



Employment Application

WE ARE AN EQUAL OPPORTUNITY EMPLOYER

We consider all applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital, or veteran status, sexual orientation, or any other legally protected status

(PLEASE PRINT)

Position(s) Applying for		Date of Application
How Did You Learn About Us?		
<input type="checkbox"/> Advertisement	<input type="checkbox"/> Friend	<input type="checkbox"/> Walk-In
<input type="checkbox"/> Employment Agency	<input type="checkbox"/> Relative	<input type="checkbox"/> Clean Harbors Web Site
<input type="checkbox"/> Job Fair	<input type="checkbox"/> Military	<input type="checkbox"/> Internet please specify site _____
<input type="checkbox"/> Other _____		
Last Name	First Name	Middle Name
Address	Number	Street
		City
		State
		Zip Code
Telephone Number (s)		Social Security Number

If you are under 18 years of age, can you provide required proof of your eligibility to work? Yes No

Have you ever filed an application with us before? Yes No

If Yes, provide date _____

Have you ever been employed with us before?
If Yes, please specify Dates, Location, Dept, Position _____
and Supervisor. _____

Are you currently employed? Yes No

May we contact your present employer? Yes No

Are you prevented from lawfully becoming employed in this country because of Visa or Immigration Status? Yes No
Proof of citizenship or immigration status will be required upon employment

On what date would you be available for work? _____

Are you available to work: Full Time Part Time Shift Work Temporary

Are you currently on "lay-off" status and subject to recall? Yes No

Can you travel if a job requires it? Yes No

Have you ever been convicted of a **felony**? Yes No

If yes, please explain _____

Have you ever been convicted of a felony involving **dishonesty or breach of trust**? Yes No

If yes, please explain _____

Have you been convicted of a misdemeanor **within the last 5 years**? Yes No

If yes, please explain _____

*Conviction will not necessarily disqualify an applicant from employment
Failure to disclose may result in a decision not to hire an applicant and discharge in the case of an employee.*

CALIFORNIA AND ILLINOIS APPLICANTS PLEASE READ THE "NOTICE TO APPLICANTS" SECTION OF THIS APPLICATION.

Education

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

Indicate any foreign languages you can speak, read and/or write

	Fluent	Good	Fair
Speak			
Read			
Write			

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

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

Employment/Military 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, handicap or other protected status

1.

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

2.

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

3.

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

4.

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

If you need additional space, please continue on a separate sheet of paper.

List professional, trade, business or civic activities and offices held.
You may exclude membership which would reveal gender, race, religion, national origin, ancestry, disability, or other protected status.

Additional Information

Other Qualification
 Summarize special job-related skills and qualifications acquired from employment or other experience.

Specialized Skills Check Skills/Equipment Operated

<input type="checkbox"/> Microsoft Word	<input type="checkbox"/> Access	Production/Mobile
<input type="checkbox"/> Excel	<input type="checkbox"/> Outlook	Machinery (list): Other (list):
<input type="checkbox"/> Power Point	<input type="checkbox"/> People Soft	_____

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

Note to Applicants: DO NOT ANSWER THIS QUESTION UNLESS YOU HAVE ALSO READ & SIGNED THE JOB DESCRIPTION LISTING REQUIREMENTS OF THE JOB FOR WHICH YOU ARE APPLYING.

Are you capable of performing in a reasonable manner the activities involved in the job or occupation for which you have applied? A description of the activities involved in such a job or occupation is attached. YES NO

NOTICE TO APPLICANTS

NOTE- ALL APPLICANTS ARE SUBJECT TO A PRE-EMPLOYMENT CRIMINAL, PERSONAL HISTORY, SECURITY BACKGROUND CHECK AND DRUG SCREEN. SOME POSITIONS MAY REQUIRE PRE-EMPLOYMENT PHYSICAL EXAM AND FITNESS FOR DUTY TESTS.

California, Minnesota and Oklahoma Residents:

If you would like to receive a copy of any background investigation that is conducted to determine your employment eligibility, please send a written request to ATTN: Legal Department 42 Longwater Drive PO Box 9149 Norwell, MA 02061-9149.

Notice to Applicants in Massachusetts

It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability.

Notice to Applicants in Maryland

It is unlawful in Maryland for an employer to require or demand a lie detector or similar test as a condition of employment, prospective employment or continued employment. An employer who violates this law is guilty of a crime and subject to a fine not exceeding \$100.

Notice to Applicants in California

In answering questions concerning felony and misdemeanor charges , do not include: information regarding an arrest or detention that did not result in a conviction; information regarding referral to, and participation in, any pre-trial or post-trial diversion program; minor traffic violation convictions for which the record has been judicially ordered sealed or expunged; marijuana-related convictions described in California Labor Code Section 432.8 that are more than two years old; misdemeanor convictions for which probation has been successfully completed or discharged and that have been judicially dismissed pursuant to California Penal Code Section 1203.4.

Notice to Applicants in Illinois

Under Illinois Law, an applicant is not obligated to disclose sealed or expunged records of conviction or arrest.

References

1.	_____ (_____) _____ (Name) Phone#
	_____ (Address)
2.	_____ (_____) _____ (Name) Phone#
	_____ (Address)
3.	_____ (_____) _____ (Name) Phone#
	_____ (Address)

Applicants Statement

I certify the answers given herein are true and complete to the best of my knowledge.

I authorize the employer and/or its agents to investigate all statements contained in this application for employment as may be necessary for the employer to arrive 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 whether or not applications are being accepted at this time.

I hereby, by filing this application, understand, acknowledge, and agree, unless otherwise defined by applicable law, that any employment status I may be offered by this company is on an "at will" basis, which means that the Employee may resign at any time and the Employer may discharge Employee at any time with or without cause. I further understand that this "at will" employment relationship may not be changed by any written document or by any conduct unless such change is specifically acknowledged in writing by an authorized executive of this Company.

In the event of my employment, I understand that false or misleading information given in my application or interview (s) or failure to disclose a felony conviction may result in my discharge. I also understand that by accepting employment within the Company I am required to abide by all policies and procedures of the employer, and that I may be discharged and/or disciplined by the employer for any violation of the company's policies and procedures, and/or any violations of any Federal, State, or local Law, rule/ regulation.

I understand that any employment decision by Clean Harbors, will be contingent upon completion of a security background check, a physical exam and fitness for duty test (for certain designated positions), and my testing negative to a biological test for the presence of certain controlled substances. Clean Harbors will schedule that test at a designated facility.

Signature of Applicant

Date

It is unlawful under Federal Law to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal and civil liabilities.

FOR PERSONNEL DEPARTMENT USE ONLY

Arrange Interview Yes No

Remarks _____

_____ Interviewer Date

Employed Yes No Date of Employment _____

Job Title _____ Hourly
Rate/ _____ Department _____
Salary

By _____
NAME AND TITLE DATE

NOTES _____

FOR PERSONNEL DEPARTMENT USE ONLY	
Position(s) Applied For Is Open:	<input type="checkbox"/> Yes <input type="checkbox"/> No
Position(s) Considered For:	_____

	Date _____

Employment Record Data

Applicants & Employees are treated without regard to race, color, religion, sex, national origin, age, marital or veteran status, medical condition or handicap, or any other legally protected status.

As an employer with an Affirmative Action Program, we comply with government regulations, including Affirmative Action responsibilities where they apply.

The purpose for this Data Record is to comply with government record keeping, reporting, and other legal requirements. Periodic reports are made to the government on the following information. **THE COMPLETION OF THIS DATA RECORD IS OPTIONAL.** If you choose to volunteer the requested information please note that all Data Records are kept in a Confidential File and are not a part of your Application for Employment or personnel file. Please note: YOUR COOPERATION IS VOLUNTARY. INCLUSION OR EXCLUSION OF ANY DATA WILL NOT AFFECT ANY EMPLOYMENT DECISION.

VOLUNTARY SURVEY

Date _____

Government agencies at times require periodic reports on the sex, ethnicity, handicap, veteran and other protected status of employees. This data is for statistical analysis with respect to the success of the Affirmative Action program. SUBMISSION OF THIS INFORMATION IS VOLUNTARY.

	Position Applying For:
	Check One <input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Declined
	Check One Of The Following: (Ethnic Origin) <input type="checkbox"/> Two or More Races (Not Hispanic or Latino) <input type="checkbox"/> White (Not Hispanic or Latino) <input type="checkbox"/> American Indian/Alaskan Native (Not Hispanic or Latino) <input type="checkbox"/> Black or African American (Not Hispanic or Latino) <input type="checkbox"/> Asian (Not Hispanic or Latino) <input type="checkbox"/> Native Hawaiian or other Pacific Islander (Not Hispanic or Latino) <input type="checkbox"/> Hispanic or Latino <input type="checkbox"/> Declined
	Check If Any Of The Following Are Applicable: <input type="checkbox"/> Vietnam Era Veteran <input type="checkbox"/> Disabled Veteran <input type="checkbox"/> Handicapped Individual
	Date of Birth

If you have a Resume please cut and paste into this section

A large, empty rectangular box with a thin black border, occupying most of the page below the instruction. It is intended for the user to paste their resume into.