



GRIFFIN
PAVEMENT STRIPING, INC.

APPLICATION FOR EMPLOYMENT

THIS IS AN IMPORTANT DOCUMENT. ANSWER EACH ITEM COMPLETELY. FAILURE TO DO SO MAY RESULT IN YOU NOT BEING CONSIDERED FOR THE POSITION.

Name: _____

Email: _____

Date: _____

Essential Employment Requirements and Functions:

- Must comply with the Griffin Pavement Striping, Inc. Substance Abuse Policy and DOT Drug Control Program, which includes a pre-employment and random drug and/or alcohol testing.
- As Griffin Pavement Striping, Inc. is a party to a multi-employer collective bargaining agreement with the Laborers Local Union #423, you must be prepared to join the union or otherwise pay dues pursuant to the terms of the agreement.
- Must have a good driving record with no major violations within the last five years or be accepted by company insurance policy provider to drive Griffin Pavement Striping, Inc. vehicles.
- Must obtain a Class B Commercial Driver's License with Hazardous Materials and Air Brake endorsements within one year of employment start date.
- You must have your own transportation to and from work.
- Must have a telephone.
- Must be willing to work days, nights, weekends, and go out of town for work.
- Must work as a team player.
- Must cooperate with co-workers.
- Must respond politely to customers, contractors, and the traveling public.
- Must be willing to think quickly and act appropriately in emergency situations.
- Must be able to function under intense time pressure.
- Must be willing to accept change.
- Must contribute to a healthy, positive work environment.
- Must accept any other related, relevant work duties as assigned.

I have read and understood the above contents. I realize that at any time during my employment with Griffin Pavement Striping, Inc. if any of the above requirements or functions is not met, it could result in the termination of my employment relationship with Griffin Pavement Striping, Inc.

SIGNATURE: _____ DATE: _____

Position Preferences:

How were you referred to Griffin Pavement Striping, Inc.? _____

For what position are you applying? _____

Salary desired: \$_____ per _____ (specify hour, week, year)

Could you work overtime? Yes___ No___

What date could you start work? _____

Could you travel if required by this position? Yes___ No___ _____ % of the time

Are you available at times to work nights? Yes___ No___

Driving Information:

Do you have a driver's license? Yes___ No___

Driver's License No.: _____ State of Issue: _____

Expiration Date: _____ Operator _____ Commercial (CDL) _____

Can you drive a manual transmission vehicle? Yes___ No___

Are you familiar with the Columbus geographic area? Yes___ No___

Have you ever had your driver's license suspended or revoked?

If yes, please provide date, length of time, and explanation

Have you been in an accident or received a traffic violation in the last five years?

If yes, please provide date and explanation:

Education and Experience:

Type of School	Name of School	Last Year Completed				Diploma / Degree	
		9	10	11	12	Y	N
High School	_____					Y	N
College	_____	1	2	3	4	Y	N
Other	_____					Y	N

List any certificates earned or in progress, and/or any additional training programs not included in your formal education: _____

Have you ever been in the Armed Forces? Yes___ No___ Specialty: _____

Date entered: _____ Discharge date: _____

List any awards or honors you received: _____

Work Experience:

Current Employer: _____

City and State: _____ Telephone Number: _____

Supervisor's Name and Title: _____

Position Title: _____

Duties performed, skills used or learned: _____

Reason for Leaving: _____

Salary: _____ per Hour Week Month Year (circle one)

Dates of Employment: From: _____ To: _____

May we contact your employer? Yes___ No___

Past Employer: _____

City and State: _____ Telephone Number: _____

Supervisor's Name and Title: _____

Position Title: _____

Duties performed, skills used or learned: _____

Reason for Leaving: _____

Salary: _____ per Hour Week Month Year (circle one)

Dates of Employment: From: _____ To: _____

May we contact this employer? Yes ___ No ___

Past Employer: _____

City and State: _____ Telephone Number: _____

Supervisor's Name and Title: _____

Position Title: _____

Duties performed, skills used or learned: _____

Reason for Leaving: _____

Salary: _____ per Hour Week Month Year (circle one)

Dates of Employment: From: _____ To: _____

May we contact this employer? Yes ___ No ___

References:

Full Name: _____

Company: _____

Address: _____

Relationship: _____

Phone: _____

Full Name: _____

Company: _____

Address: _____

Relationship: _____

Phone: _____

Releases and Applicant’s Signature:

In connection with your employment application and for other employment purposes, Griffin Pavement Striping, Inc. may seek background information about you from a consumer reporting agency. This information will be in the form of consumer reports. This report may be obtained at any time after we receive authorization from you, including any time during the period of your employment if we hire you. Consumer reports include any written, oral or other communication of information by a consumer reporting agency bearing on your credit standing, character, general reputation and other characteristics that are expected to be used for employment purposes. Consumer reports may include credit reports, criminal records and driving records, among other resources. A consumer reporting agency, will obtain the reports for us. You hereby authorize Griffin Pavement Striping, Inc. or its authorized agents, for employment purposes, to obtain or prepare consumer reports and/or investigative consumer reports at any time after it receives this authorization, including any time that you may be employed by Griffin Pavement Striping, Inc. Further, you hereby authorize law enforcement agencies, public and private schools, federal, state and local agencies and courts, credit bureaus, information bureaus, current and former employers, financial institutions, licensing agencies, governmental agencies, the military, and other individuals and entities to provide any and all information that is requested by a consumer reporting agencies or Griffin Pavement Striping. By signing this statement, you acknowledge that you have received and read the Fair Credit Reporting Act Background Check Disclosure, A Summary of Your Rights Under the Fair Credit Reporting Act and this authorization. You hereby certify that you understand the documents you have received

Applicant’s Signature

Date

All hiring and employment at Griffin Pavement Striping, Inc. is at will. I understand this application is not an employment contract, nor can it be used to create one. Employment by Griffin Pavement Striping, Inc. has no specific term and may be terminated by the employee or by Griffin Pavement Striping, Inc. with or without notice. I acknowledge that Griffin Pavement Striping, Inc. has not made any promise or representations that differ from those contained in this paragraph.

I understand I must provide satisfactory documents to establish my identity and right to work in the United States, if I am offered a position with Griffin Pavement Striping, Inc., and that failure to provide this evidence will result in the termination of my employment.

I release and agree to hold harmless any individual, company, business institution, or government agency from all liability with regard to furnishing information to Griffin Pavement Striping, Inc. I agree to release and hold harmless Griffin Pavement Striping, Inc. from all liability with respect to the receipt of such information.

I certify that the information I have furnished on this application form is true and complete. I understand that if any misrepresentation has been made by me verbally or in writing, any offer of employment made to me may be withdrawn or my subsequent employment with Griffin Pavement Striping, Inc. may be terminated.

Applicant's Signature

Date

EEO Statement:

Griffin Pavement Striping, Inc. is an equal opportunity employer, dedicated to a policy of non-discrimination in employment on a basis including race, color, religion, sex, national origin, age, marital or veteran status, medical condition, disability, or any other characteristic protected by law.

Federal law prohibits the employment of unauthorized aliens. All persons hired must submit satisfactory proof of employment authorization and identity within three (3) days of being hired. Failure to submit such proof within the required time shall result in immediate employment termination.

Pre-Employment Drug Screening:

As part of Griffin Pavement Striping, Inc.'s (Griffin) employment procedures and commitment to a safe, healthy, lawful and productive workplace and workforce, applicants will be required to undergo a pre-employment drug screening that is conducted by a vendor designated by Griffin. Any offer of employment that an applicant receives from Griffin is contingent upon successful passing of this screening.

Applicants, who attempt to alter, adulterate or substitute a specimen for purposes of screening will be deemed to have tested positive. Applicants testing positive will be removed from consideration for employment with Griffin for a period of at least twelve (12) months.

Griffin will do the scheduling of this screening. **The applicant will pay the cost of the drug screening. Upon successful passing of this screening, Griffin will reimburse the applicant for the cost of the screening.** Applicants, who test positive, attempt to alter, adulterate or substitute a specimen for purposes of screening will not have their screening fee reimbursed.

For additional information testing refer to the Griffin Pavement Striping, Inc. Substance Abuse Policy and DOT Drug Control Program.

Acknowledged,

Applicant's Signature

Date

Applicant Data Records:

APPLICANTS ARE CONSIDERED FOR ALL POSITIONS AND EMPLOYEES ARE TREATED DURING EMPLOYMENT WITHOUT REGARD TO RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, MARITAL OR VETERAN STATUS, MEDICAL CONDITION OR DISABILITY, OR ANY OTHER CHARACTERISTIC PROTECTED BY LAW.

AS EMPLOYERS/GOVERNMENT CONTRACTORS, WE COMPLY WITH GOVERNMENT REGULATIONS AND AFFIRMATIVE ACTION RESPONSIBILITIES.

SOLELY TO HELP US COMPLY WITH GOVERNMENT RECORD KEEPING, REPORTING AND OTHER LEGAL REQUIREMENTS, PLEASE FILL OUT THE APPLICANT DATA RECORD. WE APPRECIATE YOUR COOPERATION.

THIS DATA IS FOR PERIODIC GOVERNMENT REPORTING AND WILL BE KEPT IN A CONFIDENTIAL FILE SEPARATE FROM THE APPLICATION FOR EMPLOYMENT.

Position Applied For

Referral Source

Advertisement Friend Relative Walk-In Employment Agency Other

Name (Last) Number	(First)	(Middle)	Social Security
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Address (Number)	(Street)	(City)	(State)	(Zip Code)	Telephone Number
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THIS INFORMATION IS VOLUNTARY, IT WILL ONLY BE USED FOR AFFIRMATIVE ACTION ANALYSIS.

AFFIRMATIVE ACTION SURVEY GOVERNMENT AGENCIES REQUIRE PERIODIC REPORTS ON THE SEX, ETHNICITY, DISABLED AND VETERAN STATUS OF APPLICANTS. THIS DATA IS FOR ANALYSIS AND AFFIRMATIVE ACTION ONLY. SUBMISSION OF INFORMATION ABOUT A DISABILITY IS VOLUNTARY.

Check One of the Following:

Male Female Race/Ethnic Group: Black Hispanic American Indian
 Asian/Alaskan Native/Pacific Islander Two or More Races

Para información en español, visite 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 the 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 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 1-888-567-8688.
- **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, 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, NW Washington, DC 20552</p> <p>b. Federal Trade Commission: Consumer Response Center - FCRA 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 Protection (OCP) Division of Consumer Compliance and Outreach (DCCO) 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.W. 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., 8th Floor 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>FTC Regional Office for region in which the creditor operates <u>or</u> Federal Trade Commission: Consumer Response Center - FCRA Washington, DC 20580 (877) 387-4357</p>