



# APPLICATION FOR EMPLOYMENT

We welcome and consider all applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, or any other legally protected status.

SEE THE BOTTOM OF PAGE TWO FOR A LIST OF REQUIRED DOCUMENTS THAT MUST BE PRESENTED BEFORE HIRE

## GENERAL INFORMATION

Name (Last)		Name (First)		(Middle Initial)	Home Telephone
Mailing or Street Address		City	State	Zip Code	Cell Telephone
<b>Tobacco Use &amp; Frequency – Check all that apply</b> <input type="checkbox"/> None <input type="checkbox"/> Cigarettes/Cigars <input type="checkbox"/> Chew/Snuff <input type="checkbox"/> Daily Use <input type="checkbox"/> Occasional Use		Are you legally entitled to work in the U.S.? <input type="checkbox"/> Yes <input type="checkbox"/> No			Date:
Date of Birth: (mm,dd,yr)		Social Security Number:		< Required for Background Check	

## POSITION, PAY RATE, RELOCATION, WORK HOUR & START DATE PREFERENCES

Position or Craft Desired (Engineer, CAD Operator, Secretary, Welder, etc...)		<b>Acceptable Terms:</b> <input type="checkbox"/> Part-Time <input type="checkbox"/> Full-Time <input type="checkbox"/> Temporary	<b>Acceptable Shifts:</b> <input type="checkbox"/> Day <input type="checkbox"/> Night <input type="checkbox"/> Rotating
Do you require any assistance with relocation expenses? <input type="checkbox"/> Yes <input type="checkbox"/> No			
Wage or Salary Desired	Employment Type Desired (Hourly or Salary)	Date Available to Start Work	

## EDUCATION AND TRAINING

High School Graduate Or General Education (GED) Test Passed?  Yes  No If no, please list the highest grade completed:

**College, Business School, Military Experience** (List most recent experience first)

Name and Location	Dates Attended Month/Year	Earned Credits		Graduate	Degree & Year	Major or Subject
		Quarterly or Semester Hours	Other (Specify)			
	From To			<input type="checkbox"/> Yes <input type="checkbox"/> No		
	From To			<input type="checkbox"/> Yes <input type="checkbox"/> No		
	From To			<input type="checkbox"/> Yes <input type="checkbox"/> No		
Occupational License, Certificate or Registration	Number	Issued By		Expiration Date		
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Languages Read, Written or Spoken Fluently Other Than English:

## How Did You Learn About Us? (Please check appropriate response)

Friend  Want Ad or Web  Employment Agency  Relative  Other (Specify)

Please list any friends, relatives or family members employed at Bebc Environmental Controls Corporation

**SPECIAL SKILLS (Please list all pertinent skills and experience in all fields of work and equipment you can operate)**

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**RELEVANT OR RELATED WORK EXPERIENCE (Most Recent First) (Include voluntary work and military experience)**

<b>Employer</b>	<b>Telephone Number</b>	<b>From (Month/Year)</b>
<b>Address</b>		<b>To (Month/Year)</b>
<b>Job Title</b>	<b>Number Employees Supervised</b>	<b>Last Salary</b>
<b>Specific Job Duties:</b>		
<b>Supervisor, Management Contact or Owner's Name:</b>		

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<b>Specific Job Duties:</b>		
<b>Supervisor, Management Contact or Owner's Name:</b>		

**DOCUMENTATION REQUIREMENTS – MUST BE PRODUCED BY POTENTIAL EMPLOYEE BEFORE HIRE**

Bebco Environmental Controls Corporation must utilize the E-Verify program of the Department of Homeland Security and be aware of your criminal record prior to employment. At the time of hire, each potential employee is therefore required to submit the following documents in original form (copies are not acceptable).

**Current Texas Drivers' License or Texas Identification Card - or - Current Resident Alien Card or Work Authorization Card  
Social Security Card; Current Criminal History Report (obtainable from your local police department)**

**TERMS & CONDITIONS OF APPLICATION & POTENTIAL EMPLOYMENT**

By my signature below, I certify information contained in this application is true, correct, and complete. I understand that if I am employed, false or misleading information or documents provided during my application, interview or hiring processes will be justification for immediate dismissal with cause.

I hereby authorize investigation by Bebco Environmental Controls Corporation (hereafter referred to as "Bebco") and or its assigned agents to determine the validity of all information I have provided on this application and the validity of all statements I have made in the course of all recruitment interviews conducted by Bebco. I also hereby authorize background checks by Bebco and or its assigned agents to verify my citizenship status, education, former employment, references, financial history past involvement in litigations, and criminal records, I hereby release all individuals and organizations from all liability, damages, or effects to decisions regarding my eligibility for employment that may arise by providing truthful information to Bebco or its assigned agents during the course of said investigation and background checks, as I herein authorize. I further understand that at Bebco's discretion, and consistent with the job for which I apply, information requested from any of my previous employers and references may include work habits, character, experience, performance, qualifications, and reason for separation from past employment.

Medical and workers compensation information will only be acquired in compliance with the Federal Americans with Disabilities Act (ADA) and/or any other applicable state laws. In compliance with the Fair Credit Reporting Act, I understand that I am entitled to be notified if employment is denied because of information obtained by Bebco or its agents from a consumer reporting agency. I understand this information will only be furnished if requested in writing.

By signature below I agree to provide a urine sample at the facility chosen by Bebco to be tested for the use of controlled substances as a pre-qualification condition. I acknowledge that a positive test result will automatically disqualify me for employment. I understand that at time of testing I must furnish two (2) forms of identification, and that at least one (1) form of said identification must feature a picture of me.

I understand this application shall be considered active for a period of time not to exceed forty five (45) days, but at Bebco's sole discretion will remain on file for a minimum of 1 (one) year. I further understand that to be considered for employment beyond the 45 day period, I must complete a new application.

I hereby understand and acknowledge that my employment relationship with Bebco will be of an "At Will" nature. I understand the term "At Will" means that I may resign at any time and that Bebco may discharge me at anytime with or without cause. I further understand and agree that if I am employed my "At Will" employment relationship with Bebco may not be changed by any written or verbal agreement unless such change is specifically acknowledged in writing, bearing a signature of a duly authorized executive officer of Bebco, and I further understand that my acceptance of an Employment Agreement will be a precondition of permanent basis employment.

I further understand and agree that any employment position offered to me by Bebco will be offered on a minimum ninety (90) day temporary to permanent basis.

I also understand and agree that I am required to abide by all policies, rules, and regulations of Bebco, as issued directly to me, or as issued or presented to any portion(s) of the Bebco staff, whether by means of posting, publishing or inclusion in paycheck envelopes.

Applicant Signature \_\_\_\_\_

Date \_\_\_\_\_

Authorized Bebco Witness Signature \_\_\_\_\_

**WARNING - Signing this form in the absence of an Authorized Bebco Witness will invalidate this application - WARNING**