



US Ecology, Inc.

An Equal Opportunity Employer

EMPLOYMENT APPLICATION

Please completely fill out this application. An application will not be considered if not completed in detail. Previous employment / reference checks are performed on all applicants. Please provide current telephone numbers of former employers and supervisors. Failure to provide this information will result in your application not being considered. *Signature is required.*

FIRST NAME		MIDDLE NAME	LAST NAME		DATE
STREET AND NUMBER		CITY	STATE	ZIP	
HOME PHONE		BUSINESS PHONE	POSITION APPLYING FOR		SALARY DESIRED-RANGE
TYPE OF EMPLOYMENT FOR WHICH YOU ARE APPLYING FULL TIME PART TIME TEMPORARY / SUMMER			WHAT HOURS CAN YOU WORK? WILL YOU WORK OVERTIME? YES NO		
HAVE YOU EVER BEEN EMPLOYED BY THIS COMPANY OR ANY OF ITS SUBSIDIARIES?			YES	NO	
DATE:		POSITION:	LOCATION:		
ARE YOU LEGALLY ELIGIBLE FOR EMPLOYMENT IN THE UNITED STATES? (PROOF OF CITIZENSHIP OR IMMIGRATION STATUS WILL BE REQUIRED)			YES	NO	
HAVE YOU EVER BEEN CONVICTED OF A FELONY? A CONVICTION WILL NOT NECESSARILY BAR YOU FROM EMPLOYMENT. (IF YES, PLEASE EXPLAIN; ATTACH EXTRA PAGES IF NEEDED)			YES	NO	
DO YOU HAVE RELATIVES OR FRIENDS EMPLOYED BY THIS COMPANY? IF YES, STATE NAME AND RELATIONSHIP.			YES	NO	
WHAT PROMPTED YOUR APPLICATION TO OUR COMPANY? IF ADVERTISEMENT OR AGENCY, PLEASE GIVE SOURCE.					

EDUCATION AND TRAINING

SCHOOL NAME AND LOCATION	HIGHEST YEAR COMPLETED	COURSE OF STUDY	DEGREES AND HONORS
HIGH SCHOOL			
COLLEGE OR UNIVERSITY			
GRADUATE SCHOOL			
OTHER			
OTHER TRAINING (TRADE, BUSINESS, TECHNICAL)			

SPECIAL SKILLS

FOREIGN LANGUAGE:	UNDERSTAND	SPEAK	WRITE
FOREIGN LANGUAGE:	UNDERSTAND	SPEAK	WRITE
LICENSES / CERTIFICATES			
EQUIPMENT / MACHINES OPERATED			
COMPUTER HARDWARE SKILLS			
COMPUTER SOFTWARE SKILLS			
OTHER RELEVANT SKILLS, EXPERIENCE, AND BACKGROUND			

EMPLOYMENT EXPERIENCE – BEGIN WITH MOST RECENT POSITION

1 Employer		Address	
Job Title(s)		Dates of Employment (include mo & yr)	
		From	To
Work Performed		Hourly Rate / Salary	
		Start	Final
Supervisor	Phone #	May we call for reference?	Yes No
Reason for Leaving			
2 Employer		Address	
Job Title(s)		Dates of Employment (include mo & yr)	
		From	To
Work Performed		Hourly Rate / Salary	
		Start	Final
Supervisor	Phone #	May we call for reference?	Yes No
Reason for Leaving			
3 Employer		Address	
Job Title(s)		Dates of Employment (include mo & yr)	
		From	To
Work Performed		Hourly Rate / Salary	
		Start	Final
Supervisor	Phone #	May we call for reference?	Yes No
Reason for Leaving			
4 Employer		Address	
Job Title(s)		Dates of Employment (include mo & yr)	
		From	To
Work Performed		Hourly Rate / Salary	
		Start	Final
Supervisor	Phone #	May we call for reference?	Yes No
Reason for Leaving			

REFERENCES

Give name, address and telephone numbers of three references that are not related to you or are not previous employers.

Name & Address	Phone #	Occupation	Relationship

DRIVER'S LICENSE INFORMATION

Complete this section only if applying for a driver's position. If the position applied for requires driving in the course of work, I understand that I will be required to possess a current and valid driver's license and that I will be required to provide a copy of my official driving record and proof of insurance. I also understand that any offer of employment is contingent on my ability to be covered by US Ecology's auto insurance, if required for my position.

Current Driver's License #	Type or Class of License
State Licensed in	Date of Expiration
Limitations on License	
I authorize US Ecology and affiliated Companies or their agents to obtain a copy of my motor vehicle record from the State Registry of Motor Vehicles.	Signature authorizing copy of record.
Has your Driver's License ever been revoked? Yes No	If Yes, explain:

PLEASE READ THE FOLLOWING SECTION CAREFULLY BEFORE SIGNING

I understand that it is the policy of this organization not to refuse to hire or otherwise discriminate against a qualified individual with a disability because of that person's need for a reasonable accommodation as require by the American's with Disability Act.

I understand that any employment is contingent upon furnishing proof of employment eligibility and satisfying Company medical standards. If required, such medical standards may include, but will not be limited to, a screening for the presence of illegal or unauthorized substance in my system. A positive test for drugs, other than those prescribed by my physician, or refusal to take the test, will constitute grounds for withdrawal of the Company's employment offer. If applying for a driver position, MVR must show no tickets or accidents in the prior one-year period.

I understand that if employed, I will be bound by all Company policies, work rules and regulations, the terms and conditions of which may be changed without notice to me. I further understand that my employment and compensation is "at will" and can be terminated with or without cause, with or without notice, at any time, at the option of either the Company or myself.

I understand that if employed, I may have access to confidential information regarding various phases of Company business. Therefore, the Company follows the usual practice of requiring new employees at the time of employment to sign an agreement for assignment of inventions and covenant against disclosure. I understand that if employed by the Company, I must sign such agreement as a condition of employment.

I certify that answers given herein are true and complete to the best of my knowledge. I agree that any falsified or misrepresented information, any misinformation, or any significant omissions may disqualify me from further consideration for employment, and if hired, may be considered justification for discharge upon discovery.

I represent and warrant that I have read and fully understand the foregoing, and that I seek employment under these conditions.

Signature (in ink): _____

Date: _____



SPECIAL EMPLOYMENT NOTICE TO DISABLED VETERANS, VIETNAM ERA VETERANS, OTHER VETERANS, AND INDIVIDUALS WITH PHYSICAL OR MENTAL HANDICAPS

We invite all special disabled veterans, veterans of the Vietnam Era, and handicapped individuals who believe they are covered by the Rehabilitation Act of 1973 and who wish to benefit under our Affirmative Action Program, to identify themselves. Since "Other Veterans" are entitled to affirmative action in employment, they are also invited to identify themselves as per Public Law 105-339 of the Veterans Employment Opportunities Act of 1998. This information is strictly voluntary and will be kept confidential. Disclosure or refusal to provide it will not subject you to any adverse treatment, and it will only be used in accordance with the Act and the regulations.

I voluntarily identify myself as:

An Individual with a Disability - An "individual with a disability" is defined as a person who (1) has a physical or mental impairment which substantially limits one or more of his or her major life activities, (2) has a record of such impairment, or (3) is regarded as having such an impairment.

If you are disabled, it would assist us if you tell us about:

(i) Any special methods, skills, and procedures which qualify you for positions that you might not otherwise be able to do because of your disability, so that you will be considered for any positions of that kind.

(ii) Any accommodations which we could make which would enable you to perform the job properly and safely, including special equipment, changes in the physical layout of the job, elimination of certain duties relating to the job, provision of personal assistance services or other accommodations.

A Disabled Veteran - A "disabled veteran" is (1) A veteran of the U.S. military, ground, naval or air service who is entitled to disability compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or (2) A person who was discharged or released from active duty because of a service-connected disability.

An Other Protected Veteran - An "other protected veteran" is a veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the Department of Defense including the Vietnam Era and who was discharged or released there from with other than a dishonorable discharge, or was discharged or released from active duty for a service-connected disability if any part of his or her active duty was performed during the Vietnam Era. The "Vietnam Era" is defined as (i) any active duty occurring between August 5, 1964 and May 7, 1975 or, (ii) any active duty part of which occurred in the Republic of Vietnam between February 28, 1961, and May 7, 1975.

Recently Separated Veteran - "Recently separated veteran " means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service.

Armed Forces Service Medal Veteran - those veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Please provide your date of discharge or release from active duty: _____

A complete list of qualifying military engagements is available online at <http://www.opm.gov/veterans/html/vgmedal2.htm>.

No Qualifying Military Campaign

No Military

Name _____

Date _____

Please Print

U.S. Office of Personnel Management

Appendix A: Wars, Campaigns and Expeditions of the Armed Forces Since WW II Which Qualify for Veterans' Preference

War Service Creditable for Veterans' Preference. In the absence of statutory definition for "war" and "campaign or expedition," OPM considers to be "wars" only those armed conflicts for which a declaration of war was issued by Congress. The title 38, U.S.C., definition of "period of war," which is used in determining benefits administered by the Department of Veterans Affairs, includes the Vietnam Era and other armed conflicts. That title 38 definition is NOT applicable for civil service purposes.

Thus the last "war" for which active duty is qualifying for veterans' preference is World War II. The inclusive dates for World War II service are December 7, 1941, through April 28, 1952.

Non-combat operations that are not qualifying for veterans' preference. Many medals are awarded for noncombat operations. These medals are not a basis for preference and include the following:

The Medal of Merit for meritorious service in World War II.

The Medal of Freedom for meritorious achievements or meritorious service to the United States on or after December 7, 1941, in the war against an enemy outside the continental limits of the United States.

The Antarctica Service Medal for participating in a scientific, direct support, or exploratory operation on the Antarctic Continent.

The National Defense Service Medal for honorable service between June 27, 1950 and July 27, 1954 or January 1, 1961 and August 14, 1974; or for the period between August 2, 1990, and November 30, 1995.

The Armed Forces Service Medal for participation in a United States military operation deemed to be a significant activity for which there was no threat of encounter of foreign armed opposition or imminent threat of hostile action.

The Armed Forces Reserve Medal for 10 years of honorable service in a Reserve component; or active duty service in a Reserve component on or after August 1, 1990; or volunteer service for active duty on or after August 1, 1990.

Military Operations Since 1937 for Which a Campaign or Expeditionary Medal Has Been Awarded, Except for Operations Occurring During a Declared War

Military personnel receive many awards and decorations. To help agencies make decisions concerning entitlement to veterans' preference and other benefits, the following list identifies those awards that are campaign and expeditionary medals. Any Armed Forces expeditionary Medal, whether listed here or not, is qualifying for veterans' preference. The Department of Defense, not OPM, determines who is entitled to receive a medal, and under what circumstances. The list below is derived from DoD 1348.33-M, Manual of Military Decorations and Awards.

DD 214, Certificate of Discharge or Separation from Active Duty, or other official documents issued by the branch of service are required as verification of eligibility for veterans' preference. (*Note that this documentation requirement refers to eligibility for veterans' preference in federal employment but not to the determination of Other Veterans status for VETS-100 reporting.*)

Campaigns and Expeditions Which Qualify For Veterans' Preference

<i>Campaign or Expedition</i>	<i>Inclusive dates</i>
Armed Forces Expeditionary Medal (AFEM) A veteran's DD Form 214 showing the award of any Armed Forces Expeditionary Medal is acceptable proof. The DD form 214 does not have to show the name of the theater or country of service for which that medal was awarded.	
Berlin	August 14, 1961, to June 1, 1963
Bosnia (Operations Joint Endeavor, Joint Guard, and Joint Forge)	November 20, 1995 to December 20, 1996; December 20, 1996 to present; June 21, 1998 to present
Cambodia	March 29, 1973, to August 15, 1973
Cambodia Evacuation (Operation Eagle Pull)	April 11 - 13, 1975
Congo	July 14, 1960, to September 1, 1962, and November 23, to 27, 1964
Cuba	October 24, 1962, to June 1, 1963

Dominican Republic	April 28, 1965, to September 21, 1966
El Salvador	January 1, 1981, to February 1, 1992
Grenada (Operation Urgent Fury)	October 23, 1983, to November 21, 1983
Haiti (Operation Uphold Democracy)	September 16, 1994, to March 31, 1995
Iraq (Operation Northern Watch)	January 1, 1997 to present
Korea	October 1, 1966, to June 30, 1974
Laos	April 19, 1961, to October 7, 1962

<i>Campaign or Expedition</i>	<i>Inclusive dates</i>
Lebanon	July 1, 1958, to November 1, 1958, and June 1, 1983, to December 1, 1987
Mayaguez Operation	May 15, 1975
Operations in the Libyan Area (Operation Eldorado Canyon)	April 12 - 17, 1986
Panama (Operation Just Cause)	December 20, 1989, to January 31, 1990
Persian Gulf Operation (Operation Earnest Will)	July 24, 1987, to August 1, 1990
Persian Gulf Operation (Operation Southern Watch)	December 1, 1995, to present
Persian Gulf Operation (Operation Vigilant Sentinel)	December 1, 1995 to February 1, 1997
Persian Gulf Operation (Operation Desert Thunder)	November 11, 1998 to December 22, 1998
Persian Gulf Operation (Operation Desert Fox)	December 16, 1998 to December 22, 1998
Persian Gulf Intercept Operation	December 1, 1995, to present
Quemoy and Matsu Islands	August 23, 1958, to June 1, 1963
Somalia (Operation Restore Hope)	December 5, 1992, to March 31, 1995
Taiwan Straits	August 23, 1958, to January 1, 1959
Thailand	May 16, 1962, to August 10, 1962
Vietnam Evacuation (Operation Frequent Wind)	April 29, 1975, to April 30, 1975
Vietnam (including Thailand)	July 1, 1958, to July 3, 1965

Navy expeditionary Medal and Marine Corps Medal for these Operations:

<i>Campaign or Expedition</i>	<i>Inclusive dates</i>
Cuba	January 3, 1961 to October 23, 1962
Indian Ocean/Iran	November 21, 1979, to October 20, 1981
Iranian/Yemen/Indian Ocean	December 8, 1978 to June 6, 1979
Lebanon	August 20, 1982 to May 31, 1983
Liberia (Operation Sharp Edge)	August 5, 1990 to February 21, 1991
Libyan Area	January 20, 1986 to June 27, 1986
Panama	April 1, 1980 to December 19, 1986 and February 1, 1990 to June 13, 1990
Persian Gulf	February 1, 1987 to July 23, 1987
Rwanda (Operation Distant runner)	April 7 - 18, 1994
Thailand	May 16 - August 10, 1962

Other Campaign and Service Medals Qualifying for Preference:

<i>Campaign or Expedition</i>	<i>Inclusive dates</i>
Army Occupation of Austria	May 9, 1945 to July 27, 1955
Army Occupation of Berlin	May 9, 1945 to October 2, 1990
Army Occupation of Germany (exclusive of Berlin)	May 9, 1945 to May 5, 1955
Army Occupation of Japan	September 3, 1945 to April 27, 1952
Chinese Service Medal (Extended)	September 2, 1945 to April 1, 1957
Korean Service	June 27, 1950 to July 27, 1954
Navy Occupation of Austria	May 8, 1945 to October 25, 1955
Navy Occupation of Trieste	May 8, 1945 to October 25, 1954
Southwest Asia Service Medal (SWASM) (Operations Desert Shield and Desert Storm)	August 2, 1990 to November 30, 1995
Units of the Sixth Fleet (Navy)	May 9, 1945 to October 25, 1955
Vietnam Service Medal (VSM)	July 4, 1965 to March 28, 1973



DISCLOSURE AND AUTHORIZATION REGARDING PROCUREMENT OF BACKGROUND REPORTS

It is recognized and understood that the Fair Credit Reporting Act provides that anyone "who knowingly and willfully obtains information on a consumer from a consumer reporting agency under false pretenses" shall be fined not more than \$2,500 or imprisoned not more than a year, or both.

In connection with my employment/application for employment with US Ecology and/or its subsidiaries (including contract for services), I fully understand that investigative background inquiries are to be made on me, which may include criminal convictions, motor vehicle, and other reports. These reports may include information as to my character, work habits, performance, education and experience along with reasons for termination of employment from previous employers. Further, I understand that you or your designated agent will be requesting information from various Federal, State, and other agencies which maintain records concerning my past activities relating to my driving, credit, criminal, civil and other experiences.

I authorize without reservation, any party or agency contacted to furnish the above mentioned information and release all parties involved from any liability and responsibility for doing so. I hereby consent to obtaining the above information directly and/or from BACKGROUND SOURCE INT'L and/or any of their licensed agents and release the Company, my former and current employers, my former educational institutions and any individual and/or organizations providing such a reference and information from any liability, damages, causes of action, complaints or charges concerning the giving and receiving of such references, information or opinions relating to my employment. This authorization and consent shall be valid in original, fax or copy form. I further authorize ongoing procurement of the above mentioned reports at any time during my employment (or contract).

Employee / Applicant Signature: _____ **Date:** _____

Please PRINT clearly: Position: _____

Name: _____
First Middle Last Maiden/AKA

Soc Sec #: _____ DOB: _____ Phone Number: _____

Current Street Address: _____ County: _____

City: _____ State: _____ Zip: _____ How Long: _____
From To

Previous Street Address: _____ County: _____

City: _____ State: _____ Zip: _____ How Long: _____
From To

Have you lived in any states other than the current one? No Yes *If yes, please list below:*

09/06/07



SUBSTANCE ABUSE PREVENTION PROGRAM

NOTICE TO APPLICANTS

US Ecology is committed to providing a safe, healthful, and efficient workplace for all its employees.

One of the requirements for consideration of employment with the Company is the satisfactory passing of a Pre-employment Substance Abuse Test.

The Company has a Substance Abuse Prevention Program which prohibits the possession, distribution, use, consumption or being under the influence of unauthorized alcohol, illegal and unauthorized drugs (synthetics, designers, and other harmful substances) in order to provide a safe and healthful environment for our employees, our customers, suppliers, visitors and members of the general public. Those applicants considered as final candidates for employment with the Company will be required to undergo testing and will be dropped from consideration of employment if the test results are positive. Refusal to submit to a test will be deemed voluntary withdrawal of your application of employment.

Applicants who become employees of the company must comply with the Company's Substance Abuse Prevention Program which includes pre-employment, routine, periodic, intermittent, and random testing.

Applicant Name

Date

Applicant Signature