

DOUGLAS DISPOSAL, INC.
2140 Ruth Avenue
South Lake Tahoe, CA 96150
APPLICATION FOR EMPLOYMENT

**Important Information To Know Before Filling
Out An Application for Employment With
DOUGLAS DISPOSAL, INC.**

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 Douglas Disposal, Inc., 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 If there is a discrepancy in your information, the job offer may be withdrawn. 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 Douglas Disposal, Inc., representative who has been assisting you. Thank you for your cooperation.

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 I am also aware of the possibility of an offer of employment being withdrawn if any of the information is not correct.

Signature of Applicant

Date

DOUGLAS DISPOSAL, INC.
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Thank you for considering Douglas Disposal, Inc., in your job search. Douglas Disposal, Inc., is an equal employment opportunity employer and does 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 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
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Employer	Address
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	From: To:
Starting Salary	Ending Salary
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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 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.

Please read carefully, initial each paragraph and sign below:

_____ I certify that I have answered the above questions truthfully and have not withheld any
initial 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.

_____ I authorize Douglas Disposal, Inc., to thoroughly investigate my references, work record,
initial education and other matters related to my suitability for employment and authorize the references I have listed to disclose to the company any and all letters, reports, and other information related to my work records, without giving me prior notice of such disclosure. In addition, I release Douglas Disposal, Inc., 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 such investigation or disclosure.

_____ I authorize Douglas Disposal, Inc., to investigate whether I have a criminal record of
initial convictions, and, if so, the nature of such convictions and all the surrounding circumstances of the conviction. Douglas Disposal, Inc. has advised me that any criminal background check will focus on convictions, and that a criminal record will not necessarily disqualify me from employment.

_____ If hired, I recognize the rules and policies of Douglas Disposal, Inc. I understand that
initial my employment and compensation can be terminated at any time, with or without cause, and with or without notice, at the option of Douglas Disposal, Inc., 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.

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

Date

Signature