

TANK SERVICES EMPLOYMENT APPLICATION

We are an equal opportunity employer, dedicated to a policy of non-discrimination in employment on any basis including age, sex, color, race, creed, national origin, religious persuasion, marital status, political belief, or disability that does not prohibit performance of essential job functions.

This application will be given every consideration, but its receipt does not imply that the applicant will be employed. Each question should be answered in a complete and accurate manner as no action can be taken on this application until all questions have been answered.

Date: _____

PERSONAL INFORMATION		
Last Name:	First Name:	Middle Name:
Present Address:		
Permanent Address (If different from above):		
Phone:	Mobile:	E-Mail:

APPLICATION DETAILS	
Position Applied For:	
Date Available to Work:	Salary Requirements: \$ _____ per _____
How were you referred to Tank Services?	
Are you legally authorized to work in the United States? <input type="checkbox"/> Yes <input type="checkbox"/> No Federal law prohibits the employment of unauthorized aliens. All persons hired must submit satisfactory proof of employment authorization and identity (valid driver's license, birth certificate, Green Card, etc.) within three days of being hired. Failure to submit such proof within the required time shall result in immediate employment termination.	
Do you have any objection to working overtime?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Can you work overtime without prior notice?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Can you work on Saturday?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Can you work on Sunday?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Can you travel, if required by this position?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do you have any relatives who are presently (or have formerly been) employed by Tank Services?	<input type="checkbox"/> Yes <input type="checkbox"/> No
If yes, provide their name(s) and relation to you: _____	

EDUCATION HISTORY			
	School Name & Location	Years Completed	Degree
High School:			
College:			
Tech. Training:			
Other:			
Other:			

EMPLOYMENT HISTORY

Please provide all employment for the last five years, beginning with your current or most recent employer. Attach additional sheet(s) if necessary.

1. Company Name: (Current/Most Recent Employer)		Position Held:	
Address:		Dates Employed:	
		From:	To:
Manager/Supervisor Name:		Phone Number:	
Reason for Leaving:		Wage/Salary:	
2. Company Name:		Position Held:	
Address:		Dates Employed:	
		From:	To:
Manager/Supervisor Name:		Phone Number:	
Reason for Leaving:		Wage/Salary:	
3. Company Name:		Position Held:	
Address:		Dates Employed:	
		From:	To:
Manager/Supervisor Name:		Phone Number:	
Reason for Leaving:		Wage/Salary:	
4. Company Name:		Position Held:	
Address:		Dates Employed:	
		From:	To:
Manager/Supervisor Name:		Phone Number:	
Reason for Leaving:		Wage/Salary:	

Tank Services reserves the right to contact all employers listed on this application, unless you specifically wish to exclude them. Below, please list any employers you do not want us to contact and your reason for the exclusion:

1. Company Name:	Reason:
2. Company Name:	Reason:

PROFESSIONAL REFERENCES

List details for three professional work references. Do not list relatives.

1. Full Name	Phone Number:
<input type="text"/>	<input type="text"/>
Company Name & Occupation	E-Mail:
<input type="text"/>	<input type="text"/>
Relationship to you:	Years Known:
<input type="text"/>	<input type="text"/>
2. Full Name	Phone Number:
<input type="text"/>	<input type="text"/>
Company Name & Occupation	E-Mail:
<input type="text"/>	<input type="text"/>
Relationship to you:	Years Known:
<input type="text"/>	<input type="text"/>
3. Full Name	Phone Number:
<input type="text"/>	<input type="text"/>
Company Name & Occupation	E-Mail:
<input type="text"/>	<input type="text"/>
Relationship to you:	Years Known:
<input type="text"/>	<input type="text"/>

APPLICANT AFFIDAVIT

I certify that my answers to the forgoing questions are true and correct without any consequential omissions of any kind. I understand that if I am employed, any false, misleading, or otherwise incorrect statements made on this application form or during any interviews may be grounds for my immediate discharge.

I hereby authorize Tank Services to contact any company or individual it deems appropriate to investigate my employment history, character, and qualifications and I give full and complete consent to their revealing any and all information they wish as a result of this investigation. In addition, I hereby waive my right to bring any cause of action against these individuals for defamation, invasion of privacy or any other reason because of their statements.

I agree that, if I am employed, I will abide by all the rules and regulations of Tank Services. I understand that the taking of drug and alcohol tests, given pursuant to agency policy, is a condition of continued employment and refusal to take such tests will be grounds for my immediate termination. I further understand that nobody of Tank Services is authorized to enter into any written or verbal employment contracts with me for any definite period of time without the written consent of the C.E.O. of Tank Services. I also understand that my employment is "at-will" and may be terminated by myself or by Tank Services at any time for any reason, or no reason at all, with or without prior notice.

I certify that I have read, fully understand, and accept all terms of the foregoing Applicant Affidavit.

Print Full Name

Signature

Date

PERSONAL DATA

Last Name

First Name

Middle Name

Current Address

City

State

Zip

Dates Lived Here

Date of Birth

Other Names Used (including maiden)

Years Used

Social Security Number

Driver's License #

DL State

Email address (required for official correspondence)

TANK SERVICES PRE-EMPLOYMENT QUESTIONNAIRE

- 1) How many years of experience do you have with the following job-related skills?
 - A) Abrasive blasting_____
 - B) Brush and roll coating application _____
 - C) Spray application using a conventional pot_____
 - D) Spray application using an airless machine_____
 - E) Spray application using a plural machine_____
 - F) Have you sprayed below ground coatings such as SPC2888, Denso 7200 or Powercrete?
 - G) Do you know how to operate a plural machine?

- 2) What types of projects have you worked on over the last five years?
 - A) Off shore work blasting and coating.
 - B) Refinery blasting and coating work.
 - C) External and internal tank work.
 - D) Fireproofing application.
 - E) Other

- 3) Do you have supervisory experience? If so, what was the size of a typical crew that you would supervise and for what type of project?

- 4) Do you have experience driving a vehicle while pulling a tool trailer or piece of equipment?

- 5) Do you have experience repairing paint machines, paint guns and/or troubleshooting equipment problems on large air compressors, tool trailers, etc.?

TANK SERVICES COVID-19 QUESTIONAIRE

Tank Services is following the travel screening guidelines set forth by the Centers for Disease Control and Prevention (CDC). All Non-Tank Services visitors, including applicants, contractors, etc., will be required to provide responses to the follow questions based on the CDC guidelines and recommendations.

1. Have you or someone in your household traveled internationally in the last 14 days?

2. Have your or someone in your household traveled on a cruise ship in the last 14 days?

3. Have you had known contact with anyone who was known to have been infected with the COVID-19 virus or someone suspected of being infected?

4. Have you had a fever of $\geq 99.6^{\circ}\text{F}$, cough, or shortness of breath within the last 14 days?
Any other symptoms such as extreme fatigue, sore throat or GI symptoms?

5. Have you at any point tested positive for COVID-19?

Signature: _____

Print Name: _____

Date: _____

NOTE: Please complete and sign all forms including the Disclosure, Authorization, "Information Regarding Your Rights", FCRA Summary of Rights, and Additional notices if needed for the reports ordered. You are entitled to a copy of each document.

AUTHORIZATION FOR BACKGROUND CHECKS

I hereby authorize Tank Services and its consumer reporting agency TEAM Background, LLC., to obtain a consumer report(s) and investigative consumer report(s). If hired (or contracted), this authorization shall remain on file and shall serve as ongoing authorization for Tank Services to procure such reports at any time during, as permitted by law, my employment, contract, or volunteer period. I authorize without reservation, any person, business or agency contacted by the consumer reporting agency to furnish the above-mentioned information.

I also authorize Company and Agency to use email communication with me to provide me with notices and information regarding any report or use of such report. If I do not have an email address or do not wish to share it, then communication will be by U.S. Mail, which will result in slower communication.

I understand that I have rights under the Fair Credit Reporting Act, and I acknowledge receipt of the Summary of Rights.

STATE LAW NOTICES

Pursuant to state requirements, the following state notices and disclosures are available to state residents.

I understand that if the Company is located in or if I live in California, Minnesota or Oklahoma, that I have the right to request a copy of any report Company receives on me at the time the report is provided to Company.

By checking this box, I request a copy of all such reports be sent to me.

MASSACHUSETTS: If you submit a request to us in writing, you have the right to know whether the Company ordered an investigative consumer report from TEAM Background, LLC, which may include any or all of the following: criminal history review, driving record review, credit report review, and employment/education verifications. You may inspect and order a free copy of the report by contacting TEAM Background, LLC.

MINNESOTA: If you submit a request to us in writing, you have the right to get from the Company a complete and accurate disclosure of the nature and scope of the consumer report or investigative consumer report ordered, if any, from TEAM Background, LLC, which may include any or all of the following: criminal history review, driving record review, credit report review, and employment/education verifications.

NEW JERSEY: If you submit a request to us in writing, you have the right to know whether the Company ordered an investigative consumer report from TEAM Background LLC which may include any or all of the following: criminal history review, driving record review, credit report review, and employment/education verifications. You may inspect and order a free copy of the report by contacting TEAM Background LLC.

NEW YORK: If you submit a request to us in writing, you have the right to know whether the Company ordered a consumer report or an investigative consumer report from TEAM Background LLC which may include any or all of the following: criminal history review, driving record review, credit report review, and employment/education verifications.. You may inspect and order a free copy of the reports by contacting TEAM Background LLC. By signing below, you certify you have received a copy of Article 23A of the New York Correction Law is being provided with this form.

WASHINGTON STATE: You also have the right to ask TEAM Background LLC Services for a written summary of your rights under the Washington Fair Credit Reporting Act.

Please print your legal name:

Last: _____ First: _____ Middle: _____

Signature: _____ Date (Month/Day/Year): _____

NOTE: Please complete and sign all forms including the Disclosure, Authorization, "Information Regarding Your Rights", Questionnaire, FCRA Summary of Rights, and Additional notices if needed for the reports ordered. You are entitled to a copy of each document.

DISCLOSURE FOR CONSUMER REPORTS

In connection with my application for employment (including contract or volunteer services) with Tank Services, I understand consumer reports will be requested by you ("Company"). These reports may include, as allowed by law, the following types of information, as applicable: names and dates of previous employers, work experience, education, accidents, licensure, credit (as allowed by law – where required, you will be presented with additional disclosures), etc. I further understand that such reports may contain public record information such as, but not limited to: my driving record (which will include all or part of the following information: photograph, social security number, driver's license number, my name, my address and medical or disability information), workers' compensation claims, judgments, bankruptcy proceedings, evictions, criminal records, etc., from federal, state, and other agencies that maintain such records.

In addition, investigative consumer reports (gathered from personal interviews, as applicable, with former employers or landlords, past or current neighbors and associates of mine, etc.) to gather information regarding my work or tenant performance, character, general reputation and personal characteristics, and mode of living (lifestyle) may be obtained.

I understand that I have the right to make a request to the consumer reporting agency: TEAM Background, LLC, 8165 S. Mingo Rd, Ste 100, Tulsa OK 74133, phone: 918-970-2323, email: consumers@teamprofessional.com, upon proper identification, to obtain copies of any reports furnished to Company by the Agency and to request the nature and substance of all information in its files on me at the time of my request, including the sources of information. The Agency will also disclose the recipients of any such reports on me which the Agency has previously furnished within the two year period for employment requests, and one year for other purposes preceding my request (California three years). I understand that I can dispute, at any time, any information that is inaccurate in any type of report with the Agency. I may view the Agency's privacy policy at their website: www.teamprofessional.com

If I am hired, I understand that my employer can use this disclosure and authorization to continue to obtain such consumer reports throughout my employment, contract period or volunteer service.

Acknowledged:

Printed Name: _____ Date: _____

Signature: _____



DOT Past Drug/Alcohol and Accident History Authorization to Release
TO BE COMPLETED BY APPLICANT

Applicant/Employee: _____ SSN: _____ Date of Birth: _____
New Employer Name: _____ Phone: _____ Fax: _____
New Employer Address: _____
City: _____ St: _____ Zip: _____
Designated Employer Representative: _____ E-mail: _____

I understand that as a condition of hire with the above named "New Employer", that I must consent to the release of all DOT mandated drug and alcohol information from all of the employers for which I worked in a DOT safety-sensitive position, or for which I took a DOT pre-employment drug test, during the previous two (2) years as required by DOT Part 40.25, (or three (3) years as required by Part 391.23 for any driver of a commercial motor vehicle).

I hereby authorize the following previous employer / company for which I worked in a DOT safety-sensitive position to furnish the following DOT information to TEAM Background, LLC:

- 1 DOT alcohol and controlled substance information in accordance with DOT Part 40.25 limited to the following DOT regulated testing items, including pre-employment testing results (i) alcohol tests with a result of 0.04 or higher; (ii) verified positive drug tests; (iii) refusals to be tested; (iv) other violations of DOT agency drug and alcohol testing regulations; (v) documentation, in any, of completion of the return-to-duty process following a rule violation.*
- 2 Safety performance history information in accordance with 49 CFR Part 391.23, which includes: employment dates, work history (which may include position held, reason for leaving, any termination information, whether subject to the Federal Motor Carrier Safety Administration regulations, equipment experience, area driven, and other information as applicable) and accident information (including accident date, nature of accident, whether it was preventable, whether there were injuries, fatalities, or hazardous materials involved, and copies of any accident report).*

Employee Signature: _____ **Date:** _____

1. Previous Employer Name: _____ Phone: _____
Previous Employer Address: _____
City: _____ St: _____ Zip: _____
Designated Employer Representative(if known) _____

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 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 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 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.

- **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.

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:

TYPE OF BUSINESS:	CONTACT:
<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 & 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>