# Dutcher-Phipps Crane & Rigging Co. Inc.

Dutcher-Phipps Cra	Dutcher-Phipps Crane & Rigging Co. Inc.	P.O. Box 910, Monahans, TX 79756
TRADI OVIATION ADDITION	AN EQUAL OPPORTUNITY EMPLOYER	Date of Application
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DRIVING POSITION	FLEASE PRINT	* ************************************
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FULL NAME (Last, first, mildoie)		
Current Address	City, State, Zip Code	TOW TOTAL
Drawing Address	City, State, Zip Code	How long?
Do you have the legal right to accept [ ] YES	YES IF NO. EXPLAIN	
permanent employment in the U.S. [ ] NO	L	employment)
( ) ( )	IF YES, EXPLAIN (Conviction is not an absolute bar to employment)	emproyment.)
within the last 7 years?	П	
Were you previously employed by us? [ ] YES	IF YES, when and what position?	
Are you subject to any employment agreement.	IF YES, EXPLAIN	
contract, restriction, or legal impediment which  [] NO  may affect your employment?		
Are you capable of performing in a reasonable [ ] YES	IF NO, EXPLAIN (A description of the activities involved is available from the hiring supervisor)	d is available from the hiring supervisor)
Illamile activities involved in this job of cooperation in the		

Professional and Personal References  NAME	LIST SCHOOLS / COLLEGES
ADDRESS	LOCATION
PHONE NUMBER	DATES ATTENDED

WORK EXPERIENCE

COMPLETE NAME & ADDRESS
TYPE OF BUSINESS
OF EMPLOYER List your last or current employer first. Include any unpaid or volunteer work and military service. Account for any lapses in time.

Applicant must account for minimum 3 years, CDL drivers must account for 10 years.

ADDRESS SUPERVISOR'S NAME Your title and AND TITLE ANNUAL TO BESCHIPTON FROM TO START

PER PHONE NUMBER Work performed. MO. YR. MO. YR. START ANNUAL SALARY FINISH REASON FOR LEAVING

ACCIDENTS LAST 3 YEARS	VEHICLE		LICENSE	VEHICLE AND DRI	May we contact the employers i		
ARS	LOCATION	HAS YOUR LICENSE [ ] YES   IF YES, EXPLAIN	DESCRIBE LICENSE RESTRICTIONS	VEHICLE AND DRIVER'S LICENSE INFORMATION	isted above?		
	DESCRIPTION			STATE	Use additional paper if necessary.		
		DATE		EXPIRATION DATE			
		CITATIONS RECEIVED?		DATE OF BIRTH			

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FORM WS-1001

# APPLICANT - DO NOT WRITE ON THIS PAGE

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### DISCLOSURE AND AUTHORIZATION FORM

Dutcher Phipps Crane and Rigging Co (the "Company") may request, for lawful employment purposes, background information about you from a consumer reporting agency in connection with your employment or application for employment (including independent contractor assignments, as applicable). This background information may be obtained in the form of consumer reports and/or investigative consumer reports (commonly known as "background reports"). These background reports may be obtained at any time after receipt of your authorization and, if you are hired or engaged by the Company, throughout your employment or your contract period.

HireRight, Inc., or another consumer reporting agency, will prepare or assemble the background reports for the Company. HireRight, Inc. is located and can be contacted by mail at 5151 California. Irvine, CA 92617, and HireRight can be contacted by phone at (800) 400-2761.

The types of information that may be obtained include, but are not limited to: social security number verifications; address history; credit reports and history; criminal records and history; public court records; driving records; accident history; worker's compensation claims; bankruptcy filings; educational history verifications (e.g., dates of attendance, degrees obtained); employment history verifications (e.g., dates of employment, salary information, reasons for termination, etc.); personal and professional references checks; professional licensing and certification checks; drug/alcohol testing results, and drug/alcohol history in violation of law and/or company policy; and other information bearing on your character, general reputation, personal characteristics, mode of living and credit standing.

This information may be obtained from private and public record sources, including, as appropriate: government agencies and courthouses; educational institutions; former employers; personal interviews with sources such as neighbors, friends and associates; and other information sources. If the Company should obtain information bearing on your credit worthiness, credit standing or credit capacity for reasons other than as required by law, then the Company will use such credit information to evaluate whether you would present an unacceptable risk of theft or other dishonest behavior in the job for which you are being evaluated.

You may request more information about the nature and scope of any investigative consumer reports by contacting the Company. A summary of your rights under the Fair Credit Reporting Act is also being provided to you.

### ADDITIONAL STATE LAW NOTICES

If you are a California, Maine, Massachusetts, New York or Washington State applican, employee or contractor, please also note:

CALIFORNIA: Pursuant to section 1786.22 of the California Civil Code, you may view the file maintained on you by HireRight during normal business hours. You may also obtain a copy of this file, upon submitting proper identification and paying the costs of duplication services, by appearing at HireRight's offices in person, during normal business hours and on reasonable notice, or by mail. You may also receive a summary of the file by telephone, upon submitting proper identification. HireRight has trained personnel available to explain your file to you, including any coded information. If you appear in person, you may be accompanied by one other person, provided that person furnishes proper identification.

MAINE: You have the right, upon request, to be informed of whether an investigative consumer report was requested, and if one was requested, the name and address of the consumer reporting agency furnishing the report. You may request and receive from the Company, within five business days of our receipt of your request, the name, address and telephone number of the nearest unit designated to handle inquiries for the consumer reporting agency issuing an investigative consumer report concerning you. You also have the right, under Maine law, to request and promptly receive from all such agencies copies of any such reports.

MASSACHUSETTS: If we request an investigative consumer report, you have the right, upon written request, to a copy of the report.

**NEW YORK:** You have the right, upon request, to be informed of whether or not a consumer report was requested. If a consumer report is requested, you will be provided with the name and address of the consumer reporting agency furnishing the report. You may inspect and receive a copy of the report by contacting that agency. Please click here for additional information about New York law, as applicable.

WASHINGTON STATE: If the Company requests an investigative consumer report, you have the right, upon written request made within a reasonable period of time after your receipt of this disclosure, to receive from the Company a complete and accurate disclosure of the nature and scope of the investigation requested by the Company. You also have the right to request from the consumer reporting agency a written summary of your rights and remedies under the Washington Fair Credit Reporting Act.

### Authorization of Background Investigation

I have carefully read and understand this Disclosure and Authorization form and the attached summary of rights under the Fair Credit Reporting Act. By my signature below, I consent to preparation of background reports by a consumer reporting agency such as HireRight. Inc., and to the release of such background reports to the Company and its designated representatives and agents, for the purpose of assisting the Company in making a determination as to my eligibility for employment (including independent contractor assignments, as applicable), promotion, retention or for other lawful employment purposes. I understand that if the Company hires me or contracts for my services, my consent will apply, and the Company may obtain background reports, throughout my employment or contract period.

I understand that information contained in my employment or contractor application, or otherwise disclosed by me before or during my employment or contract assignment, if any, may be used for the purpose of obtaining and evaluating background reports on me. I also understand that nothing herein shall be construed as an offer of employment or contract for services.

I hereby authorize law enforcement agencies, learning institutions (including public and private schools and universities), information service bureaus, credit bureaus, record/data repositories, courts (federal, state and loca), motor vehicle records agencies, my past or present employers, the military, and other individuals and sources to furnish any and all information on me that is requested by the consumer reporting agency.

By my signature below, I also certify the information I provided on and in connection with this form is true, accurate and complete. I agree that this form in original, faxed, photocopied or electronic (including electronically signed) form, will be valid for any background reports that may be requested by or on behalf of the Company.

Applicant Last Name	First	Middle
Applicant Signature		Date

## DRUG TEST CONSENT AGREEMENT

DATE:	
I voluntarily consent to a DOT UA testing by a doctor, med medically qualified personnel.	dical center, hospital, laboratory or
I also voluntarily consent to a rapid test before starting any orient	tation.
Furthermore, I release <u>Dutcher-Phipps Crane &amp; Rigging Co.</u> fitesting requirement.	rom any liability incurred from this
I understand that I will not be considered an employee until the back.	ne company receives the test results
PRINTED NAME:	DATE:
WITNESS: DATE	<u> </u>