

## EMPLOYMENT APPLICATION

# ISI IS PROUD TO BE AN EQUAL OPPORTUNITY EMPLOYER. ALL QUALIFIED APPLICANTS WILL RECEIVE CONSIDERATION WITHOUT REGARD TO RACE, COLOR, RELIGION, GENDER, NATIONAL ORIGIN, AGE, DISABILITY, VETERAN STATUS OR ANY OTHER PROTECTED STATUS.

Last Name	First Nam	e	MI	Date				
Street Address				Home	Phone			
City	State		Zip	Cell Ph	none			
				(	)			
Email Address					Security # NGER REQUIRED			
Position Desired		Preferred Pa	iy Rate		ble for overtime? s $\Box$ No			
How did you hear	r about this position ( <u>please</u>	provide nam	e of source)?					
🗆 Employee F	leferral		Internet		□ ISI Website			
Newspaper			🗆 Radio					
Television			Other					
Billboard	(location)		$\Box$ Sign in front of offi	се	□ Walk-in			
Have you ever applied for employment with ISI? Have you ever worked for ISI?								
□ Yes □ No If yes, when? □ Yes □ No If yes, when			when?					
When will you be	available to begin work?	Are you leg	ally eligible to work in the Ur ligibility is required on the firs	nited States?	🗆 Yes 🗆 No			
Are you over the	age of 18 years?		Do you have a valid driver's Answer for driving positions of		🗆 Yes 🗆 No			
Have you been convicted of any DUI or moving violations in the past 5 years? Driving positions only.   Yes  Vo								
If yes, briefly explain:								
Certain positions weeks. If require	Sertain positions at ISI (e.g., Millwright) require frequent travel with out-of-town stays of up to 3 veeks. If required, is this condition acceptable? $\Box$ Yes $\Box$ No							
If no, how often	f no, how often or what percentage of the time can you travel?							
Have you ever been convicted of a felony or a misdemeanor involving any violent act, use or possession of a weapon, or act of dishonesty for which the record has not been sealed or expunged? $\Box$ Yes $\Box$ No								
If yes, please briefly describe the nature of the crime(s), date and place of conviction, and legal disposition of case(s):								
			ne result of a criminal convicti vance to the duties of the pos					
Are you currently recognizance per		a current war	rant for arrest, or released o	n your own	🗆 Yes 🗆 No			



Last Name

First Name

<b>ON/TRAINING</b>	School	Name and	Location of School	Course of Study	No. of Years Completed	Did you graduate?	Degree/ Diploma		
	High School					🗆 Yes 🗆 No			
	If you did not graduate from high school, have you received your GED?					□ No	ł		
	Trade/Technic	I				🗆 Yes 🗆 No			
	College					🗆 Yes 🗆 No			
ATIO	Graduate					🗆 Yes 🗆 No			
DUCA		List any academic honors, scholarships, offices held, etc. (Do not list any which reflect your race, color, religion, gender, national origin, age, disabilities or veteran status.)							
Ξ	Describe any specialized training, apprenticeships, licenses, certifications or skills.								
X	Did you ever s	erve in the United	States military?			□ No			
2	Period of service From: To:								
ITA	Rank at time of discharge:								
Please describe the type of training and work experience that you received while in the military.									
	Beginning with current or most recent employer, continue with all past employment. Use additional sheets, if needed.								
			most recent emplo	yer, continue wi	ith all past	employment. U	se additional		
	sheets, if no		most recent emplo	yer, continue wi	ith all past	employment. U Phone Number	se additional		
	sheets, if no	eded.	most recent emplo	yer, continue wi	ith all past	r	se additional		
	sheets, if no <b>1</b>	of Company		City	ith all past	Phone Number			
DRY R	sheets, if no 1 Name Street Address	of Company		City e & Title	ith all past	Phone Number State Starting salary	Zip Ending salary		
TOR	sheets, if no       1     Name       Street Address       From (Month/N       Job Title(s)	of Company	r) Supervisor's Name Briefly describe your	City e & Title	ith all past	Phone Number State Starting salary	Zip Ending salary \$		
R	sheets, if no         1       Name         Street Address         From (Month/N         Job Title(s)         Reason for lea	r) To (Month/Yi	<ul> <li>Supervisor's Name</li> <li>Briefly describe your</li> <li>n)</li> </ul>	City e & Title	ith all past	Phone Number State Starting salary \$ May we contact	Zip Ending salary \$		
HISTOR	sheets, if no         1       Name         Street Address         From (Month/N         Job Title(s)         Reason for lea         Please explain	r) To (Month/Yi	<ul> <li>Supervisor's Name</li> <li>Briefly describe your</li> <li>n)</li> </ul>	City e & Title	ith all past	Phone Number State Starting salary \$ May we contact	Zip Ending salary \$		
HISTOR	sheets, if no         1       Name         Street Address         From (Month/N)         Job Title(s)         Reason for lea         Please explain	r) To (Month/Yi	<ul> <li>Supervisor's Name</li> <li>Briefly describe your</li> <li>n)</li> </ul>	City e & Title	ith all past	Phone Number State Starting salary \$ May we contact Yes □ No	Zip Ending salary \$		
TOR	sheets, if no         1       Name         Street Address         From (Month/N)         Job Title(s)         Reason for lea         Please explain         2	r) To (Month/Yi r) To (Month/Yi ring (briefly explai any period betwee of Company	r) Supervisor's Name Briefly describe your n)	City e & Title job duties	ith all past	Phone Number State Starting salary \$ May we contact Yes □ No Phone Number	Zip Ending salary \$ this employer?		
HISTOR	sheets, if no         1       Name         Street Address         From (Month/N         Job Title(s)         Reason for lea         Please explain         2         Street Address	r) To (Month/Yi r) To (Month/Yi ring (briefly explai any period betwee of Company	r) Supervisor's Name Briefly describe your n)	City e & Title job duties City e & Title	ith all past	Phone Number State Starting salary  May we contact Yes  No Phone Number State Starting salary	Zip Ending salary \$ this employer? Zip Ending salary		
HISTOR	sheets, if no         1       Name         Street Address         From (Month/N         Job Title(s)         Reason for lea         Please explain         2         Street Address         From (Month/N         Job Title(s)         Street Address         From (Month/N         Job Title(s)	r) To (Month/Yi r) To (Month/Yi ring (briefly explai any period betwee of Company	<ul> <li>Supervisor's Name</li> <li>Briefly describe your</li> <li>n)</li> <li>in jobs</li> <li>Supervisor's Name</li> <li>Briefly describe your</li> </ul>	City e & Title job duties City e & Title	ith all past	Phone Number State Starting salary  May we contact Yes  No Phone Number State Starting salary	Zip Ending salary \$ this employer? Zip Ending salary \$ this employer?		



Company			Ph	one Number	
		City		State	Zip
To (Month/Yr)	Supervisor's Name & T	itle	Sta \$	arting salary	Ending salary \$
	Briefly describe your job	duties	I		
g (briefly explain)					this employer?
y period between	jobs		ı		
Company			Ph	one Number	
		City	I	State	Zip
To (Month/Yr)	Supervisor's Name & T	itle	Sta \$	arting salary	Ending salary \$
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Company			Ph	one Number	
		City	I	State	Zip
To (Month/Yr)	Supervisor's Name & T	ïtle	Sta \$	arting salary	Ending salary \$
_1	Briefly describe your job	duties	I		
g (briefly explain)					this employer?
y period between	jobs				)
d be considered	d in evaluating your	qualifications for e	mploym	ent. ( <i>Do not</i>	t list any which
	g (briefly explain) y period between Company To (Month/Yr) g (briefly explain) y period between Company To (Month/Yr) g (briefly explain) y period between g (briefly explain) y period between	Briefly describe your job         g (briefly explain)         y period between jobs         Company         To (Month/Yr)       Supervisor's Name & T         Briefly describe your job         g (briefly explain)         y period between jobs         Company         To (Month/Yr)         Supervisor's Name & T         g (briefly explain)         y period between jobs         Company         To (Month/Yr)         Supervisor's Name & T         Briefly describe your job         g (briefly explain)         y period between jobs         g (briefly explain)         y period between jobs	To (Month/Yr)       Supervisor's Name & Title         Briefly describe your job duties         g (briefly explain)         y period between jobs <sup>C</sup> Company         City         To (Month/Yr)         Supervisor's Name & Title         Briefly describe your job duties         g (briefly explain)         y period between jobs <sup>C</sup> Company         City         To (Month/Yr)         Supervisor's Name & Title         g (briefly explain)         y period between jobs <sup>C</sup> Company <sup>C</sup> Company <sup>C</sup> Company <sup>G</sup> (Month/Yr)         Supervisor's Name & Title         Briefly describe your job duties         g (briefly explain)         y period between jobs <sup>C</sup> company         g (briefly explain)         y period between jobs	To (Month/Yr)       Supervisor's Name & Title       Sta         Briefly describe your job duties       g (briefly explain)       []         y period between jobs       []         Company       Ph         City       []         To (Month/Yr)       Supervisor's Name & Title         Briefly describe your job duties       []         g (briefly explain)       []         y period between jobs       []         Company       []         g (briefly explain)       []         y period between jobs       []         Company       []         To (Month/Yr)       Supervisor's Name & Title         Sta       []         G (briefly explain)       []         y period between jobs       []         Company       []         []       []         []       []         []       []         []       []         []       []         []       []         []       []         []       []         []       []         []       []         []       []         []       [] <td< th=""><th>To (Month/Yr)       Supervisor's Name &amp; Title       Starting salary         Briefly describe your job duties       May we contact         g (briefly explain)       May we contact         y period between jobs       City         Company       Phone Number         Company       Phone Number         To (Month/Yr)       Supervisor's Name &amp; Title       Starting salary         Briefly describe your job duties       g (briefly explain)       May we contact         g (briefly explain)       May we contact       Yes         g (briefly explain)       May we contact       Yes         Company       Phone Number       City       State         To (Month/Yr)       Supervisor's Name &amp; Title       Starting salary       No         g (briefly explain)       City       State       No         To (Month/Yr)       Supervisor's Name &amp; Title       Starting salary       \$         To (Month/Yr)       Supervisor's Name &amp; Title       Starting salary       \$         g (briefly explain)       Gity       Starting salary       \$         g (briefly explain)       May we contact       Yes       No         g (briefly explain)       May we contact       Yes       No   </th></td<>	To (Month/Yr)       Supervisor's Name & Title       Starting salary         Briefly describe your job duties       May we contact         g (briefly explain)       May we contact         y period between jobs       City         Company       Phone Number         Company       Phone Number         To (Month/Yr)       Supervisor's Name & Title       Starting salary         Briefly describe your job duties       g (briefly explain)       May we contact         g (briefly explain)       May we contact       Yes         g (briefly explain)       May we contact       Yes         Company       Phone Number       City       State         To (Month/Yr)       Supervisor's Name & Title       Starting salary       No         g (briefly explain)       City       State       No         To (Month/Yr)       Supervisor's Name & Title       Starting salary       \$         To (Month/Yr)       Supervisor's Name & Title       Starting salary       \$         g (briefly explain)       Gity       Starting salary       \$         g (briefly explain)       May we contact       Yes       No         g (briefly explain)       May we contact       Yes       No



ES	Please list three <u>professional</u> references, providing as much of the information requested as you have available. Do not list the supervisors listed under "Work History" or any of your relatives.							
S	Name	Address	Phone Number	Relationship	Years Known			
R E								
EFE								
2								
	· · · · · · · · ·	*PLEASE READ CAREFULL	Y BEFORE SIGNIN	G*				
		the application/interview process:	east complete and accu	urate information when sub	mitting			
	application materials.	to provide, to the best of my ability, con "Application materials" include, without ovide, during the application/interview pr	limitation, the following					
	<ul> <li>this application;</li> </ul>							
	, ,	nd/or requested materials; not solicited by ISI that I provide during	the application/intervie	w process'				
ш		le or information provided during any inte						
S	,	le or information provided during general	•	51 ,				
LEA	<ol> <li>Knowingly or negligently falsifying, misrepresenting or omitting any facts relevant to potential employment at ISI will be adequate cause for denial of employment or immediate termination regardless of the timing or circumstances of discovery.</li> </ol>							
	3. This information will be used to determine my suitability for employment with ISI.							
<ul> <li>4. At ISI's sole discretion, I may or may not be considered for the position for which I have applied.</li> <li>5. At ISI's sole discretion, I may or may not be offered employment with ISI.</li> </ul>								
z	<ul> <li>I unconditionally release ISI from any liability for any damage that may result from having furnished these application materials. I also unconditionally release ISI from any liability for any damages that may result from my failure to be hire a position at ISI.</li> </ul>							
<b>[FICATIO</b>	My acceptance of an offer of employment with ISI, if one is extended, indicates my acceptance of ISI's policies, rules and regulations. I understand that ISI is an "at-will" employer, meaning that the employment relationship may be terminated at any time by either party, with or without cause, and with or without notice. I also understand that no contract of employment, either express or implied, is created by any statement or representation, either oral or written, made by any representative or agent of ISI. No representative or agent of ISI, other than the CEO, has the authority to alter or revoke the at-will status of any employee or prospective employee, and any such alteration or revocation must be in writing to be considered valid. I understand that ISI has complete discretion to administer, interpret, modify, discontinue, enhance or otherwise change all policies, procedures, benefits or other terms or conditions of employment.							
<b>CERT</b>	I authorize ISI to investigate any information provided in my application materials. I authorize any and all schools, current or former employers, references, courts, law enforcement agencies, consumer reporting agencies, and any others who have information about me to provide such information to ISI and/or any of its representatives, agents or vendors and <u>I release all parties involved from any liability for any damages that may result from providing such information</u> .							
	My signature below indicates my acceptance, acknowledgement and understanding of the above statements. I also acknowledge receipt and understanding of ISI's Fair Credit Reporting Act Disclosure Statement.							
		//////////_						
	Applicant Signature	Date						
	Print Name							
EOE	<b>RECEIVE CONSIDERA</b>	AN EQUAL OPPORTUNITY EMPLO TION WITHOUT REGARD TO RAC ILITY, VETERAN STATUS OR ANY	E, COLOR, RELIGI	ON, GENDER, NATION				



## VOLUNTARY SELF-IDENTIFICATION

	ISI IS PROUD TO BE AN EQUAL OPPORTUNITY EMPLOYER. ALL QUALIFIED APPLICANTS WILL RECEIVE CONSIDERATION WITHOUT REGARD TO RACE, COLOR, RELIGION, GENDER, NATIONAL ORIGIN, AGE, DISABILITY, VETERAN STATUS OR ANY OTHER PROTECTED STATUS.						
H	The federal government requires ISI to maintain records on the gender and race/ethnic origin of our applicants, and that we invite applicants to identify their disabled or veteran status. In order to comply with these requirements, we are requesting that you supply the information sought below. <b>Providing this information is completely voluntary, and declining to do so will have no effect on the likelihood of obtaining employment with ISI. Likewise, any answers that you provide will not be used in making an employment decision.</b> All information supplied will be kept confidential and separate from your application, except as appropriate personnel may need to be informed, and as government officials request such information to review ISI's compliance with certain executive orders and laws. Your cooperation is greatly appreciated.						
.SEC.	Pos	sition(s) applied for:	Date				
2	Na	me (optional; please print)					
REQ	Ge	ender (check one):					
2		nce/Ethnic Group (check one):					
z		Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture	e or origin regardless of race.				
E		White (Not Hispanic or Latino): A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.					
Ψ Α		Black or African American (Not Hispanic or Latino): A person having origins in any of the black racial groups of Africa.					
<b>N</b>		Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino): A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.					
<b>INFORMATION</b>	_	Asian (Not Hispanic or Latino): A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.					
ACTION		American Indian or Alaska Native (Not Hispanic or Latino): A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.					
E		Two or More Races (Not Hispanic or Latino): All persons who identify with more than one of the above five races.					
<b>V</b>	Ve	eteran Status:					
ATIVE /		Special Disabled Veteran: Defined as a veteran who is entitled to disability compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Veterans Administration for a disability (I) rated at 30% or more, or (ii) rated at 10 or 20% in the case of a veteran who has been determined under Section 1506 to have a serious employment disability, or a person who was discharged from active duty because of a service-connected disability.					
AFFIRM/		Veteran of the Vietnam Era: Defined as a veteran who (a) served on active duty in the Republic of Vietnam between February 28, 1961 and May 7, 1975, or (b) served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975, and was discharged or released therefrom with other than a dishonorable discharge, or (c) was discharged or released from active duty for a service-connected disability if any part of his or her active duty was performed between August 5, 1964 and May 7, 1975.					
◄		Other Eligible Veteran: Defined as any veteran who served in a "war" declared by Congress, in a campaign or on an e campaign badge, a service medal, or an expeditionary medal has been awarded.	expedition for which a				
	Ot	her:					
		<b>Individual with Disabilities:</b> Defined as a person who (1) has a physical or mental impairment which substantially limits or major life activity(s), (2) has a record of such impairment(s), or (3) is regarded as having suc purposes of this definition, an individual with disability(s) is substantially limited if he or she is difficulty in securing, retaining, or advancing in employment because of the disability(s).	ch impairment(s). For				
HR	HR USE ONLY Job Group Requisition #						



## FAIR CREDIT REPORTING ACT DISCLOSURE STATEMENT

#### APPLICANT:

Please read the following statement.

Detach and retain this Disclosure Statement for your records.

#### NOTE:

### • AT THIS TIME, ISI DOES NOT ATTEMPT TO OBTAIN THE FINANCIAL CREDIT HISTORY, CREDIT RATINGS OR ANY INFORMATION REGARDING THE GENERAL CREDIT-WORTHINESS OF ITS APPLICANTS.

• IF ISI, AT ITS SOLE DISCRETION, DETERMINES THAT SUCH CREDIT INFORMATION IS RELEVANT TO A PARTICULAR VACANT POSITION AND YOU HAVE APPLIED FOR THAT POSITION, WE WILL NOTIFY YOU OF OUR INTENT TO GATHER THIS INFORMATION. NOTIFICATION WILL BE VIA A REVISED DISCLOSURE DELIVERED TO YOU PRIOR TO CONSIDERING YOU FOR EMPLOYMENT.

Industrial Service & Installation, Inc. (ISI), when considering your application for employment, when deciding whether to offer you employment, when deciding whether to continue your employment (if you are hired), and when making other employment-related decisions directly affecting you, may wish to obtain and use a "consumer report" from a "consumer reporting agency." These terms are defined in the Fair Credit Reporting Act (FCRA), which applies to you. As an applicant for employment or an employee of ISI, you are a "consumer" with rights under the FCRA.

A *consumer reporting agency* is a person or business that, for monetary fees, dues, or on a cooperative nonprofit basis, regularly assembles or evaluates consumer credit information on consumers for the purpose of furnishing consumer reports to others, such as, ISI.

A consumer report is any written, oral or other communication of any information by a consumer reporting agency bearing on a consumer's character, general reputation, personal characteristics or mode of living which is used or collected for the purpose of establishing the consumer's eligibility for employment purposes. For ISI purposes, a consumer report will consist of a criminal background check, employment verification, reference checking, and may consist of educational verification and civil litigation records check.

If ISI obtains a consumer report about you, and if ISI considers any information in the consumer report when making an employment-related decision that directly and adversely affects you, you will be notified before the decision is finalized and you will be provided with a copy of the consumer report.

You may also contact the Federal Trade Commission about your rights under the FCRA as a consumer with regard to consumer reports and consumer reporting agencies.

FCRA DISCLOSURE