

Victory Metals and Recycling Victory Rolloff Job Application

Name: _____

Address: _____

Home Phone: _____ Work Phone: _____ Social Security number: ____-____-_____

Person to contact in an emergency: _____ Phone: _____

Date of Birth: _____

Job Objective: _____ Date you can start: _____

Are you at least 18 years old? Yes No

Are you currently employed? Yes No

May we contact your present employer? Yes No

Are you prevented from lawfully becoming employed in this
country because of Visa or Immigration Status? Yes No

Proof of citizenship or immigration status will be required upon employment.

Are you available to work: Full Time Part Time

Are you currently on "lay-off" status and subject to recall? Yes No

Have you ever been convicted of a felony? Yes No

If yes, please explain: _____

Employment Record (starting with current or most recent position)

Dates of Employment	Name & Address of business	Title/Position	Duties	Supervisor and Supervisor phone number	Reason for leaving

Work References

Name	Phone #	Email address	Years known	Personal or Work?

CONSENT FOR PRE-EMPLOYMENT, RANDOM, OR REASONABLE SUSPICION DRUG TEST SCREEN AND RELEASE COVENANT NOT TO SUE AND INDEMNITY AGREEMENT

I hereby CONSENT to allow (medical center) to take a specimen of my hair, urine, or blood and submit it for a pre-employment, random, or reasonable suspicion drug test screen IF REQUESTED by Victory Metals & Recycling, LLC. I FURTHER CONSENT to allow the laboratory testing service to make the results of such screen available to the prospective or current employer, Victory Metals & Recycling, Victory Rolloff, or Victory Transportation.

In consideration for such services being rendered on my behalf, I hereby RELEASE the laboratory testing service, its officers, agents, and employees, from any and all claims which I might otherwise have due to such results being made so available. I hereby CONSENT NOT TO FILE ANY ACTION at law or in equity against Victory Metals & Recycling, Victory Rolloff, or Victory Transportation, the laboratory testing service, their respective officers, agents or employees in connection with the results of such screen being made so available, and I hereby agree to INDEMNIFY and SAVE HARMLESS Victory Metals & Recycling, Victory Rolloff, or Victory Transportation, the laboratory testing service, their respective officers, agents, and employees from all damages, expenses, reasonable attorney's fees, and costs of court which they or any of them may suffer or incur, jointly or severally, due to the results of such screen being made so available. SIGNED this _____ day of _____, 20__.

Signature:

Victory Metals & Recycling and Victory Rolloff Background Check Policy

Purpose:

Victory Metals and Recycling believes that hiring qualified individuals contributes to our overall strategic success. Background checks serve as an important part of the selection process. The information we collect helps Victory Metals and Recycling promote a safe work environment for our current and future employees. Background checks also help us obtain information necessary to determine an applicant's overall employability and to ensure the protection of Victory Metals and Recycling's physical property, proprietary information and other assets. Victory Metals and Recycling complies with all applicable federal, state and local laws, including fair employment practices and equal employment opportunity, when conducting background checks.

Procedure:

At Victory Metals and Recycling background checks will be conducted on all job applicants applying for sensitive positions. These include positions involving security and financial responsibilities, as well as other positions determined by Victory Metals and Recycling to be sensitive. Victory Metals and Recycling will use a third-party agency to conduct the background checks to verify the accuracy of the information provided by the applicant during the selection process. Information collected by the agency includes past employment, education, character, finances and reputation. Victory Metals and Recycling will ensure that all background checks are conducted in compliance with all applicable federal and state statutes, such as the Fair Credit Reporting Act and the Americans with Disabilities Act. The information that can be collected from previous employers and other sources will be limited to that which is job-related and pertains to the quality and quantity of work performed by the applicant and to the applicant's attendance record, education and other lawful, work-related inquiries. The human resources department, along with appropriate management personnel, will be primarily responsible for the background check process.

Criminal Arrest and Conviction Records

Victory Metals and Recycling requires a criminal history check for all full-time, part-time and temporary employees upon hire once a conditional offer of employment has been extended by the hiring manager. Although a disqualification is possible, in accordance with federal and state laws, a previous conviction does not automatically disqualify an applicant from consideration for employment with Victory Metals & Recycling. Depending on a variety of factors (for example, the nature of the position, the nature of the conviction, age of the candidate when the illegal activity occurred), the candidate may still be eligible for employment with Victory Metals and Recycling. However, if an applicant attempts to withhold information or falsify information pertaining to previous convictions, the employee will be disqualified from further employment consideration in any position with the company due to falsification of an application.

Credit Reports

Victory Metals and Recycling may collect credit information on applicants consistent with the guidelines set forth by the federal Fair Credit Reporting Act (FCRA). The FCRA requires organizations to obtain a candidate's written authorization before obtaining a credit report. When doing this, the employer must:

- Certify to the consumer-reporting agency that the employer is in compliance with the FCRA and will not misuse the information it receives.
- Disclose to the applicant or employee, on a separate form, its plans to obtain a consumer or investigative consumer report and that the information received will be used solely for employment purposes.
- Inform the individual of his or her right to request additional information on the nature of the report and the means through which such information may be obtained.

- Inform the applicant that the report will include information about the individual's character, general reputation and personal characteristics.
- Provide the individual with a summary of his or her rights under the FCRA. If the results of the credit check are negative, Victory Metals and Recycling will inform the applicant before taking adverse action based on the results, provide the applicant with a Statement of Consumer Rights from the Federal Trade Commission, offer the applicant the opportunity to review a copy of the credit report, and advise the applicant of his or her rights to dispute inaccurate information.

Applicants should be granted reasonable time to dispute the information (approximately three to five days). Victory Metals and Recycling may collect credit information on applicants consistent with the guidelines set forth by the federal Fair Credit Reporting Act (FCRA). The FCRA requires organizations to obtain a candidate's written authorization before obtaining a credit report.

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Signature

Date