



# 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"/> Walk-In		<input type="checkbox"/> Friend (please specify name) _____	
<input type="checkbox"/> Employment Agency		<input type="checkbox"/> Clean Harbors Web Site		<input type="checkbox"/> Relative (please specify name) _____	
<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?  Yes  No If Yes, provide information below

Start Date \_\_\_\_\_ Finish Date \_\_\_\_\_ Location \_\_\_\_\_ Dept. \_\_\_\_\_ 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 due to 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: *(Check all that apply)*

Full Time  Part Time  1st Shift  2nd Shift  3rd Shift  Temporary  On Call  Weekends

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

Indicate any foreign languages you can speak, read or write: Check proficiency level in each area			
LANGUAGE	SPEAK	READ	WRITE
	<input type="checkbox"/> Fluent <input type="checkbox"/> Good <input type="checkbox"/> Fair	<input type="checkbox"/> Fluent <input type="checkbox"/> Good <input type="checkbox"/> Fair	<input type="checkbox"/> Fluent <input type="checkbox"/> Good <input type="checkbox"/> Fair
	<input type="checkbox"/> Fluent <input type="checkbox"/> Good <input type="checkbox"/> Fair	<input type="checkbox"/> Fluent <input type="checkbox"/> Good <input type="checkbox"/> Fair	<input type="checkbox"/> Fluent <input type="checkbox"/> Good <input type="checkbox"/> Fair
	<input type="checkbox"/> Fluent <input type="checkbox"/> Good <input type="checkbox"/> Fair	<input type="checkbox"/> Fluent <input type="checkbox"/> Good <input type="checkbox"/> Fair	<input type="checkbox"/> Fluent <input type="checkbox"/> Good <input type="checkbox"/> Fair
	<input type="checkbox"/> Fluent <input type="checkbox"/> Good <input type="checkbox"/> Fair	<input type="checkbox"/> Fluent <input type="checkbox"/> Good <input type="checkbox"/> Fair	<input type="checkbox"/> Fluent <input type="checkbox"/> Good <input type="checkbox"/> Fair

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.

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

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	From	To	
Address			
Telephone	Hourly Rate/Salary		
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	From	To	
Address			
Telephone	Hourly Rate/Salary		
	Starting	Final	
Job Title	Supervisor		
Reason for Leaving			

**If you need additional space for employer information, 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 Qualifications

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

## Check the skills and/or equipment that you have experience in:

### Specialized Skills

- |   |                                      |
|---|--------------------------------------|
| <input type="checkbox"/> Microsoft Word | <input type="checkbox"/> Access      |
| <input type="checkbox"/> Excel          | <input type="checkbox"/> Outlook     |
| <input type="checkbox"/> Power Point    | <input type="checkbox"/> People Soft |

### Equipment Operated

- |   |   |
|---|---|
| <input type="checkbox"/> Backhoe          | <input type="checkbox"/> Excavator      |
| <input type="checkbox"/> Vac Truck        | <input type="checkbox"/> Roll-Off Truck |
| <input type="checkbox"/> Filter Press     | <input type="checkbox"/> Centrifuge     |
| <input type="checkbox"/> Front End Loader | <input type="checkbox"/> Forklift       |

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 THE 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?  YES  NO

*A description of the activities involved in such a job or occupation is attached.*

## 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)	_____ (Title/Relationship)	( )	_____ (Phone #)
_____ (Address)				
2	_____ (Name)	_____ (Title/Relationship)	( )	_____ (Phone #)
_____ (Address)				
3	_____ (Name)	_____ (Title/Relationship)	( )	_____ (Phone #)
_____ (Address)				

# Applicant's 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.

# Employment Record Data

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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

**FOR PERSONNEL DEPARTMENT USE ONLY**

Arrange Interview  Yes  No

Remarks \_\_\_\_\_

\_\_\_\_\_ INTERVIEWER DATE

Employed  Yes  No

Date of Employment \_\_\_\_\_

Hourly Rate/Salary \_\_\_\_\_ Department \_\_\_\_\_

Job Title \_\_\_\_\_

By \_\_\_\_\_ DATE  
NAME AND TITLE

**NOTES**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**FOR PERSONNEL DEPARTMENT USE ONLY**

Position(s) Applied For Is Open:  Yes  No

Position(s) Considered For: \_\_\_\_\_

\_\_\_\_\_

Date \_\_\_\_\_