

# OKLAHOMA TIRE RECYCLERS, LLC

## Employment Application



APPLICANT INFORMATION									
Last Name		First			M.I.		Date		
Street Address					Apartment/Unit #				
City			State		ZIP				
Previous Street Address					Apartment/Unit #				
City		State			ZIP				
Mailing Address					Apartment/Unit #				
City		State			ZIP				
Phone		E-mail Address							
Date of Birth		Social Security No.			Desired Salary		\$		
Date Available		Days/Hours NOT available to work							
How did you hear about our company?									
Position Applied for									
Are you a citizen of the United States?		YES <input type="checkbox"/>	NO <input type="checkbox"/>	If no, are you authorized to work in the U.S.?		YES <input type="checkbox"/>	NO <input type="checkbox"/>		
Are you over 21 years of age?		YES <input type="checkbox"/>	NO <input type="checkbox"/>						
Are you Bilingual?		YES <input type="checkbox"/>	NO <input type="checkbox"/>	If so, What Languages?					
Have you ever worked for this company?		YES <input type="checkbox"/>	NO <input type="checkbox"/>	If so, when?					
Have you ever been convicted of a felony or misdemeanor other than minor traffic offenses?		YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, explain					
<p>Note: A conviction will not necessarily automatically disqualify you from consideration for employment. Rather, such factors as date, age of conviction, and seriousness and nature of the crime will be considered.</p>									
Do you have a valid Driver's License		YES <input type="checkbox"/>	NO <input type="checkbox"/>	If so, License Number					
State of Issue					Expiration Date				
Do you have reliable transportation to work?		YES <input type="checkbox"/>	NO <input type="checkbox"/>						
Is there any existing physical disability that would prevent you from performing duties of the job for which you are applying?		YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, please explain					

EDUCATION										
High School					Address					
From		To		Diploma or GED	YES <input type="checkbox"/>	NO <input type="checkbox"/>				
College					Address					
From		To		Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree			
Other					Address					
From		To		Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree			
REFERENCES										
<i>Please list three professional references.</i>										
Full Name							Relationship			
Company							Phone			
Address										
Full Name							Relationship			
Company							Phone			
Address										
Full Name							Relationship			
Company							Phone			
Address										
PREVIOUS EMPLOYMENT										
Company					Phone					
Address					Supervisor					
Job Title				Starting Salary \$			Ending Salary \$			
Responsibilities										
From		To		Reason for Leaving						
May we contact your previous supervisor for a reference? YES <input type="checkbox"/> NO <input type="checkbox"/>										
Company					Phone					
Address					Supervisor					
Job Title				Starting Salary \$			Ending Salary \$			
Responsibilities										
From		To		Reason for Leaving						
May we contact your previous supervisor for a reference? YES <input type="checkbox"/> NO <input type="checkbox"/>										
Company					Phone					
Address					Supervisor					

Job Title	Starting Salary \$	Ending Salary \$
Responsibilities		
From	To	Reason for Leaving
May we contact your previous supervisor for a reference?    YES <input type="checkbox"/> NO <input type="checkbox"/>		

<b>MILITARY SERVICE</b>	
Branch	From                  To
Rank at Discharge	Type of Discharge
If other than honorable, explain	

<b>DISCLAIMER AND SIGNATURE</b>	
<p>In exchange for the consideration of my job application by Oklahoma Tire Recyclers, LLC (hereinafter called "the Company")</p> <p>I hereby certify that the facts set forth in this employment application are true and complete to the best of my knowledge. I authorize the Company to verify the accuracy of any information provided in this application, and to obtain reference information on my work performance. I hereby give the Company permission to contact schools, previous employers (unless otherwise indicated), driving record, references, and others, and I hereby release the Company from and/all liability of whatever kind and nature which, at any time, could result from obtaining and having an employment decision based on such information. I understand that, if employed, falsified statements of any kind or omissions of facts called for on this application shall be considered sufficient basis for dismissal.</p> <p>I understand that neither the acceptance of this application nor the subsequent entry into any type of employment relationship, either in the position applied for or any other position, and regardless of the contents of employee handbooks, personnel manuals, benefits plans, policy statements, and the like as they may exist from time to time, or other company practices, shall serve to create an actual or implied contract of employment, or to confer any right to remain an employee of Oklahoma Tire Recyclers, LLC, or otherwise to change in any respect the employment-at-will relationship between it and the undersigned, and that relationship cannot be altered except by a written instrument signed by the President of the Company. Both the undersigned and the Company may end the employment relationship at any time, without specified notice or reason.</p> <p>I also understand that (1) the Company has a drug and alcohol policy that provides for pre-employment testing as well as testing after employment; (2) that any offer of employment is conditioned upon successfully passing a pre-employment drug screen and background check; and (3) continued employment is based upon the successful passing of testing under such policy. I further understand that continued employment may be based on the successful passing of job-related physical examinations.</p> <p>I understand that, in connection with the routine processing of the employment application, the Company may request from a consumer-reporting agency an investigative consumer report including information as to my credit records and history, my criminal background, and my character. Upon written request from me, the Company will provide me with additional information concerning the nature and scope of any such report requested by it, as required by the Fair Credit Reporting Act.</p> <p>I understand that should an employment offer be extended to me and accepted that I will fully adhere to the policies, rules and regulations of employment of the Company. I further understand that neither the policies, rules, regulations of employment nor anything said during the interview process shall be deemed to constitute the terms of an implied employment contract. If employed, I understand that the Company may unilaterally change or revise its benefits, policies and procedures and such changes may include a reduction in benefits.</p> <p>I understand that any employment offered is for an indefinite duration and at will and that either I or the Company may terminate my employment at any time with or without notice or cause. I further understand that any employment with the Company shall be probationary for a period of ninety (90) days, and further that at any time during or after the probationary period, my employment relationship with the Company is terminable at will for any reason by either party.</p>	
Signature	Date