

MASTER DISTRIBUTORS OF STEEL PIPE, FITTINGS & FLANGES - SINCE 1920
1211 Kress Street, Houston, TX 77020 • PO Box 15879, Houston, TX 77220-5879
PHONE (713) 869 –5731 • FAX (713) 867-0759 • www.merfish.com



APPLICATION FOR EMPLOYMENT

An Equal Opportunity Employer

Date of Application		Date Available to begin work				
Positon Desired		Salary Desired				
Name						
(First)	(Middle)	(Maiden Name, if any)	(Last)	Phone Number		
Address(Street)	(City)	(Street & Zip Code)		How Long?		
(Sifect)	(City)	(Street & Zip Code)	g	1.CN.		
List all for last 3 year	ars:		8001	al Security No		
Prior Address				How Long?		
	(Street)	(City) (Sta	ite & Zip Code)			
Prior Address				How Long?		
	(Street)	(City) (Sta	te & Zip Code)			
Charge(s) Do you smoke or che California)			NOT ANSWER	t if you are applying for employment in		
Have you previously	y applied at Merfi	sh Pipe & Supply/Musta	ang Trucking?	No If Yes, Date		
Position applied for Have you ever been		rfish Pipe & Supply/Mu	stang Trucking?	No If Yes, Date		
Relatives employed	by Merfish Pipe &	& Supply/Mustang Truc	king:			
Name Department Relationship				Relationship		
Referred to the com	pany by					
Circle the schedules	s you are available	to work: Weekdays	Weekends Ev	enings Nights Other		
Circle highest level Grade-F		mpleted: 2 3 4 5 6 7 8 9 10 1	1 12 College:	1 2 3 4 5 6		
High School		Graduated? Yes	GEI)?		
Specialized training	such as business.	correspondence, vocati	onal schools, etc	.i		
_	•	•				

College		Gr	aduated? Yes	GE	ED	From	
Major	or		Minor		Deg	gree	
Courses related to Pos							
If school records are u	ınder a d	iffere	nt name, please en	ter that	name here:		
List any special exper	ience or	skill y	you have. (Include	e equipn	ment operate	ed)	
Have you ever operate	ed a com	puter	terminal? No			Yes	
]	EXP	ERIENCE AND	QUA	LIFICATI	ONS – DRIVER	
	STA	ATE LICENSE N			O. TYPE		EXPIRATION DATE
Driver Licenses							
Diver Electises							
	1	·					
DRIVING EXPERIEN	ICE						
Class of Equipment	. (1)	Type of Equipment			Dates		Approx. Miles Driven (TOTAL)
Straight Truck	. (V	(Van, Tank, Flatbed, Etc.)		FI	ROM	ТО	(IOIAL)
Tractor and Trailer							
Tractor and Double	es						
Other							
ACCIDENT RECORD	FOR TI	HE PA			(ATTACH S	SHEET IF MORE S	PACE IS NEEDED)
DATES		Nature of Accident (HEAD-ON, REAR-END, ET			C.) FATALITIES		INJURIES
Last Accident							
Next Previous Next Previous							
Next Previous						((over)
TRAFFIC CONVICTI	ONS AN	D FO	REFEITURES FO	R THE	PAST 3 YE	ARS (OTHER THA	N PARKING VIOLATIONS)
LOCATION		DATE			CHARGE		PENALTY
A. Have you ever	been deni	ed a li	icense, permit or pri	vilege to	operate a mo	otor vehicle? YES	NO
B. Has any license, permit or privilege been suspended or revoked? YESNO				SNO			
*IF THE ANSW	ER TO EI	THER	A OR B IS YES, ATT				
	Note	» DO			MENT RE		Commercial
Note: DOT Requires That Employment for at Least 3 Years and/or Commercial Driving Experience for the Past 10 Years Be Shown							
Present or I	ast	If this is a present employer, ma			yer, may we		
Employer	EmployerAddress				Telephone ()		

Dates Employed From_	to	Immediate Supervisor	r
Starting Rate \$	per	Final Pay Rate \$	per
Job Title	Job Duties_		
Reason for Leaving			
Previous			
Employer	Address		Telephone () r
Dates Employed From	to	Immediate Supervisor	r
		Final Pay Rate \$	
Job Title	Job Duties_		· · · · · · · · · · · · · · · · · · ·
			
Previous			
Employer	_Address		_Telephone ()
		Immediate Supervisor	
		Final Pay Rate \$	
Reason for Leaving			· · · · · · · · · · · · · · · · · · ·
List any three character refere	nces (not former sup	pervisors or relatives)	
1			
Name	Relationship	Years Known	Telephone
2			
Name	Relationship	Years Known	Telephone
Name	Relationship	I cars Known	rerephone
3			
Name	Relationship	Years Known	Telephone
an employment relationship is estably without notice, and that Merfish Piper I also understand that all statements any information given by me in this during the period of my employment.	ployment contract between the contract on the contract between the contr	reen Merfish Pipe & Supply/ It I have the right to terminate rucking Co. retains an identicating the state of	Mustang Trucking Co. and myself. It my employment at any time, with oreal right. Supply/Mustang Trucking CO. and if I be subject to dismissal at any time ang Trucking Co. and persons named wledge that I can be terminated at any intent and no other purpose in employees, or their agents to
ability, personal character, criminal Co. officers, employees, or their age	conviction record, etc. a nts from all liability for ang Trucking Co. I fur bever for furnishing any	and I release the same Merfis damages whatsoever for the ther release previous employ information concerning me	sh Pipe& Supply/Mustang Trucking gathering of information concerning ters and any law enforcement agency to Merfish Pipe & Supply/Mustang
DATE		APPLICAN	IT'S SIGNATURE

as shown on Social Security Card

NOTE: A motor carrier may require an application to provide information in addition to the information required by the Federal Motor Carrier Safety Regulation

Supplemental Employment History

Meriish Pipe & Supply				
An Equal Opportunity Employ	er			
1211 Kress Street Houston, TX	77020			
Applicant Name:		Date:		
<u>A</u>)	DDITIONAL EMPL	OYMENT HISTORY		
		r application. INFORRECT, INCOMPLETI R REJECTION. Explain ALL GAPS betwe		
This form is a supplemental page	used for listing addition	al references.		
Employer	Address	Telephone ()		
		Fax		
Dates Employed From	To	Immediate Supervisor		
Starting Rate \$	Per	Final Pay Rate \$ Per _		
Job Title	Job Duties			
Reason for leaving?				
Employer	Address	Telephone ()		
		Fax		
Dates Employed From	To	Immediate Supervisor		
Starting Rate \$	Per	Final Pay Rate \$ Per _		
Job Title	Job Duties			
<u> </u>				
Employer	Address	Telephone ()		
		Fax		
Dates Employed From	To	Immediate Supervisor		
Starting Rate \$		Final Pay Rate \$ Per _		
		101		
Reason for leaving?				



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CONSUMER AUTHORIZATION AND NOTIFICATION

As of 8/18/2017

This is used to inform you that a consumer report or an investigative consumer report is being obtained from a consumer reporting agency for the purpose of evaluating you for employment, promotion, reassignment or retention as an employee.

This report may contain information bearing on your character, general reputation or personal characteristics from public record sources or through personal interviews with your neighbors, friends, or associates. You may also have the right to request additional disclosures regarding the nature and scope of the investigation.

TO WHOM IT MAY CONCERN:

I hereby authorize and request any present or former employer, school, police department, or other persons having personal knowledge about me, to furnish bearer with any and all information in their possession regarding me in connection with an application for employment. I am willing that a photocopy of this authorization be accepted with the same authority as the original, and I specifically waive any written notice from any present or former employer who may provide information based upon this authorized request. I understand this authorization is to be part of the written employment application that I sign.

I have been given a stand-alone, consumer notification that a report will be requested and used for the purpose of evaluating me for employment, promotion, reassignment, or retention as an employee.

Print Name:	
Signature:	
Date of Birth (for identification purposes only):	
Social Security Number (for identification purposes only):	
If name changed (through marriage or otherwise) print former name	e here:

DISCLOSURE REGARDING BACKGROUND INVESTIGATION

A CONSUMER REPORT MAY BE PROCURED FOR EMPLOYMENT PURPOSES ON BEHALF OF

A consumer report or investigative consumer report including information about your character, general reputation, personal characteristics, or mode of living may be obtained. These reports may contain information regarding your credit history, criminal history, social security number verification, motor vehicle records ("driving records"), verification of your education or employment history, or other background checks. Credit history will only be requested where such information is substantially related to the duties and responsibilities of the position for which you are applying.

According to the Fair Credit Reporting Act, you have the right upon written request made within a reasonable time to; ask whether you are the subject of a consumer report, request a disclosure of the nature and scope of an investigative consumer report if one was obtained; and request a copy of your report.

Please be advised that the nature and scope of the most common forms of investigative consumer reports are employment verifications and/or reference checks. These searches will be conducted by Employment Screening Services, Inc. 627 E. Sprague, Suite 100, Spokane, WA 99202, 1-800-473-7778, www.employscreen.com. The scope of this disclosure is all-encompassing, allowing the Company to obtain from any outside organization all manner of consumer reports throughout the course of your employment to the extent permitted by law.



Employment Screening Services, Inc. 627 E. Sprague, Suite 100
Spokane, WA 99202
1-800-473-7778
www.employscreen.com

The ESS privacy policy can be found at www.essprivacy.com

APPLICANT KEEP THIS PAGE

Rev 08/2015 ESS background check disclosure

ACKNOWLEDGMENT AND AUTHORIZATION FOR BACKGROUND CHECK

A CONSUMER REPORT MAY BE PROCURED FOR EMPLOYMENT PURPOSES ON BEHALF OF

I acknowledge receipt of the separate documents entitled DISCLOSURE REGARDING BACKGROUND INVESTIGATION, ADDITIONAL STATE NOTICES and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT and certify that I have read and understand these three documents.

California State Applicants: For consumers applying for work in California: I acknowledge receiving a copy of the notice to California State residents as per California Civil Code 1786.16.

New York Applicants: For consumers applying for work in New York: I acknowledge receiving a copy of Article 23-A of the New York Correction Law.

AUTHORIZATION

I voluntarily and knowingly authorize for employment purposes only, any present or past employer or supervisor, university or institution of learning, court of law, law enforcement agency, state agency, federal agency, credit bureau, private business, military branch or the National Personnel Records Center, personal reference, and/or other persons, to give records or information they may have concerning my criminal history, motor vehicle history, earnings history and employment records, credit history, educational transcripts, general reputation, character, or any other information requested to Employment Screening Services, 627 E. Sprague, Suite 100, Spokane, WA 99202, 1-800-473-7778, www.employscreen.com and/or the Employer itself.

I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original. I understand that if hired, my consent will apply throughout my employment unless I revoke or cancel it by sending a signed letter to the company Human Resources office.

I understand and acknowledge that if I affix an electronic signature to this document, that my electronic signature is as valid as my hand-written signature.

TIST ANY OTHER NAMES UNDER WHICH YOU HAVE WORKED OR RECEIVED A DEGREE STREET ADDRESS CITY, STATE, ZIP SOCIAL SECURITY NUMBER DATE OF BIRTH* DRIVER'S LICENSE NUMBER STATE OF ISSUE NAME EXACTLY AS IT APPEARS ON DRIVERS LICENSE

POSITION FOR WHICH YOU ARE APPLYING

SIGNATURE

EMAIL ADDRESS

CA, OK, & MN APPLICANTS ONLY:

DATE

You have the right to receive a copy of any consumer reports or investigative consumer reports should one be requested on you for employment reasons.

I wish to be furnished with a copy of my consumer and/or investigative consumer report should one be ordered.

MAY WE CONTACT YOUR CURRENT EMPLOYER? (✓ below)

Yes No Not Currently Employed

*The DOB is used for identification purposes only and plays no part in the selection process.

All federal and states rights are respected.

PLEASE RETURN THIS PAGE

Rev 08/2015 ESS background check authorization

ADDITIONAL STATE LAW NOTICES

<u>California</u>: Under California Civil Code section 1786.22, you are entitled to find out what is in the CRA's file on you with proper identification, as follows:

- In person, by visual inspection of your file during normal business hours and on reasonable notice. You also may request a copy of the information in person. The CRA may not charge you more than the actual copying costs for providing you with a copy of your file.
- A summary of all information contained in the CRA file on you that is required to be provided by the California Civil Code will be provided to you via telephone, if you have made a written request, with proper identification, for telephone disclosure, and the toll charge, if any, for the telephone call is prepaid by or charged directly to you.
- By requesting a copy be sent to a specified addressee by certified mail. CRAs complying with requests for certified mailings shall not be liable for disclosures to third parties caused by mishandling of mail after such mailings leave the CRAs.

"Proper Identification" includes documents such as a valid driver's license, social security account number, military identification card, and credit cards. Only if you cannot identify yourself with such information may the CRA require additional information concerning your employment and personal or family history in order to verify your identity. The CRA will provide trained personnel to explain any information furnished to you and will provide a written explanation of any coded information contained in files maintained on you. This written explanation will be provided whenever a file is provided to you for visual inspection. You may be accompanied by one other person of your choosing, who must furnish reasonable identification. A CRA may require you to furnish a written statement granting permission to the CRA to discuss your file in such person's presence.

<u>Maine</u>: You have the right, upon request, to be informed of whether an investigative consumer report was requested, and if one was requested, the name and address of the consumer reporting agency furnishing the report. You may request and receive from the Company, within five business days of our receipt of your request, the name, address and telephone number of the nearest unit designated to handle inquiries for the consumer reporting agency issuing an investigative consumer report concerning you. You also have the right, under Maine law, to request and promptly receive from all such agencies copies of any such reports

<u>Massachusetts:</u> You have the right to know whether the Company requested an investigative consumer report about you and, upon written request to the Company, to receive a copy of any such report. You also have the right to ask the consumer reporting agency (e.g. ESS Inc.) for a copy of any such report.

<u>Minnesota:</u> You have the right to submit a written request to the consumer reporting agency (e.g. ESS, Inc.) for a complete and accurate disclosure of the nature and scope of any consumer report the Company ordered on you. The consumer reporting agency must provide you with the disclosure within five days of receipt of your request or the date the Company requested the report, whichever is later

<u>New Jersey:</u> You have the right to submit a request to the consumer reporting agency (e.g. ESS, Inc.) for a copy of any investigative consumer report the Company requested about you. You also have the right to request from the consumer reporting agency a written summary of your rights under the New Jersey Fair Credit Reporting Act.

<u>New York:</u> You have the right, upon request, to be informed of whether or not a consumer report was requested. If a consumer report is requested, you will be provided with the name and address of the consumer reporting agency furnishing the report. You may inspect and receive a copy of the report by contacting that agency. You have a right to a copy of Article 23-A of the New York Corrections law before your background check is obtained.

<u>Washington</u>: If we request an investigative consumer report, you have the right, upon written request made within a reasonable period of time after your receipt of this disclosure, to receive from us a complete and accurate disclosure of the nature and scope of the investigation we requested. You also have the right to request from the consumer reporting agency a written summary of your rights and remedies under the Washington Fair Credit Reporting Act.



Employment Screening Services, Inc. 627 E. Sprague, Suite 100 Spokane, WA 99202 1-800-473-7778 www.employscreen.com

APPLICANT KEEP THIS PAGE

Rev 04/07/1017 ESS state notices

APPLICANT TO KEEP THESE TWO PAGES

Para informacion en espanol, visite <u>www.consumerfinance.gov/learnmore</u> o escribe a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20006.

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 20006.

- 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 identify 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 creditworthiness 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 to 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 1-888-5-OPTOUT (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, visit 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:
1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates. b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFBP:	a. Bureau of Consumer Financial Protection 1700 G Street NW Washington, DC 20006 b. Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 (877) 382-4357
2. To the extent not included in item 1 above: a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks 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 c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations d. Federal Credit Unions	a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050 b. Federal Reserve Consumer Help Center P.O. Box 1200 Minneapolis, MN 55480 c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106 d. National Credit Union Administration Office of Consumer Protection (OCP) Division of Consumer Compliance and Outreach (DCCO) 1775 Duke Street Alexandria, VA 22314
3. Air carriers	Asst. General Counsel for Aviation Enforcement & Proceedings Department of Transportation 1200 New Jersey Avenue, S.E. Washington, DC 20590
4. Creditors Subject to Surface Transportation Board	Office of Proceedings, Surface Transportation Board Department of Transportation 395 E Street, S.W. Washington, DC 20423
5. Creditors Subject to Packers and Stockyards Act	Nearest Packers and Stockyards Administration area supervisor
6. Small Business Investment Companies	Associate Deputy Administrator for Capital Access United States Small Business Administration 409 Third Street, S.W., 8th Floor Washington, DC 20416
7. Brokers and Dealers	Securities and Exchange Commission 100 F St NE Washington, DC 20549
8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations	Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090
9. Retailers, Finance Companies, and All Other Creditors Not Listed Above	FTC Regional Office for region in which the creditor operates or Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 (877) 382-4357