APPLICATION FOR EMPLOYMENT

name date

WET

GENERAL INFORMATION

NAME
last first middle

EMAIL

CURRENT ADDRESS
address
city state zip

TELEPHONE NUMBER
home cell

POSITION DESIRED
☐ full-time ☐ part-time

SALARY DESIRED
$ /YR.
when can you start?

PROFESSIONAL REFERENCES
1. name title
company email
phone number may we contact? y n

2. name title
company email
phone number may we contact? y n

3. name title
company email
phone number may we contact? y n

HOW DID YOU HEAR ABOUT US?

EDUCATIONAL INFORMATION

GRADUATE SCHOOL
name city state
degree obtained major / course of study years completed

UNIVERSITY
name city state
degree obtained major / course of study years completed

HIGH SCHOOL
name city state
degree obtained years completed

OTHER
name city state
degree / certifcate obtained major / course of study years completed

FOREIGN LANGUAGES

LANGUAGE ____________ ______ STUDIED ______ READ ______ WRITE ______ SPEAK

LANGUAGE ____________ ______ STUDIED ______ READ ______ WRITE ______ SPEAK

EMPLOYMENT INFORMATION

Please list the names of your present or previous employers in chronological order with present or last employer listed first. Be sure to account for all periods of time including military service and any period of unemployment. If self-employed, give firm name and supply business references.

PRESENT / LAST EMPLOYER

company | type of business | name / title of last manager

address | phone

title / position

reason for leaving | employment start date | end date

PREVIOUS EMPLOYER

company | type of business | name / title of last manager

address | phone

title / position.

reason for leaving | employment start date | end date

PREVIOUS EMPLOYER

company | type of business | name / title of last manager

address | phone

title / position

reason for leaving | employment start date | end date

ARE YOU CURRENTLY EMPLOYED? y n

IF YES, MAY WE CONTACT YOUR EMPLOYER? y n

HAVE YOU EVER WORKED OR INTERVIEWED FOR WET? y n

IF YES, PLEASE GIVE DATES AND POSITION FOR WHICH YOU INTERVIEWED OR WERE HIRED:

ARE YOU CAPABLE OF SATISFACTORILY PERFORMING THE ESSENTIAL FUNCTIONS REQUIRED OF THE POSITION FOR WHICH YOU ARE APPLYING, WITH OR WITHOUT REASONABLE ACCOMMODATION?** y n

IF HIRED, CAN YOU FURNISH PROOF THAT YOU ARE OVER 18 YEARS OF AGE? y n

IF HIRED, CAN YOU FURNISH PROOF THAT YOU ARE ELIGIBLE TO WORK IN THE U.S.? y n

DO YOU HAVE ADEQUATE TRANSPORTATION TO AND FROM WORK? y n

HAVE YOU EVER BEEN TERMINATED OR ASKED TO RESIGN FROM ANY JOB? y n

IF YES, PLEASE EXPLAIN CIRCUMSTANCES:

HAVE YOU EVER USED ANOTHER NAME? y n

IF YES PLEASE EXPLAIN:

**WET provides reasonable accommodations for disabled workers in accordance with the Americans with Disabilities Act and its state law equivalent. WET is an Equal Opportunity Employer. It is the policy of the Company to provide equal employment opportunities for all applicants and employees. The Company prohibits discrimination on the basis of race, color, religion, gender, sexual orientation, national origin, ancestry, age, physical or mental disability, medical condition, family care status, marital status, veteran status or any other category protected by federal, state or local law.

y n

HAVE YOU EVER BEEN CONVICTED OF A CRIME OTHER THAN A TRAFFIC VIOLATION?

Do not answer “Yes” for: (1) any conviction for which the record has been judicially ordered sealed, expunged or eradicated; (2) any misdemeanor conviction for which probation has been successfully completed or otherwise discharged and the case has been judicially dismissed; or (3) any marijuana related convictions that are more than two years old. Answering “Yes’ will not necessarily disqualify you from employment.

y n

HAVE YOU BEEN ARRESTED FOR ANY MATTERS FOR WHICH YOU ARE OUT ON BAIL OR ON YOUR OWN RECOGNIZANCE PENDING TRIAL?

IF YOU ANSWERED “YES” TO ANY OF THE ABOVE-QUESTIONS, PLEASE DESCRIBE THE NATURE OF THE OFFENSE, DATE OF CONVICTION, AND IDENTIFY THE COURT IN WHICH THE CONVICTION WAS ENTERED:

NOTE: Answering “Yes” to these questions does not constitute an automatic bar to employment. Factors such as age and time of the offense, seriousness and nature of the violation, and rehabilitation will be taken into account.

I certify that the foregoing statements and answers are true and accurate and understand that any misrepresentation or omission of facts called for on this application will be cause for immediate dismissal from WET. I authorize the companies, schools, and persons identified in this application to furnish the company with any information they may have regarding me. I release said companies, schools, and persons from any damages and claims for furnishing said information.

SIGNATURE OF APPLICANT DATE

APPLICANT'S STATEMENT AND AGREEMENT

In the event of my employment to a position in this Company, I will comply with all rules and regulations of this Company. I understand that the Company reserves the right to require me to submit to a test for the presence of drugs in my system prior to employment and at any time during my employment, to the extent permitted by law. I also understand that any offer of employment may be contingent upon the passing of a physical examination. I consent to the disclosure of the results of any physical examination and related tests to the Company. I understand that should I decline to sign this consent or decline to take any of the above tests, my application for employment may be rejected or my employment may be terminated.

I understand that the company may investigate my driving record and my criminal record and that an investigative consumer report may be prepared whereby information is obtained through personal interviews with my neighbors, friends, personal references, and others with whom I am acquainted. This inquiry includes information as to my character, general reputation, personal characteristics, and mode of living. I understand that I have the right to make a written inquiry within a reasonable period of time to receive additional detailed information about the nature and scope of this investigation. I further understand that the Company may contact my previous employers and I authorize those employers to disclose to the Company all records and information pertinent to my employment with them. In addition to authorizing the release of any information regarding my employment, I hereby fully waive any rights or claims I have or may have against my former employers, their agents, employees, and representatives, as well as other individuals who release information to the Company, and release them from any and all liability, claims, or damages that may directly or indirectly result from the use, disclosure, or release of any such information by any person or party, whether such information is favorable or unfavorable to me. I authorize the persons named herein as personal references to provide the Company with any pertinent information they may have regarding me.

AGREEMENT TO ARBITRATE—PLEASE READ

In addition to the foregoing, I also acknowledge that the Company utilizes a system of alternative dispute resolution that involves binding arbitration to resolve all disputes that may arise out of the employment context. It is the policy of the Company that all claims, disputes and controversies arising out of or related to my application for employment, employment with the Company or the separation of that employment shall be submitted to binding arbitration with the sole exception of: (i) claims for workers' compensation benefits; (ii) claims for unemployment insurance compensation benefits; and (iii) to the extent required by law, administrative claims or charges before applicable federal and state administrative agencies (including but not limited to the Equal Employment Opportunity Commission, any state agencies that receive and investigate discrimination/harassment complaints, and any claims brought pursuant to the National Labor Relations Act).

By signing below, the Company and I agree that any claim, dispute, or controversy that I have against the Company (or its owners, directors, officers, managers, employees, agents, and affiliates), or that the Company has against me, arising out of or related to my application for employment, employment with the Company or the separation of that employment shall be submitted to, and determined exclusively by, binding arbitration in conformance with the Federal Arbitration Act and the California Arbitration Act (Cal. Code Civ. Proc. §1280 et seq., including section 1283.05 and all of the Act's mandatory and permissive rights to discovery).

Included within the scope of this Mutual Agreement are all disputes, whether based on tort, contract or statute, including, but not limited to, any claims of discrimination, harassment, or retaliation brought under Title VII of the Civil Rights Act of 1964, the Civil Rights Act of 1991, California's Fair Employment and Housing Act, the Age Discrimination in Employment Act, the American with Disabilities Act, the Family Medical Leave Act, California's Family Rights Act, the Employment Retirement Income Securities Act of 1974 and any other employment-related claims of any kind, whether arising under federal, state or local laws.

In addition to any other requirements imposed by law, the arbitrator selected shall be a retired California Superior Court Judge, or otherwise qualified individual to whom the parties mutually agree, and shall be subject to disqualification on the same grounds as would apply to a judge of such court. All rules of pleading (including the right of either party to bring a demurrer), all rules of evidence, all rights to disposition of the dispute by means of motions for summary judgment, judgment on the pleadings, and judgment under Code of Civil Procedure Section 631.8 shall apply and be observed.

The arbitration proceedings will be held in the State of California, County of Los Angeles, before a single, neutral arbitrator, and shall be conducted pursuant to the Employment Arbitration Rules and Mediation Procedures of the American Arbitration Association ("AAA"), in effect at the time of the dispute. These rules are available free of charge online at www.adr.com. You may also request a copy of the rules by calling Human Resources.

Resolution of the dispute shall be based solely upon the law governing the claims and defenses pleaded, and the arbitrator may not invoke any basis for his or her decision other than controlling law.

Each party shall be solely responsible for paying its own costs for the arbitration including, but not limited to, its own attorneys' fees and expert witness fees. However, the fees of the arbitrator and all other costs that are unique to arbitration shall be paid by the Company where required by law. If either party prevails on a statutory claim which affords the prevailing party their attorneys' fees or where there is a written agreement providing for such fees, the arbitrator may award reasonable attorneys' fees to the prevailing party. The arbitrator shall have the authority to award any damages authorized by law.

The award of the arbitrator shall be in writing and shall contain the arbitrator's factual findings, legal conclusions and reasons for the award. The award, which shall be final and binding.

IT IS THE POLICY OF THE COMPANY THAT THE COMPANY AND EACH EMPLOYEE VOLUNTARILY AND KNOWINGLY WAIVE ANY AND ALL RIGHTS TO HAVE ANY ARBITRABLE CLAIMS OR DISPUTES HEARD OR ADJUDICATED IN ANY OTHER TYPE OF FORUM, INCLUDING WITHOUT LIMITATION, EACH PARTY'S RIGHT TO A TRIAL IN A COURT OF LAW.

Should any provision of this policy be deemed invalid or unenforceable, such provision may be severed and the remainder of this policy shall remain in full force and effect.

AT-WILL EMPLOYMENT

Additionally, if hired, I agree as follows: My employment and compensation is terminable at-will, is for no definite period, and my employment and compensation may be terminated by the Company at any time and for any reason whatsoever, with or without cause. No implied, oral, or written agreements contrary to the express language of this agreement are valid unless they are in writing and signed by me and the President of the Company. No supervisor or representative of the Company, other than the President of the Company, has any authority to make any agreements contrary to the foregoing.

This agreement is the entire agreement between the Company and me with respect to the terms and conditions of my employment, and this agreement takes the place of all prior and contemporaneous agreements, representations, and understandings of the employee and the Company.

I hereby acknowledge that I have read the above statements and understand the same.

DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE STATEMENT & AGREEMENT

SIGNATURE OF APPLICANT **DATE**

ACCURATE Background, Inc.

BACKGROUND RELEASE FORM DISCLOSURE AND CONSENT

In connection with my application for employment (including contract for service) with WET, I understand that investigative inquiries may be obtained on myself by a consumer reporting agency, and that any such report will be used solely for employment-related purposes. I understand that the nature and scope of this investigation will include a number of sources including, but not limited to, consumer credit, criminal convictions, motor vehicle, and other reports. These reports will include information as to my character, general reputation, personal characteristics, mode of living, and work habits. Information relating to my performance and experience, along with reasons for termination of past employment from previous employers, may also be obtained. Further, I understand that you will be requesting information from various Federal, State, County and other agencies that maintain records concerning my past activities relating to my driving, credit, criminal, civil, education, and other experiences.

I understand that if WET hires me, it may request a consumer report or an investigative consumer report about me for employment-related purposes during the course of my employment. The scope of this investigation will be the same as the scope of a pre-employment investigation, and that the nature of such an investigation will be my continuing suitability for employment, or whether I possess the minimum qualifications necessary for promotion or transfer to another position. I understand that my consent will apply throughout my employment, unless I revoke or cancel my consent by sending a signed letter or statement to WET at any time, stating that I revoke my consent and no longer allow WET to obtain consumer or investigative consumer reports about me.

I understand that I am being given a copy of the "Summary of Your Rights Under the Fair Credit Reporting Act" prepared pursuant to 15 U.S.C. Section 1681-1681u. If I am applying for employment in the State of California or if I am a resident of California at the time of applying for employment, a summary of the provisions of California Civil Code section 1786.22 is also being provided to me with this form. This Disclosure and Consent form, in original, faxed, photocopied or electronic form, will be valid for any reports that may be requested by WET.

I authorize without reservation any party or agency contacted by WET to furnish the above-mentioned information. I hereby consent to your obtaining the above information from Accurate Background, Inc. (and/or any of their licensed agents) located at 6 Orchard, Suite 200, Lake Forest, CA 92630, (800) 784-3911. I understand to aid in the proper identification of my file or records the following personal identifiers, as well as other information, is necessary.

NAME ______________________
last first middle

OTHER NAMES KNOWN BY ______________________

DATE OF BIRTH ______________________

SOCIAL SECURITY NUMBER ____ - ____ - ______

DRIVER LICENSE NUMBER ______________________
state

CURRENT ADDRESS ______________________
address

____
city state zip

APPLICANT SIGNATURE ______________________
signature date

WET

y n

California, Oklahoma or Minnesota Applicants:
I would like to receive a copy of any report obtained on me by WET.

DRUG TEST CONSENT FORM

Consent for pre-employment, random, or reasonable suspicion drug test screen and release covenant not to sue and indemnity agreement .

I hereby CONSENT to allow (medical center) to take a specimen of my hair, urine, or blood and submit it for a pre-employment, random, or reasonable suspicion drug test screen. I **further consent** to allow the laboratory testing service to make the results of such screen available to the prospective or current employer, WET.

In consideration for such services being rendered on my behalf, I hereby **release** the laboratory testing service, its officers, agents, and employees, from any and all claims which I might otherwise have due to such results being made so available. I hereby **consent not to file any action** at law or in equity against WET, the laboratory testing service, their respective officers, agents or employees in connection with the results of such screen being made so available, and I hereby agree to **indemnify** and **save harmless** WET, the laboratory testing service, their respective officers, agents, and employees from all damages, expenses, reasonable attorney's fees, and costs of court which they or any of them may suffer or incur, jointly or severally, due to the results of such screen being made so available.

signed this ________ day of ____________ , 20____.

CURRENT MEDICATIONS

____
perscription

____
non-perscription

SIGNATURE

____
signature

____
name printed

_____-_____-_____
social security number

Para informacion en espanol, visite www.ftc.gov/credit o escribe a la FTC Consumer Response Center, Room 130-A 600 Pennsylvania Ave., N.W. , Washington, D.C. 20580.

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.ftc.gov/credit or write to: Consumer Response Center, Room 130-A, Federal Trade Commission, 600 Pennsylvania Ave. N.W., Washington, D.C. 20580.**

- **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 identity 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, by September 2005 all consumers will be entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.ftc.gov/credit for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness 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.ftc.gov/credit 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.ftc.gov/credit.

- **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 1-888-567-8688.

- **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.ftc.gov/credit.

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. Federal enforcers are:

TYPE OF BUSINESS:	CONTACT:
Consumer reporting agencies, creditors and others not listed below	Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 1-877-382-4357
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 1-800-613-6743
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 1-202-452-3693
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 Complaints Washington, DC 20552 1-800-842-6929
Federal credit unions (words "Federal Credit Union" appear in institution's name)	National Credit Union Administration 1775 Duke Street Alexandria, VA 22314 1-703-519-4600
State-chartered banks that are not members of the Federal Reserve System	Federal Deposit Insurance Corporation Consumer Response Center, 2345 Grand Avenue, Suite 100 Kansas City, Missouri 64108-2638 1-877-275-3342
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 1-202-366-1306
Activities subject to the Packers and Stockyards Act, 1921	Department of Agriculture Office of Deputy Administrator – GIPSA Washington, DC 20250 1-202-720-7051

A SUMMARY OF YOUR RIGHTS
UNDER THE PROVISIONS OF CALIFORNIA CIVIL CODE SECTION 1786.22

The Investigative Consumer Reporting Agencies Act (ICRA) is designed to promote accuracy, fairness, and privacy of information in the files of every "consumer reporting agency" (CRA). You can find the complete text of the ICRA, at the California Privacy Protection web site (http://www.privacy.ca.gov/icraa.htm). The ICRA gives you specific rights, as outlined below. You may have additional rights under federal law. You may contact a state or local consumer protection agency or a state attorney general to learn those rights.

1786.22. (a) An investigative consumer reporting agency shall supply files and information required under Section 1786.10 during normal business hours and on reasonable notice.

(b) Files maintained on a consumer shall be made available for the consumer's visual inspection, as follows:

(1) In person, if he appears in person and furnishes proper identification. A copy of his file shall also be available to the consumer for a fee not to exceed the actual costs of duplication services provided.

(2) By certified mail, if he makes a written request, with proper identification, for copies to be sent to a specified addressee. Investigative consumer reporting agencies complying with requests for certified mailings under this section shall not be liable for disclosures to third parties caused by mishandling of mail after such mailings leave the investigative consumer reporting agencies.

(3) A summary of all information contained in files on a consumer and required to be provided by Section 1786.10 shall be provided by telephone, if the consumer has 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 the consumer.

(c) The term "proper identification" as used in subdivision (b) shall mean that information generally deemed sufficient to identify a person. Such information includes documents such as a valid driver's license, social security account number, military identification card, and credit cards. Only if the consumer is unable to reasonably identify himself with the information described above, may an investigative consumer reporting agency require additional information concerning the consumer's employment and personal or family history in order to verify his identity.

(d) The investigative consumer reporting agency shall provide trained personnel to explain to the consumer any information furnished him pursuant to Section 1786.10.

(e) The investigative consumer reporting agency shall provide a written explanation of any coded information contained in files maintained on a consumer. This written explanation shall be distributed whenever a file is provided to a consumer for visual inspection as required under Section 1786.22.

(f) The consumer shall be permitted to be accompanied by one other person of his choosing, who shall furnish reasonable identification. An investigative consumer reporting agency may require the consumer to furnish a written statement granting permission to the consumer reporting agency to discuss the consumer's file in such person's presence.