



# APPLICATION FOR EMPLOYMENT

WE CONSIDER APPLICATIONS FOR ALL POSITIONS WITHOUT REGARD TO RACE, COLOR, RELIGION, CREED, SEX, NATIONAL ORIGIN, DISABILITY, SEXUAL ORIENTATION, CITIZENSHIP STATUS OR ANY OTHER LEGALLY PROTECTED STATUS.

(PLEASE PRINT)

Position(s) Applied For _____		DATE _____		
How did you learn about us?				
<input type="checkbox"/> Advertisement	<input type="checkbox"/> Relative	<input type="checkbox"/> Inquiry		
<input type="checkbox"/> Employment Agency	<input type="checkbox"/> Friend	<input type="checkbox"/> Other _____		
Last Name _____		First Name _____		Middle Name _____
Address Number _____	Street _____	City _____	State _____	Zip _____
Telephone Number(s) _____		Date of Birth _____		SSN _____
Best time to contact you at home is: _____ <input type="checkbox"/> AM <input type="checkbox"/> PM				
Can you provide required proof of you eligibility to work?..... <input type="checkbox"/> YES <input type="checkbox"/> NO				
Have you ever filled out an application with us before?..... <input type="checkbox"/> YES <input type="checkbox"/> NO				
If yes, give date: _____				
Have you ever been employed with us before?..... <input type="checkbox"/> YES <input type="checkbox"/> NO				
If yes, give date: _____				
Do any of your friends or relatives, other than spouse, work here?..... <input type="checkbox"/> YES <input type="checkbox"/> NO				
Are you currently employed?..... <input type="checkbox"/> YES <input type="checkbox"/> NO				
May we contact your present employer?..... <input type="checkbox"/> YES <input type="checkbox"/> NO				
Are you prevented from lawfully becoming employed in this country because of Visa or Immigration Status? <input type="checkbox"/> YES <input type="checkbox"/> NO				
Proof of citizenship or immigration status will be required upon employment.				
Date available for work: _____		What is your desired salary range? _____		
When are you available to work:				
Full-time ( 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> Shift )				
Part-time ( Mornings <input type="checkbox"/> Afternoons <input type="checkbox"/> Evenings <input type="checkbox"/> )				
Temporary ( please indicate dates available ) From _____ To _____				
Are you currently on "lay-off" status or subject to recall?..... <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO				
Can you travel if the job requires it?..... <input type="checkbox"/> YES <input type="checkbox"/> NO				
Do you have a CDL? <input type="checkbox"/> YES <input type="checkbox"/> NO				

	Name & Address of School	Course of Study	Number of Years Completed	Diploma/Degree
Elementary School				
High School				
Undergraduate College				
Graduate College				
Other (Specify)				

Describe any specialized training, apprenticeship, skills and extra-curricular activities:

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Describe any job-related training received in the United States Military:

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# EMPLOYMENT EXPERIENCE

START WITH YOUR PRESENT OR LAST JOB. INCLUDE ANY JOB-RELATED MILITARY SERVICE ASSIGNMENTS AND VOLUNTEER ACTIVITIES. YOU MAY EXCLUDE ORGANIZATIONS WHICH INDICATE RACE, COLOR, RELIGION, GENDER, NATIONAL ORIGIN, DISABILITIES OR OTHER PROTECTED STATUS.

Employer	Dates Employed		Work Performed
	From	To	
Address			
Telephone Number(s)	Hourly Rate/Salary		
Job Title	Starting	Final	
Supervisor			
Reason for Leaving			

Employer	Dates Employed		Work Performed
	From	To	
Address			
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Employer	Dates Employed		Work Performed
	From	To	
Address			
Telephone Number(s)	Hourly Rate/Salary		
Job Title	Starting	Final	
Supervisor			
Reason for Leaving			

**LIST PROFESSIONAL, TRADE, BUSINESS OR CIVIC ACTIVITIES AND OFFICES HELD.**

YOU MAY EXCLUDE MEMBERSHIP WHICH WOULD REVEAL GENDER, RACE, RELIGION, NATIONAL ORIGIN, AGE, ANCESTRY, DISABILITY OR OTHER PROTECTED STATUS.


# ADDITIONAL INFORMATION

## Other Qualifications

Summarize special job-related skills and qualifications acquired from employment or other experience:

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## Specialized Skills:

(Check Skills/Equipment Operated)

		Production/Mobile Machinery	Other (List)
<input type="checkbox"/> Terminal	<input type="checkbox"/> Spreadsheet	_____	_____
<input type="checkbox"/> PC/MAC	<input type="checkbox"/> Word Processing	_____	_____
<input type="checkbox"/> Typing	<input type="checkbox"/> Shorthand	_____	_____

State any additional information you feel may be helpful to us in considering your application:

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Note to applicants: DO NOT ANSWER THIS QUESTION UNLESS YOU HAVE BEEN INFORMED ABOUT THE REQUIREMENTS OF THE JOB FOR WHICH YOU ARE APPLYING.

Can you perform the essential functions of the job, for which you are applying, either with or without a reasonable accommodation?  YES  NO

## REFERENCES

1 Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

2 Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

3 Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

# APPLICANT'S STATEMENT

I certify that answers given herein are true and complete.

I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision.

This application for employment shall be considered active for a period of time not to exceed 45 days. Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not applications are being accepted at that time.

I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will" nature, which means that the 'employee' may resign at any time and the employer may discharge 'employee' at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written document or conduct unless such change is specifically acknowledged in writing by an authorized executive of this organization.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the employer.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

## PERSONNEL DEPARTMENT ONLY

Arrange Interview  YES  NO

Remarks: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Interviewer: \_\_\_\_\_

Employed  YES  NO Date of Employment: \_\_\_\_\_

Job Title \_\_\_\_\_ Hourly Rate/Salary: \_\_\_\_\_ Department: \_\_\_\_\_

BY: \_\_\_\_\_  
NAME AND TITLE DATE

## **AUTHORIZATION TO OBTAIN CONSUMER REPORT(S) AND/OR INVESTIGATIVE CONSUMER REPORT(S)**

By signing below, I acknowledge that: (a) I have received the following separate documents; (b) they are clear, conspicuous, and separate from any other documents; (c) I have read and understood them; and Blasre Capital Inc. dba Luckinbill Mechanical, including its designated representatives, agents, assigns, affiliated and related entities (collectively, the "Company"), may rely on them to obtain one or more consumer reports and/or investigative consumer reports on me:

- Disclosure of Intent To Obtain Consumer Reports
- Disclosure of Intent To Obtain Investigative Consumer Reports
- A Summary of Your Rights Under the Fair Credit Reporting Act
- Additional Notices Under Federal Law (where applicable)
- Additional Notices Under State/Local Law (where applicable)

By signing below, I authorize and permit the Company to:

- Procure and/or retain consumer reports and investigative consumer reports on me for employment purposes, including in connection with my application for employment, and if hired, during my employment.
- Authorize the consumer reporting agency from whom the Company obtains consumer reports and/or investigative consumer reports, to obtain information about me from any public or private information source.
- Authorize law enforcement agencies, learning institutions (including public and private schools and universities), information service bureaus, credit bureaus, record/data repositories, courts (federal/state/local), motor vehicle record agencies, past and present employers, the military, individuals with whom I am acquainted (such as neighbors, friends and associates), and other sources having knowledge about me, to furnish any and all information on me that is requested by the consumer reporting agency or the Company.
- Authorize and instruct the consumer reporting agency to provide my consumer report(s) and/or investigative consumer report(s) to the Company.
- Authorize the Company to provide and/or disclose my consumer report(s) to customers, when job-related and consistent with business necessity (such as for work assignment eligibility, worksite security clearance, etc.)

**Where allowed by law, this authorization is valid for the duration of my application and, if employed with the Company, for the duration of my employment. I further acknowledge that a fax, image, electronic or physical copy of this authorization is as valid as the original. I understand that nothing herein is construed as a contract for employment or services.**

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Print Name: \_\_\_\_\_

**[End of Document]**

**STATE DISCLOSURE OF INTENT TO OBTAIN CONSUMER REPORTS AND/OR INVESTIGATIVE CONSUMER REPORTS**

**OKLAHOMA**

For employment purposes, Blasre Capital Inc. dba Luckinbill Mechanical, including its designated representatives, agents, assigns, affiliated and related entities (collectively, the "Company") will obtain consumer reports and/or investigative consumer reports on you as an applicant and/or from time to time during employment.

If you wish to receive a free copy of the consumer report or investigative consumer report obtained on you, please indicate by checking this box.

**AUTHORIZATION**

I authorize the Company to obtain consumer reports and/or investigative consumer reports on me for employment purposes. This authorization will be valid for the duration of my application and, if employed by the Company, for the duration of my employment.

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

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

**Print Name:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**[End of Document]**

## DISCLOSURE OF INTENT TO OBTAIN CONSUMER REPORTS

Blasre Capital Inc. dba Luckinbill Mechanical, including its designated representatives, agents, assigns, affiliated and related entities (collectively, the "Company"), may obtain consumer reports on you from consumer reporting agencies for employment purposes (sometimes referred to as background screening reports). These consumer reports may be obtained on you as an applicant, and from time to time during your employment with the Company.

"Consumer reports" are reports from consumer reporting agencies bearing on an individual's credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living. Consumer reports may include driving records, criminal records, credit reports, and similar records or reports.

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

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

**Print Name:** \_\_\_\_\_

**[End of Document]**



## **DISCLOSURE OF INTENT TO OBTAIN INVESTIGATIVE CONSUMER REPORTS**

Blasre Capital Inc. dba Luckinbill Mechanical, including its designated representatives, agents, assigns, affiliated and related entities (collectively, the "Company") may request an investigative consumer report on you for employment purposes. The investigative consumer report may be obtained on you as an applicant, and from time to time during your employment with the Company.

An "investigative consumer report," means a consumer report, or portion of the report, in which information on your character, general reputation, personal characteristics, and/or mode of living is obtained through personal interviews with neighbors, friends, prior employers, associates or others with whom you are acquainted or who may have knowledge concerning any such items of information. Investigative consumer reports may include employment and character reference checks.

**You have a right to request: (i) disclosure of the nature and scope of the investigation requested, (ii) A Summary of Your Rights Under the Fair Credit Reporting Act, and (iii) a copy of such report.**

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

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

**Print Name:** \_\_\_\_\_

**[End of Document]**

*Para información en español, visite [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) o escribe a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.*

## **A Summary of Your Rights Under the Fair Credit Reporting Act**

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under FCRA. **For more information, including information about additional rights, go to [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
  - a person has taken adverse action against you because of information in your credit report;
  - you are the victim of identity theft and place a fraud alert in your file;
  - your file contains inaccurate information as a result of fraud;
  - you are on public assistance;
  - you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer

reporting agency, the agency must investigate unless your dispute is frivolous. See [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) for an explanation of dispute procedures.

- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete, or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need – usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore).
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- The following FCRA right applies with respect to nationwide consumer reporting agencies:

#### **CONSUMERS HAVE THE RIGHT TO OBTAIN A SECURITY FREEZE**

**You have a right to place a “security freeze” on your credit report, which will prohibit a consumer reporting agency from releasing information in your credit report without your express authorization.** The security freeze is designed to prevent credit, loans, and services from being approved in your name without your consent. However, you should be aware that using a security freeze to take control over who gets access to the personal and financial information in your credit report may delay, interfere with, or prohibit the timely approval of any subsequent request or application you make regarding a new loan, credit, mortgage, or any other account involving the extension of credit.

As an alternative to a security freeze, you have the right to place an initial or extended fraud alert on your credit file at no cost. An initial fraud alert is a 1-year alert that is

placed on a consumer's credit file. Upon seeing a fraud alert display on a consumer's credit file, a business is required to take steps to verify the consumer's identity before extending new credit. If you are a victim of identity theft, you are entitled to an extended fraud alert, which is a fraud alert lasting 7 years.

A security freeze does not apply to a person or entity, or its affiliates, or collection agencies acting on behalf of the person or entity, with which you have an existing account that requests information in your credit report for the purposes of reviewing or collecting the account. Reviewing the account includes activities related to account maintenance, monitoring, credit line increases, and account upgrades and enhancements.

- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore).

**States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:**

<b>TYPE OF BUSINESS:</b>	<b>CONTACT:</b>
<p>1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates</p> <p>b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:</p>	<p>a. Consumer Financial Protection Bureau 1700 G Street, N.W. Washington, DC 20552</p> <p>b. Federal Trade Commission Consumer Response Center 600 Pennsylvania Avenue, N.W. Washington, DC 20580 (877) 382-4357</p>
<p>2. To the extent not included in item 1 above:</p> <p>a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks</p> <p>b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and Insured State Branches of Foreign Banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act.</p> <p>c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations</p> <p>d. Federal Credit Unions</p>	<p>a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050</p> <p>b. Federal Reserve Consumer Help Center P.O. Box 1200 Minneapolis, MN 55480</p> <p>c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106</p> <p>d. National Credit Union Administration Office of Consumer Financial Protection (OCFP) Division of Consumer Compliance Policy and Outreach 1775 Duke Street Alexandria, VA 22314</p>
<p>3. Air carriers</p>	<p>Asst. General Counsel for Aviation Enforcement &amp; Proceedings Aviation Consumer Protection Division Department of Transportation 1200 New Jersey Avenue, S.E. Washington, DC 20590</p>
<p>4. Creditors Subject to the Surface Transportation Board</p>	<p>Office of Proceedings, Surface Transportation Board Department of Transportation 395 E Street, S.W. Washington, DC 20423</p>
<p>5. Creditors Subject to the Packers and Stockyards Act, 1921</p>	<p>Nearest Packers and Stockyards Administration area supervisor</p>
<p>6. Small Business Investment Companies</p>	<p>Associate Deputy Administrator for Capital Access United States Small Business Administration 409 Third Street, S.W., Suite 8200 Washington, DC 20416</p>
<p>7. Brokers and Dealers</p>	<p>Securities and Exchange Commission 100 F Street, N.E. Washington, DC 20549</p>
<p>8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations</p>	<p>Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090</p>
<p>9. Retailers, Finance Companies, and All Other Creditors Not Listed Above</p>	<p>Federal Trade Commission Consumer Response Center 600 Pennsylvania Avenue, N.W. Washington, DC 20580 (877) 382-4357</p>