name

Witness Signature

Witness Printed Name



Safety Program Commitment Letter

Safety in all Bender CCP, Inc. operations is not just a goal, it's a requirement. To this end, we have formulated this written policy to govern all of the operations of Bender CCP, Inc. It is a condition of employment with Bender CCP, Inc. that all employees adhere faithfully to the requirements of this policy, as well as the safety rules, instructions, and procedures outlined in the company's safety policy. Also, it is required that employees adhere faithfully to any owner established programs that may be specific to the worksite. Failure to follow these policies will result in disciplinary action.

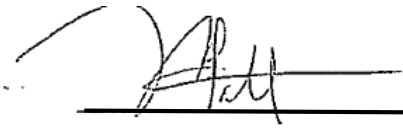
All subcontractors and vendors of Bender CCP, Inc. must also adhere to the program and the safety rules, instructions, and procedures issued in conjunction with it, as well as all applicable state, federal, and local codes and regulations. Failure to comply is a breach of contract terms.

All visitors to Bender CCP, Inc., including but not limited to suppliers, owners, representatives, regulatory authorities, and insurance company representatives shall be required to follow all safety rules and regulations in effect during their visit.

Bender CCP, Inc. will make an effort to ensure that the operations of other contractors, not under their control, do not endanger the safety of our employees. To this end, all employees are required to report hazardous or unsafe activities of other employees to appropriate Bender CCP, Inc. officials.

The Safety Director, Managers, Foremen, and supervisors have the full support of management in enforcing the provisions of this program as it relates to responsibilities assigned to them.

Date



RANDY POTTER- OWNER / CEO



ERNIE TREJO - SAFETY MANAGER

Keith Hibbs - General Manager

Supervisor Signature

Applicant Name

Applicant Signature



Background Information

Full Name (Last, First, Middle) _____

Current Address _____
Street Address City State Zip

Current Phone Number (including area code) _____

Previous addressed for the last 10 years Dates From-Dates To

- 1. _____
- 2. _____
- 3. _____
- 4. _____

Since the age of 18, have you EVER been convicted of a FELONY? Yes No
If yes, list below: A conviction does not automatically disqualify a person from employment.

Date Location Policy Agency Charge Disposition

Were you ever in the Military? Yes No _____ Branch

If yes, have you ever been convicted of a Military Court Martial? Yes No

Use another sheet for any additional information if needed.

Printed Name: _____

Signature: _____ Date: _____



Contraband Policy

Please be advised that the following is a statement of Bender CCP, Inc. concerning drugs, alcohol, weapons, etc.

Drugs, Alcohol, Weapons, Etc.

No illegal or unauthorized drugs, intoxicating beverages, firearms or weapons (herein collectively called "contraband") or persons under the influence of drugs, stimulants, or alcohol are allowed on company premises or on the premises of any of our customers. Illegal drugs include marijuana and any other controlled substances not prescribed by a licensed physician for use by the person possessing them.

If you are in agreement with the above policy, please sign the statement below.

I, _____, have read and agree to the drug and alcohol policy put forward by Bender CCP, Inc. I also agree to cooperate with any search policy initiated at any time by the company for the purpose of safety on the job.

Signature

Date



Equal Employment Opportunity

It is the policy of Bender CCP, Inc. to give equal opportunity to all qualified persons without regard to race, color, religion, sex, marital status, handicap, or national origin.

All employment practices are to provide that all individuals be recruited, hired, assigned advanced, compensated, and retained on the basis of their qualifications, and treated equally in these and all other respects without regard to race, color, religion, sex, marital status, handicap, or national origin.

It shall be considered the responsibility of every supervisory employee to further the implementation of this policy and ensure the conformance by his or her subordinates.

Supervisory personnel as well as those responsible for hiring new employees must take all necessary action in the elimination of possible discrimination towards employees and applicants for employment with Bender CCP, Inc. in all categories and levels of employments and employee relations.

Signature

Date