

**SOUTH TAHOE REFUSE COMPANY, INC.  
TAHOE BASIN CONTAINER SERVICE  
DOUGLAS DISPOSAL, INC., SIERRA DISPOSAL  
SERVICE**

**2140 Ruth Avenue  
South Lake Tahoe, CA 96150**

**Important Information to Know When Filling  
Out An Application for Employment With  
SOUTH TAHOE REFUSE COMPANY, INC.  
TAHOE BASIN CONTAINER SERVICE  
DOUGLAS DISPOSAL, INC.  
SIERRA DISPOSAL SERVICE**

1. All areas of the application must be filled out completely and accurately. Please fill in the required information directly on the application and do not indicate "see resume".
2. Applications are destroyed after six (6) months. If you have not been contacted by that time, you are welcomed to submit a new application.
3. If you are offered a position with STR, TBC, DDI or SDS, be aware that we may verify all of the information that you have written on the application, as well as your resume. If there is a discrepancy in your information, the job offer may be withdrawn or your employment may be terminated. It is important to be sure that what you have written is correct.
4. Positions with STR, TBC, DDI or SDS are employment at will. Employment at will may be terminated at the will of either the employer or the employee. Employment may be terminated with or without cause and with or without notice at any time by you or your Company.
4. If you have any questions about completing the application, it is important to please ask the STR, TBC, DDI or SDS representative who has been assisting you. Thank you for your cooperation.

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**Applicant Acknowledgement**

My signature below indicates that I have read and understand the importance of supplying accurate information on the application. I am also aware of the possibility of an offer of employment being withdrawn if any of the information is not correct.

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Signature of Applicant

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Date

**SOUTH TAHOE REFUSE COMPANY, INC.**  
**TAHOE BASIN CONTAINER SERVICE**  
**DOUGLAS DISPOSAL, INC., SIERRA DISPOSAL SERVICE**  
**2140 Ruth Avenue**  
**South Lake Tahoe, CA 96150**  
**APPLICATION FOR EMPLOYMENT**

Thank you for considering our companies (STR, TBC, DDI, SDS) in your job search. STR, TBC, DDI, and SDS are equal employment opportunity employers and do not discriminate on the basis of sex, age, race, color, religion, national origin, mental or physical disability, marital status or military service or any state or federally protected classifications. No application will be rejected as a result of a disability that, with reasonable accommodation, does not prevent performance of the essential job duties.

**CONFIDENTIAL**

**Please complete by printing in dark ink, complete all questions, and sign your initials and name on the last page where indicated.**

\_\_\_\_\_  
Date

**PERSONAL INFORMATION**

LAST NAME	FIRST NAME	MIDDLE INITIAL
STREET ADDRESS	CITY AND STATE	ZIP CODE
HOME PHONE NUMBER	WORK PHONE NUMBER	DATE YOU CAN BEGIN
E-MAIL ADDRESS	POSITION APPLIED FOR	SALARY DESIRED

LEVEL AND TYPE OF EDUCATION	SCHOOL NAME	CITY AND STATE	LAST YEAR COMPLETED	DID YOU GRADUATE?
HIGH SCHOOL			__9 __10 __11 __12	__ YES __ NO
COLLEGE OR UNIVERSITY				DEGREE
OTHER SCHOOLS				CERTIFICATE OR LICENSE

SPECIAL SKILLS
Software Applications:
Other Skills:

**EMPLOYMENT RECORD**

Please list your most recent jobs first. Include military service as part of your employment record. If you have a resume, please attach it to this form.

Employer	Address
Telephone Number	Supervisor's Name
Job Title	Dates of Employment (month and year)
	From: _____ To: _____
Starting Salary	Ending Salary
Reason for Leaving	Essential Job Duties

Employer	Address
Telephone Number	Supervisor's Name
Job Title	Dates of Employment (month and year)
	From: _____ To: _____
Starting Salary	Ending Salary
Reason for Leaving	Essential Job Duties

Employer	Address
Telephone Number	Supervisor's Name
Job Title	Dates of Employment (month and year)
	From: _____ To: _____
Starting Salary	Ending Salary
Reason for Leaving	Essential Job Duties

**GENERAL INFORMATION**

May we contact your present employer?	__ yes __ no
Do you have the legal right to work in the United States? If hired, you will be required to provide identification to prove eligibility for employment.	__ yes __ no
Have you been employed or attended school using any other name? If yes, please indicate names previously used:	__ yes __ no
Have you ever been convicted, pled guilty or no contest, or forfeited bond or bail for any crime other than minor traffic violations?  If yes, please explain:  Conviction of a crime is not an automatic bar to employment. Factors such as the nature and gravity of the crime, the length of time that has passed since the conviction and/or completion of any sentence, and the nature of the job for which you have applied will be considered.	__ yes __ no
Are you able to perform the primary duties of the job as outlined in the job description, with or without reasonable accommodation?  If no, please explain:	__ yes __ no
Do you have any employment restrictions resulting from a non-compete or confidentiality agreement?  If yes, please explain:	__ yes __ no

**ADDITIONAL INFORMATION:**

Please use the space provided to list any additional employers, periods of time not worked, or any other information that you believe we should know in considering your application for employment.

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**Please read carefully, initial each paragraph and sign below:**

\_\_\_\_  
initial I certify that I have answered the above questions truthfully and have not withheld any information relative to my application. I understand that any falsification, misrepresentation, or omission, as well as any misleading statements or omissions of the application information, attachments, and supporting documents generally will result in denial of employment or immediate termination, if discovered after hire.

\_\_\_\_  
initial I authorize STR, TBC, DDI and SDS to thoroughly investigate my references, work record, education and other matters related to my suitability for employment and authorize the references I have listed to furnish information about my employment record, including a statement of the reason for any termination of my employment, work performance, abilities and other qualities pertinent to my qualifications for employment, without giving me prior notice of such disclosure. In addition, I release STR, TBC, DDI, SDS, my former employers and all other persons, corporations, partnerships and associations from any and all claims, demands or liabilities arising out of or in any way related to the request for and furnishing of such pertinent information.

\_\_\_\_  
initial I authorize STR, TBC, DDI and SDS to investigate whether I have a criminal record of convictions, and, if so, the nature of such convictions and all the surrounding circumstances of the conviction. STR, TBC, DDI and SDS have advised me that any criminal background check will focus on convictions, and that a criminal record will not necessarily disqualify me from employment.

\_\_\_\_  
initial If hired, I recognize the rules and policies of STR, TBC, DDI and SDS. I understand that my employment and compensation can be terminated at any time, with or without cause, and with or without notice, at the option of STR, TBC, DDI, SDS or myself. I understand that the General Manager or other officer of the company are the only persons who will ever have the authority to create any other terms of employment and/or to enter into any employment contract and that all such contracts must be in writing and signed by both parties. However, I also understand that unless otherwise stated in an employment contract, the company may change, withdraw and interpret other policies, including wages, hours and working conditions, as it deems appropriate.

\_\_\_\_  
initial I understand and acknowledge that I may be required to submit to a physical examination, including drug test. Additionally, I hereby authorize the release of the results of such an examination to STR, TBC, DDI and SDS for their use in evaluating my suitability for employment. Further, I release the examining facility and STR, TBC, DDI and SDS from any and all liability, and from any damage that may result from the release of such information.

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Signature**