

Application For Employment
(Please Print)

UNITED PALLET SERVICES, INC. is an equal opportunity employer, dedicated to a policy of non-discrimination in employment on any basis including age, sex, color, race, creed, national origin, religious persuasion, marital status, political belief, or disability that does not prohibit performance of essential job functions.

Date: _____

I. Personal Information

Name: Last _____ First _____ Middle _____

Present Address _____

Permanent Address (if other than above) _____

Social Security Number _____ Telephone _____

Federal law prohibits the employment of unauthorized aliens. All persons hired must submit satisfactory proof of employment authorization and identity (valid driver's license, birth certificate, green card, etc.) within three days of being hired. Failure to submit such proof within the required time shall result in immediate employment termination.

Position Applied For: _____

Job Description: _____

1. Is there any information we would need about your name or use of another name for us to be able to check your work record? Please specify:

2. Do you have any relatives who are presently (or have formerly been) employed by UNITED PALLET SERVICES, INC.?

3. How were you referred to UNITED PALLET SERVICES, INC.?

4. Have you ever been convicted of a felony? Yes No If yes, please explain:

5. Driver's license number: _____ State and Expiration Date _____

II. Educational History

School Name/Location _____ Years Completed _____ Degree/Diploma _____

Elem/Jr./High _____

High School _____

College _____

Tech. Training _____

Other _____

III. Employment Record *Please include all employment for the last five years.*

1. _____
 Company Name (Most Recent Employer) Position Held

 Dates Employed: _____

 Address From To

 Manager/Supervisor Phone Salary

 Reason For Leaving

2. _____
 Company Name (Most Recent Employer) Position Held

 Dates Employed: _____

 Address From To

 Manager/Supervisor Phone Salary

 Reason For Leaving

3. _____
 Company Name (Most Recent Employer) Position Held

 Dates Employed: _____

 Address From To

 Manager/Supervisor Phone Salary

 Reason For Leaving

NOTE: *Use a separate sheet to list additional employers, if necessary. We will contact all of the employers listed on this application unless you specifically exclude them below. Please list any employers you do not want us to contact and the reason for the exclusion:*

 (Employer's Name) Reason _____

 (Employer's Name) Reason _____

IV. Consent to Drug & Alcohol Test

I consent to allow UNITED PALLET SERVICES, INC. to collect urine and/or blood specimens from me for testing of alcohol, drug and controlled substances. I also give my consent for the release of the test results to appropriate management employees of UNITED PALLET SERVICES, INC. I understand that if I decline to sign this consent to take the test, my application for employment may be rejected, or my employment with UNITED PALLET SERVICES, INC. may be terminated.

Agreed To:

 Date Signature of Employee

Refused To:

 Date Signature of Employee

Reason for Refusal:

V. References *Please do not include relatives of former employers.*

1. _____ Name	_____
_____	Years Known
_____	_____
Address	Phone
_____	_____
Occupation	_____
2. _____	_____
Name	Years Known
_____	_____
Address	Phone
_____	_____
Occupation	_____
3. _____	_____
Name	Years Known
_____	_____
Address	Phone
_____	_____
Occupation	_____

VI. Work Availability

1. If your application receives favorable consideration, when will you be available to work?

2. Do you have any objection to working overtime? Yes No
3. Do you have a valid driver's license and car insurance? Yes No
4. Can you work on Saturday? Yes No
5. Can you work on Sunday? Yes No
6. Can you travel if required by this position? Yes No
7. Do you have any questions about the job descriptions? Yes No
8. Can you perform these job functions with or without reasonable accommodations? Yes No
Please explain. _____

I understand that if I ever do need an accommodation, it will be my responsibility to inform management.

VII. Salary / Hourly Rate Requirements

If your application receives favorable consideration, what salary/hourly rate would you require?

\$ _____ per _____

I certify that the information provided above is factual and complete. I also understand that falsification of prior employment records could result in termination.

Applicant's Signature

Date

BACKGROUND RESEARCH RELEASE

Please read this section carefully and acknowledge your understanding by signing your name in the space below.

I certify that all of the statements made by me on this application for employment are true, correct, and complete to the best of my knowledge.

1. CONSENT TO CONDUCT BACKGROUND INVESTIGATION

As a condition of and in consideration for UNITED PALLET SERVICES, INC. consideration of this application, I give permission to UNITED PALLET SERVICES, INC. to investigate my personal (including credit) and employment history. I understand that this background investigation will include, but not to be limited to, verification of all information on this application, as well as interviews with past employers. I further give permission to UNITED PALLET SERVICES, INC. to conduct this investigation and to discuss the results of this investigation in connection with my application for employment.

2. CONSENT TO CONTACT PAST EMPLOYERS

I give permission to UNITED PALLET SERVICES, INC. to contact all employers listed in this application (except those specifically excluded) for references. I further give permission to all current or previous employers and/or managers or supervisors to discuss my relevant personal and employment history with UNITED PALLET SERVICES, INC. consent to the release of such information orally or in writing, and hereby release them from all liability and agree not to sue them for defamation or other claims based on statements they make to any representative of UNITED PALLET SERVICES, INC. I further waive all rights I may have under state law to receive a copy of any written statement provided by any of my former employers to UNITED PALLET SERVICES, INC. I further agree to indemnify all past employers for any liability they may incur because of their reliance upon this release.

3. CONSENT TO CONTACT GOVERNMENT AGENCIES

I give permission to any agent, attorney or representative of UNITED PALLET SERVICES, INC. to receive a copy of any information obtained in the file of any federal, state or local court, government agency, law enforcement agency or investigator concerning or relating to me. I further consent to the release of such information and waive any right under state law concerning notification of the request for a release of such information. In the event a state law does not provide for prospective employers to have access to information, I hereby delegate UNITED PALLET SERVICES, INC. as my agent for receipt of information. I understand that the scope of this investigation will be limited criminal and/or civil records that relate to my honesty, integrity and/or abilities.

4. COOPERATE WITH INVESTIGATION

I agree to fully cooperate in UNITED PALLET SERVICES, INC. background investigation and to sign any waivers or releases that may be necessary to obtain access to relevant information. In the event that any former employer or federal, state or local governmental agency will not release reference information or criminal history information directly to the employer, I agree to personally request such information to the extent permitted by law.

5. FALSIFICATION STATEMENT

I understand that falsification or willful omission of fact made in this application or in connection with any background investigation may be sufficient grounds for rejection of this application, or, if discovered after an offer of employment, for immediate dismissal.

6. EMPLOYMENT "AT WILL"

In consideration of my employment, I agree to conform to the rules and regulations of UNITED PALLET SERVICES, INC. and my employment and compensation is "at will" in that they can be terminated with or without cause, and with or without notice, at any time, at the option of either UNITED PALLET SERVICES, INC. or myself, except as otherwise provided by law. I understand that no manager or representative of UNITED PALLET SERVICES, INC. other than the Vice President(s) or the President of UNITED PALLET SERVICES, INC. has authority to enter into any agreement for employment for any specified period of time or to make any agreement or contact the forgoing, and that any promised to the contrary will only be relied upon by me if they are in writing and signed by the Vice President(s) or by the President of UNITED PALLET SERVICES, INC.

7. ATTORNEY FEE PROVISION

In the event of any litigation between the parties the prevailing parties shall be entitled to an award of reasonable attorney fees in addition to any other relief awarded by the court.

Applicant's Signature

Date