



## Security Information

1. Do you have a current arrest warrant out on you, regardless of offence or violation? Yes \_\_\_ No \_\_\_

If yes, explain: \_\_\_\_\_

\_\_\_\_\_

2. Are you currently barred from entry to a Federal installation or facility? Yes \_\_\_ No \_\_\_

If yes, explain: \_\_\_\_\_

\_\_\_\_\_

3. Have you been convicted of crimes encompassing sexual assault, armed robbery, rape, child molestation, production or possession of child pornography, trafficking in humans, drug possession with intent to sell or drug distribution? Yes \_\_\_ No \_\_\_

If yes, explain: \_\_\_\_\_

\_\_\_\_\_

4. Do you have a U.S. conviction for espionage, sabotage, and/or treason? Yes \_\_\_ No \_\_\_

If yes, explain: \_\_\_\_\_

\_\_\_\_\_

5. Are you a registered sex offender? Yes \_\_\_ No \_\_\_

If yes, explain: \_\_\_\_\_

\_\_\_\_\_

6. Have you had a felony conviction within the past 10 years, regardless of the offence or violation? Yes \_\_\_ No \_\_\_

If yes, explain: \_\_\_\_\_

\_\_\_\_\_

7. Have you been convicted of a felony firearms or explosive violation? Yes \_\_\_ No \_\_\_

If yes, explain: \_\_\_\_\_

\_\_\_\_\_

8. Have you been convicted of driving under the influence violation? Yes \_\_\_ No \_\_\_

If yes, explain: \_\_\_\_\_

\_\_\_\_\_

**EMPLOYMENT RECORD:** List below your last four employers, starting with the last one first.

Date Month and Year	Name of Employer Address Phone Number	Salary (upon leaving)	Position	Reason for leaving
From				
To				
From				
To				
From				
To				
From				
To				

**REFERENCES** List below three persons not related to you, whom you have known at least one year.

Name	Phone & Address	Position	Years Acquainted
1			
2			
3			

**If you are to be hired by R. C. Paving, Inc., you will be required to attest to your identity and employment eligibility, and to present documents confirming your identity and employment eligibility. You cannot be hired if you cannot comply with these requirements.**

**AUTHORIZATION**

I certify that the facts contained in this application (and accompanying resume, if any) are true and complete to the best of my knowledge. I understand that any false statement, omission, or misrepresentation on this application is sufficient cause for refusal to hire, or dismissal if I have been employed, no matter when discovered by R. C. Paving, Inc.

I understand that any employment is conditioned on a background check. I authorize the R. C. Paving, Inc. to thoroughly investigate all statements contained in my application or resume, and I authorize my former employers and references to disclose information regarding my former employment, character and general reputation to R. C. Paving, Inc., without giving me prior notice of such disclosure. In addition, I release R. C. Paving, Inc., any former employers and all references listed above from any and all claims, demands or liabilities arising out of or related to such investigation or disclosure.

**I understand and agree that nothing contained in this application, or conveyed during any interview, is intended to create an employment contract. I further understand and agree that if I am hired, my employment will be “at will” and without fixed terms, and may be terminated at any time, with or without cause and without prior notice, at the option of either myself or R. C. Paving, Inc. No promises regarding employment have been made to me, and I understand that no such promise or guarantee is binding upon R. C. Paving, Inc. unless made in writing.**

If I am offered employment I agree to submit to a medical examination and drug test before starting work. If employed, I also agree to submit to a medical examination or drug test at any time deemed appropriate by the R. C. Paving, Inc. and as permitted by law. I consent to such examinations and tests, and I request that the examining doctor disclose to the R. C. Paving, Inc. the results of the examination, which results shall remain confidential and segregated from my personnel file. I understand that my employment or continued employment, to the extent permitted by law, is contingent upon satisfactory medical examinations and drug test, and if I am hired a condition of my employment will be that I abide by R. C. Paving, Inc.’s Drug and Alcohol Policy.

In accordance with the provisions of Section 604 (b)(A) of the Fair Credit Reporting Act, Public Law 91-508, as amended by the Consumer Credit Reporting Act of 1996 (Title II, Subtitle D, Chapter I, of Public Law 104-208), you are being informed that reports verifying your previous employment, previous drug and alcohol test results, and your driving record may be obtained on your for employment purposes. These reports are required by Section 382.413, 391.23, and 391.25 of the Federal Motor Carrier Safety Regulations. I authorize you to make such investigation and inquire of my personal, employment, financial, medical or driving history and other related matters as may be necessary in arriving at a qualification decision.

I understand that filling out this form does not indicate there is a position open and does not obligate R. C. Paving, Inc. to hire. If hired, I agree to abide by all R. C. Paving, Inc. work rules, policies and procedures. R. C. Paving, Inc. retains the right to revise its policies or procedures, in whole or in part, at any time.

Date

Signature

\_\_\_\_\_  
(Name of Job Applicant/Employee)

\_\_\_\_\_  
(Street Address)

\_\_\_\_\_  
(City, State, Zip Code)

Dear R. C. Paving, Inc.:

Consumer reports may be obtained as part of the evaluation of my job application/employment by R. C. Paving, Inc. The reports may be procured by R. C. Paving, Inc., and may include my driving record & assessment of my insurability under the Company's insurance coverages or other consumer reports. By signing this disclosure, I hereby authorize the Company to procure such reports and additional reports about me from time to time, as it deems appropriate to evaluate my insurability or for other permissible purposes.

CDL Drivers:

In accordance with the provisions of Section 604 (b)(A) of the Fair Credit Reporting Act, Public Law 91-508, as amended by the Consumer Credit Reporting Act of 1996 (Title II, Subtitle D, Chapter I, of Public Law 104-208), you are being informed that reports verifying your previous employment, previous drug and alcohol test results, and your driving record may be obtained on your for employment purposes. These reports are required by Section 382.413, 391.23, and 391.25 of the Federal Motor Carrier Safety Regulations.

Sincerely,

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Printed Name)

\_\_\_\_\_  
(Social Security Number)

\_\_\_\_\_  
(License #, State, Date of Birth)

\_\_\_\_\_  
(Date)