

APPLICATION FOR EMPLOYMENT



Tanknology Human Resources Department
 11000 N. MoPac Expressway, Suite 500 • Austin, TX 78759
 (800) 964-0010 Ext. 119 • careers@tanknology.com
 www.tanknology.com

Prospective employees will receive consideration without discrimination because of race, creed, color, sex, age, national origin, disability, marital or veteran status, or any other legal protected status. Tanknology is an Equal Opportunity/Reasonable Accommodation employer.

- ✓ Please fill out the Application in its entirety. Do not state "see resume" on application. Resume may be attached as supplemental material (optional).
- ✓ Please TYPE or legibly PRINT Application and Attachments EXCEPT SIGNATURE.
- ✓ **Remember to sign Application and Attachments; unsigned Applications will not be considered.**

Last Name		First Name		Middle Name		Date of Application	
Street Address				City		State	Zip Code
Home Telephone	Work Telephone		Cell Phone		Email Address		
Position(s) for which you are applying				State or region of U.S. in which you would be willing to work			
Desired salary range		Date available for work	Driver's License Number		State licensed in	Social Security Number	
Previous name(s) used							
How Did You Learn About Us?		Advertisement		Website		Relative / Friend	
Employee Referred		Name:		Other		Specify:	
Best time to contact you at home						a.m.	p.m.
Have you ever been employed with Tanknology before?						Yes	No
If yes, give dates:							
Have you ever filed an application with Tanknology before?						Yes	No
If yes, give date:							
Do you have any friends or relatives employed with Tanknology?						Yes	No
If yes, please specify:							
Are you currently employed?						Yes	No
May we contact your present employer?						Yes	No
Are you currently on "lay-off status" and subject to recall?						Yes	No
Are you willing to travel extensively at company expense?						Yes	No
Are you prevented from lawful employment in the U.S. due to Visa or Immigration Status?						Yes	No
(Proof of citizenship or immigration status required upon employment)							
Have you ever been convicted of a felony?						Yes	No
If yes, please provide details:							

EDUCATION

	Name and Address of School	Course of Study	Years Completed	Diploma/Degree
High School				
Undergraduate College				
Graduate / Professional School				
Other (Specify)				

Describe any specialized training, apprenticeship, military experience or extra-curricular activities:

EMPLOYMENT HISTORY

- ✓ Beginning with your present or most recent position, provide a complete work history for the last ten years.
- ✓ 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	Telephone	DATES EMPLOYED	
		From	To
Employer Address			
Job Title	Supervisor	HOURLY RATE/SALARY	
		Starting	Final
Reason for leaving			
Work performed/description of duties			

Employer	Telephone	DATES EMPLOYED	
Employer Address		From	To
Job Title	Supervisor	HOURLY RATE/SALARY	
Reason for leaving		Starting	Final
Work performed/description of duties			

Employer	Telephone	DATES EMPLOYED	
Employer Address		From	To
Job Title	Supervisor	HOURLY RATE/SALARY	
Reason for leaving		Starting	Final
Work performed/description of duties			

Employer	Telephone	DATES EMPLOYED	
Employer Address		From	To
Job Title	Supervisor	HOURLY RATE/SALARY	
Reason for leaving		Starting	Final
Work performed/description of duties			

Employer	Telephone	DATES EMPLOYED	
Employer Address		From	To
Job Title	Supervisor	HOURLY RATE/SALARY	
Reason for leaving		Starting	Final
Work performed/description of duties			

DISCLOSURES AND RELEASES

I certify that the information provided in this application is true and complete and understand that any deliberate misstatements or omissions of material facts may cause forfeiture of my eligibility for employment. I authorize Tanknology to independently verify all information I have given on the application, including verification of education and employment records. I also understand that in the event of employment, I am required to abide by all rules and regulations of Tanknology.

I understand and acknowledge that employment with Tanknology is "at-will," which means that I may leave employment at any time for any reason or no reason, and that Tanknology may terminate my employment at any time with or without cause. I further understand that any change to this "at-will" employment relationship must be acknowledged in writing by all parties.

This application for employment shall be considered active for a period of time not to exceed 45 days.

DRIVING HISTORY

It is the policy of the Company, Tanknology, to investigate the driving history of all applicants (including those contracted through employment agencies) who are applying for positions that will require the driving of Company owned, rented or leased vehicles and to investigate the driving history of all driving employees on an annual basis.

I understand that motor vehicle reports, which may contain public and private record information, may be requested. These reports may include but are not limited to the following types of information: name, address, social security number, date of birth, driver's license or I.D. number, and driver record. I also understand that the information provided by such reports will be taken into consideration in deciding whether to offer me employment.

I authorize without reservation, any party or agency contracted by Tanknology to furnish the above-mentioned information.

I understand that Tanknology has no control over any of the information that a state discloses in my driver or vehicle record. If there is something inaccurate on my driver or vehicle report, I must contact the DMV directly to have the information corrected or updated.

I hereby authorize procurement of motor vehicle records. If hired (or contracted), this authorization shall remain on file and shall serve as ongoing authorization for Tanknology to procure motor vehicle records during my employment or contract period, as specified in company policy.

A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT

Tanknology is not interested in, and WILL NOT check, your financial credit history. This is the federal form that allows Tanknology to check your education, criminal, and work history to determine eligibility to work.

The federal Fair Credit Reporting Act (FCRA) is designed to promote accuracy, fairness, and privacy of information in the files of every "consumer reporting agency" (CRA). Most CRA's are credit bureaus that gather and sell information about you—such as if you pay your bills on time or filed bankruptcy—to creditors, employers, landlords, and other businesses. You can find the complete text of the FCRA, 15 U.S.C.A. SS 1681-1681u, at the Federal Trade Commission's web site (<http://www.ftc.gov>). The FCRA gives you specific rights, as outlined below. You may have additional rights under state law. You may contact a state or local consumer protection agency or a state attorney general to learn those rights.

- You must be told if information in your files has been used against you. Anyone who uses information from a CRA to take action against you – such as denying an application for credit, insurance, or employment – must tell you, and give you the name, address, and phone number of the CRA that provided the consumer report.
- You can find out what is on your file. At your request, a CRA must give you the information in your file, and a list of everyone who has requested it recently. There is no charge for the report if a person has taken action against you because of information supplied by the CRA, if you request the report within 60 days of receiving notice of the action. You are also entitled to one free report every twelve months upon request if you certify that (1) you are unemployed and plan to seek employment within 60 days, (2) you are on welfare, or (3) your report is inaccurate due to fraud. Otherwise, a CRA may charge you up to eight dollars.
- You can dispute inaccurate information with the CRA. If you tell a CRA that your file contains inaccurate information, the CRA must investigate the items (usually within 30 days) by presenting to its information source all relevant evidence you submit, unless your dispute is frivolous. The source must review your evidence and report its findings to the CRA. (The source also must advise national – to which it has provided the data – of any error.) The CRA must give you a written report of the investigation and a copy of your report if the investigation results in any change. If the CRA's investigation does not resolve the dispute, you may add a brief statement to your file. The CRA must normally include a summary of your statement in future reports. If an item is deleted or a dispute statement is filed, you may ask that anyone who has recently received your report be notified of the change.
- Inaccurate information must be corrected or deleted. A CRA must remove or correct inaccurate or unverified information from its files, usually within 30 days after you dispute it. However, the CRA is not required to remove accurate data from your file unless it is outdated (as described below) or cannot be verified. If your dispute results in any change to your report, the CRA cannot reinsert into your file a disputed item unless the information source verified its accuracy and completeness. In addition, the CRA must give you a written notice telling you it has reinserted the item. The notice must include the name, address and phone number of the information source.
- You can dispute inaccurate items with the source of the information. If you tell anyone – such as a creditor who reports to a CRA – that you dispute an item, they may not then report the information to a CRA without including a notice of your dispute. In addition, once you've notified the source of the error in writing, it may not continue to report the information if it is, in fact, an error.
- Outdated information may not be reported. In most cases, a CRA may not report negative information that is more than seven years old: ten years for bankruptcies.
- Access to your file is limited. A CRA may provide information about you only to people with a need recognized by the FCRA – usually to consider an application with a creditor, insurer, employer, landlord, or other business.
- Your consent is required for reports that are provided to employers, or reports that contain medical information. A CRA may not give out information about you to your employer, or prospective employer, without your written consent. A CRA may not report medical information about you to creditors, insurers, or employers without your permission.
- You may choose to exclude your name from CRA lists for unsolicited credit and insurance offers. Creditors and insurers may use file information as the basis for sending you unsolicited offers of credit or insurance. Such offers must include a toll-free phone number for you to call if you want your name and address removed from future lists. If you call, you must be kept off the lists for two years. If you request, complete, and return the CRA form provided for this purpose, you must be taken off the list indefinitely.
- You may seek damages from violators. If a CRA, a user or (in some cases) a provider of CRA data, violates the FCRA, you may sue them in state or federal court.
- The FCRA gives several different federal agencies authority to enforce the FCRA.

FOR QUESTIONS OR CONCERNS REGARDING:	PLEASE CONTACT:	
CRA's, creditors and others not listed below	Federal Trade Commission Consumer Response Center-FCRA	Washington, DC 20580 202.326.3761
National banks, federal branches/agencies of foreign banks (word "National" or initials N.A. appear in or after bank's name)	Office of the Comptroller of the Currency Compliance Management, Mail Stop 6-6	Washington, DC 20219 800.613.6743
Federal Reserve System member banks (except national banks, and federal branches/agencies of foreign banks)	Federal Reserve Board Division of Consumer & Community Affairs	Washington, DC 20551 202.452.3693
Savings associations and federally chartered savings banks (word "Federal" or initials "F.S.B." appear in federal institution's name)	Office of Thrift Supervision Consumer Programs	Washington, DC 20552 800.842.6929
Federal Credit unions (words "Federal Credit Union" appear in institution's name)	National Credit Union Administration 1775 Duke Street	Alexandria, VA 22314 703.518.6360
e-chartered banks that are not members of Federal Reserve System	Federal Deposit Insurance Corporation Division of Compliance & Consumer Affairs	Washington, DC 20429 800.934.FDIC
Air, surface or rail common carriers regulated by former Civil Aeronautics Board or Interstate Commerce Commission	Department of Transportation Office of Financial Management	Washington, DC 20590 202.366.1306
Activities subject to the Packers and Stockyards Act, 1921	Department of Agriculture Office of Deputy Administrator-GIPSA	Washington, DC 20250 202.720.7051

I acknowledge that I have received a copy of the above Summary of Rights.

FAIR CREDIT REPORTING ACT DISCLOSURE STATEMENT

In connection with your employment application or your actual employment, Tanknology ("the Company") may ask a "consumer reporting agency" to provide the Company with a "consumer report" about you. These terms are defined in the Fair Credit Reporting Act, a federal law that applies to you as an applicant for employment or as an employee of the Company. The information contained in a consumer report may be used by the Company for employment purposes, such as promotion, retention, and termination.

A "consumer report" is a communication of any information by a "consumer reporting agency" that bears on your credit worthiness, character, general reputation, or personal characteristics, that is compiled in order to be used for employment purposes. Preparation of a consumer report might include, but is not limited to, a search of your criminal background, your prior employment, your educational background, reference checks, driving record checks, and verification of your identification and Social Security number.

A "consumer reporting agency" is a person or business that engages in the practice of assembling or evaluating consumer credit information or other types of information for the purpose of furnishing "consumer reports" to organizations like the Company.

If the Company obtains a consumer report about you, and if the Company considers any information in the consumer report when making an employment decision that directly and adversely affects you, you will be provided with a copy of the consumer report before the decision is finalized and a summary of your rights under the Fair Credit Reporting Act.

I authorize Tanknology (the "Company") to obtain consumer reports about me from a consumer reporting agency for pre-employment screening. I understand that a background investigation may be required and if I am hired, at any time during my employment. I understand that these consumer reports might include, but are not limited to, a search of my criminal background, my prior employment, my educational background, reference checks, driving record checks, and verification of my identification and Social Security number.

I understand that the Company may use consumer reports for employment purposes, including, but not limited to, hiring, promotion, retention, and termination. I also understand that I have rights under the Fair Credit Reporting Act, including those rights discussed above in the Company's Fair Credit Reporting Act Disclosure Statement.

My signature to this Application for Employment, whether provided digitally by typing my full name, or by my signature, certifies that the information I have provided is true and complete. I hereby authorize Tanknology Inc. to obtain information regarding my driving, educational and criminal records by reading and agreeing to the disclosure statements herein.

Check here to confirm your agreement

Signature of Applicant

Type your full name above if you are submitting this application electronically.
Sign your full name if you are submitting the application via mail, FAX or in person

Today's Date

THIS SECTION FOR INTERNAL USE ONLY: TO BE COMPLETED BY TANKNOLOGY, NOT BY APPLICANT

EMPLOYER'S CERTIFICATION OF COMPLIANCE WITH FAIR CREDIT REPORTING ACT:

Tanknology hereby certifies that it has complied with Section 604(b)(2)(A) of the Fair Credit Reporting Act by disclosing to applicant that a consumer report may be produced, and has obtained the applicant or employee's written authorization to produce the report as required by Section 604(2)(B).

Tanknology certifies that it will comply with Section 604(b)(3) of the Fair Credit Reporting Act as appropriate.

Tanknology will not use any information contained in a consumer report in violation of any applicable federal or state law, including but not limited to, equal opportunity laws and regulations.

Signature

Title of Tanknology Management

Date