



# EMPLOYMENT APPLICATION

⌘ Please complete all questions and sections in their entirety. Incomplete applications, including omission of applicant's initials where requested and/or signature are not valid and cannot be accepted. ⌘

**Attention CDL Drivers! (Class A or B): To be considered, you must also fill out the FMCSA/USDOT application.**

RIVER CITY ENVIRONMENTAL, INC.\* is an equal opportunity employer and does not discriminate on the basis of race, color, creed, religion, sex, age, national origin, marital status, physical or mental handicaps, or veteran status. This policy applies to all employment practices and personnel actions.

\*As used in this document, "River City Environmental, Inc." shall mean Company, RCE, River City, River City Snow & Ice, A Advanced, Affordable, CleanWay, Jerry's Septic, Metro Rooter, and any other affiliated company of River City Environmental, Inc.

## PERSONAL INFORMATION:

Name: \_\_\_\_\_ Today's Date: \_\_\_\_\_  
Last First Middle

Other names used: \_\_\_\_\_ Are you 18 years of age or older?  Yes  No

Present Address:

Street City State Zip  
Previous Address (if less than 3 years at present) \_\_\_\_\_

Cell #: \_\_\_\_\_ Phone #: \_\_\_\_\_ E-mail: \_\_\_\_\_

Driver's License/ID #: \_\_\_\_\_ Issuing State: \_\_\_\_\_ Exp Date: \_\_\_\_\_

## EMPLOYMENT DESIRED:

Position: \_\_\_\_\_ Date you can start: \_\_\_\_\_ Desired Rate: \$ \_\_\_\_\_

**IMPORTANT NOTICE: After a conditional offer of employment is made, all candidates will be asked to complete a criminal background disclosure statement and a background check will be conducted before final hiring decision is made.**

**We are a 24/7 facility and respond to emergencies and work requests at all hours, all days. All Employees are required to work varying shifts, weekends, evenings and on-call and must be available for all shifts. Initial here \_\_\_\_\_ Shifts can change at any time, with or without notice. Initial here \_\_\_\_\_ List days/shifts you are NOT available: \_\_\_\_\_**

Are you currently employed?  Yes  No   
If yes, may we contact your current employer?  Yes  No   
May we contact your former employers?  Yes  No   
If referred, by whom: \_\_\_\_\_

Have you ever applied with or worked at River City Environmental, Inc. or one of its affiliated companies?  Yes  No

If yes, Dates: \_\_\_ to \_\_\_ Position: \_\_\_\_\_ Supervisor: \_\_\_\_\_

**EDUCATION:** High School Diploma/GED?   Yes  No

Please list all education and specialized experience you feel relates to the position you are applying for and would help you in the performance of your work in that position. For all education and experience, provide the name of the school or employer; specify degrees, areas of study, training and experience. If additional space is required, please attach separate sheet(s).

Institution Name City/State Degree/Certificate/Diploma Experience/Training

**EXPERIENCE:** Do you have experience in any of the categories listed below? [Check all that apply]

- Inside Sales [#yrs \_\_\_]  Customer Service [#yrs \_\_\_]  Bookkeeping Software \_\_\_\_\_ [#yrs \_\_\_]
- Outside Sales [#yrs \_\_\_]  Computer Skills [Specify \_\_\_\_\_]
- Multi-line phone system [# of lines \_\_\_]  Industry Knowledge [Specify \_\_\_\_\_]
- Welding [#yrs \_\_\_] Certified?  Yes  No  Shop/Fabrication [Specify \_\_\_\_\_ #yrs]
- Languages [Specify \_\_\_\_\_]  Other skills/experience [Specify \_\_\_\_\_]

**FORMER EMPLOYERS:** List your previous employers starting with your most recent.


Employment Dates [Mo Yr]	Company Information	Supervisor / Phone	Position Held	Reason for Leaving
From: _____ / _____ To: _____ / _____	Company: _____ Address: _____ _____			
From: _____ / _____ To: _____ / _____	Company: _____ Address: _____ _____			
From: _____ / _____ To: _____ / _____	Company: _____ Address: _____ _____			
From: _____ / _____ To: _____ / _____	Company: _____ Address: _____ _____			
From: _____ / _____ To: _____ / _____	Company: _____ Address: _____ _____			

**REFERENCES:** Please list names and contact information for two individuals you have worked for or with professionally. Instructors/professors are okay. Do NOT list friends, parents of friends or family members.

Company Name and Address	Working Relationship	Phone	Name
Company Name and Address	Working Relationship	Phone	Name

**PHYSICAL & MENTAL IMPAIRMENTS:** No applicant will be rejected as a result of an impairment which, with reasonable accommodation, prevents him/her from performing the work normally involved in the position for which they are applying. Are you capable of lifting up to 75 pounds, with or without reasonable accommodations?  Yes  No  
If no, explain: \_\_\_\_\_

**DRUG/SUBSTANCE TESTING:** I understand that River City Environmental, Inc. does not permit the use of drugs, illegal or legal, or any other substances including alcohol during working hours, nor may employees be impaired by drugs, substances or alcohol while at work. This includes, but is not limited to, while working or not working when on company property, at and on customer job sites, driving or in transition from one job to another whether in personal or company vehicles. Violations of this policy may result in immediate termination in accordance with company policy. I understand that if I begin employment prior to RCE receiving the results of the above defined test(s) and the test results are positive (failing), including a result of 'invalid', my employment will be terminated immediately. *Initial here* \_\_\_\_\_

<p><b>VERIFICATION OF ACCURATE INFORMATION:</b> THIS COMPANY PARTICIPATES IN THE US DEPARTMENT OF HOMELAND SECURITY SOCIAL SECURITY ADMINISTRATION E-VERIFY PROGRAM.</p>		
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I hereby certify that the answers and other information on this application are true and correct to the best of my knowledge. I understand that misrepresentation or omission of facts on my part, intentionally or unintentionally, will be justification for dismissal.

I authorize investigation of all statements and information contained herein and I specifically authorize the references listed above to give you any and all information concerning my previous employment and any pertinent information they may have relating to my qualifications. I release all parties from all liability for all damage that may result from furnishing the same to you.

I understand that this application is not an offer of employment. If given employment, I hereby agree that such employment is at-will and may be terminated by the Company at any time with or without advance notice and with or without cause.

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

THIS APPLICATION BECOMES VOID AFTER 60 DAYS UNLESS RENEWED BY YOU.