

Envirocon, Inc.
 PO Box 16655
 101 International Dr.
 Missoula, MT 59808-6655
 406.523.1150



APPLICATION FOR EMPLOYMENT

It is our intention to give equal opportunity to all qualified applicants. Selection decisions are based only on job-related factors. We do not discriminate on the basis of age, race, religion, color, sex, national origin, disability, genetic information or any other status protected by law or regulation. If hired, you must provide proof that you are eligible to work in the USA. Applicants must be 18 years of age or older.

Relative to polygraph or lie detector testing, Envirocon, Inc. does not demand, nor ask, any employment applicant to submit to a polygraph test, or lie detector test, or any other honesty-testing mechanism, as a condition of employment or continued employment. This is in accord with the laws of various states in which Envirocon, Inc. maintains operations and with Envirocon, Inc.'s own corporate philosophy.

Each question must be fully and accurately answered. No action can be taken on the application until all questions have been answered. In reading and answering the following questions, be aware that none of the questions are intended to imply illegal preferences or discrimination based on non-job-related information.

If you have a disability that requires a reasonable accommodation in order to apply, please contact us at resumes@envirocon.com or (406) 523-1188. When doing so, please specify the reasonable accommodation you are requesting, along with the job for which you are applying. A representative will contact you and accommodations will be evaluated on a case-by-case basis.

Name Current Date

Address

City State Zip Code E-mail

Position Applying for Are you 18 years or older?

Phone Number Location Phone Number Location

Have you ever applied here before? If Yes, when?

Were you ever employed here? If Yes, when?

Have you ever worked or attended school under another name? Yes No

If yes, give name(s)

Have you ever been fired from a job or asked to resign? Yes No

If yes, please explain

Education

Education	Name of School City & State	Number of Years Completed	Diploma/Degree/Certificate and Major
High School or GED			
College or University (undergraduate)			
Vocational/Technical			
College or University (advanced degree)			



Envirocon

EMPLOYMENT HISTORY

List all employers in consecutive order with present or most recent employer listed first. Account for all periods of time including military service and any period(s) of unemployment. If self-employed, provide firm names and supply three business references. Include any verified work done on a voluntary basis.

Name of Current Employer Position Held

Address May we contact? Yes No

City State Zip Code Phone Number

Supervisor's Name Salary/Hourly Rate:

Reason for Leaving Start Date End Date

Briefly Describe your Position

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City State Zip Code Phone Number

Supervisor's Name Salary/Hourly Rate:

Reason for Leaving Start Date Start Date

Briefly Describe your Position



Applicant Data Record

AFFIRMATIVE ACTION VOLUNTARY SELF-IDENTIFICATION

It is the policy of this organization to provide equal employment opportunity to all qualified applicants for employment without regard to race, color, religion, sexual orientation, status with regard to public assistance, national origin, sex, age, marital or veteran status, or disability. As an affirmative action employer under E.O. 11246, we invite applicants to identify themselves as indicated below.

COMPLETION OF THIS FORM IS VOLUNTARY AND IN NO WAY AFFECTS THE DECISION REGARDING YOUR APPLICATION FOR EMPLOYMENT. THIS FORM IS CONFIDENTIAL AND WILL BE MAINTAINED SEPARATELY FROM YOUR APPLICATION FORM.

Name Current Date

Position Applying for: Check one: Female Male

Check one of the following:

- Hispanic or Latino** - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish Culture or origin regardless of race.
- White (Not Hispanic or Latino)** - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Black or African American (Not Hispanic or Latino)** - A person having origins in any of the black racial groups of Africa.
- Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)** - A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- Asian (Not Hispanic or Latino)** - A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- American Indian or Alaska Native (Not Hispanic or Latino)** - A person having origins in any of the original peoples of North and South America (including Central America) and who maintain tribal affiliation or community attachment.
- Two or More Races (Not Hispanic or Latino)** - All persons who identify with more than one of the above five races.

Military Service:

- Yes No **Are you a Newly-Separated Veteran?** - This term means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval, or air service.
- Yes No **Are you an Armed Forces Service Medal Veteran?** - This term means any veteran who, while serving on active duty in the U.S. military, ground, naval, or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order No. 12985.
- Yes No **Are you an Other Protected Veteran?** - This term means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the Department of Defense.

Tribal Affiliation: (Verification of Tribal Affiliation is required.)

Yes No **Are you a member of a federally recognized Tribe?**

If yes, complete the following:

Name of Tribe: _____ Enrollment No. _____

Spouse of Spokane Tribal Member: Yes No

Child of Spokane Tribal Member: Yes No



References

List three business/work references who are not related to you and not shown as a supervisor under the employment history section. If not applicable, list three school or personal references, not related to you.

Name	Relationship	Phone Number
<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>

How did you learn about this job?

<input type="text"/>	If "Other" was selected, identify. If referred, by whom?	<input type="text"/>
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AFFIDAVIT, CONSENT AND RELEASE READ EACH STATEMENT CAREFULLY BEFORE SIGNING

I certify that all information provided in this employment application is true and complete. I understand that any false information or omission may disqualify me from further consideration for employment and may result in my dismissal if discovered at a later date.

I authorize the investigation of any or all statements contained in this application. I also authorize, whether listed or not, any person, school, current employer, past employers, and organizations to provide relevant information and opinions that may be useful in making a hiring decision. I release such persons and organizations from any legal liability in making such statements.

I understand I may be required to successfully pass a drug screening examination. I hereby consent to a pre- and/or post-employment drug screen as a condition of employment, if required.

I understand that if I am extended an offer of employment it may be conditioned upon my successfully passing a complete pre-employment physical examination. I consent to the release of any or all medical information as may be deemed necessary to judge my capability to do the work for which I am applying.

APPLICANTS WITHIN MONTANA: I understand that if employed, my employment will begin with a probationary period of six months; during this probationary period, either you or the Company may terminate your employment for any reason or no reason. No representative of the Company (other than the President) is authorized to state or imply that a contract for employment shall exist between the Company and you for any specified period of time or to make any agreements which change your employment status. Any representations contrary to this policy are not binding upon Envirocon unless made in writing by the President of the Company.

APPLICANTS OUTSIDE OF MONTANA: I UNDERSTAND THAT THIS APPLICATION, VERBAL STATEMENTS BY MANAGEMENT, OR SUBSEQUENT EMPLOYMENT DOES NOT CREATE AN EXPRESS OR IMPLIED CONTRACT OF EMPLOYMENT NOR GUARANTEE EMPLOYMENT FOR ANY DEFINITE PERIOD OF TIME. ONLY THE PRESIDENT OF THE ORGANIZATION HAS THE AUTHORITY TO ENTER INTO AN AGREEMENT OF EMPLOYMENT FOR ANY SPECIFIED PERIOD AND SUCH AGREEMENT MUST BE IN WRITING, SIGNED BY THE PRESIDENT AND THE EMPLOYEE. IF EMPLOYED, I UNDERSTAND THAT I HAVE BEEN HIRED AT THE WILL OF THE EMPLOYER AND MY EMPLOYMENT MAY BE TERMINATED AT ANY TIME, WITH OR WITHOUT REASON AND WITH OR WITHOUT NOTICE.

I have read, understand, and by my signature consent to these statements.

Signature Date