



WE ARE AN EQUAL OPPORTUNITY EMPLOYMENT COMPANY. WE ARE DEDICATED TO A POLICY OF NON-DISCRIMINATION IN EMPLOYMENT ON ANY BASIS INCLUDING RACE, CREED, COLOR, AGE, SEX, RELIGION, NATIONAL ORIGIN, OR DISABILITY.

APPLICATION FOR EMPLOYMENT

PERSONAL INFORMATION

Name (Last, First, Middle)		Date of Application
Mailing Address (Street, City, State, Zip Code)		Primary Telephone
Street Address (If different from above)		Secondary Telephone (Cell, Msg)
E-Mail Address	How did you hear about Drummond or the position?	Social Security Number
Are you currently authorized to work in the United States?		<input type="checkbox"/> Yes <input type="checkbox"/> No
Will you now, or in the future, require sponsorship in order to work?		<input type="checkbox"/> Yes <input type="checkbox"/> No

POSITION INFORMATION

Type of work desired (First Choice)		Second Choice
Date you can start	Salary Required	Have you ever been employed by Drummond Company or one of its subsidiaries before? <input type="checkbox"/> Yes <input type="checkbox"/> No If Yes, when?

EDUCATION

	School Name, City, State	Date (MM/YY)		Course or Major	Years Completed/ Degree	Grade Pt. Average
		From	To			
College or Trade, Business or Correspondence Schools						
High School or Other						

LICENSES AND CERTIFICATIONS (List all relevant licenses and certifications along with dates obtained.)

BACKGROUND INFORMATION

Have you ever been convicted of a crime (felony or misdemeanor)? <input type="checkbox"/> Yes <input type="checkbox"/> No
Please list and provide relevant dates for any and all convictions, guilty pleas, pleas of no contest, or pending charges for criminal offenses, including but not limited to non-expunged felonies and misdemeanors:

WORK HISTORY

(Start with most recent employer, continue on separate sheet if necessary)

Date (MM/YY) From To		Employer Name, City, State and Phone Number	Salary	Position/ Title	Supervisor	Reason for Leaving (will be verified)

EQUIPMENT SKILL OR SPECIAL TECHNICAL EXPERIENCE

Relevant Equipment or Technical Skill	Years of Experience	Last Year Used

WORK REFERENCES

Name and Relationship	Company, City & State	Years Acquainted	Telephone

All offers of employment are contingent on a post-offer criminal background check, reference checks, and a post-offer physical examination which may include x-rays and other lab analysis, work sample exercises, and drug screen to assure no impairment affecting the performance of essential job functions which cannot be reasonably accommodated. **I understand that misrepresentations as to preexisting physical or mental conditions may void my workers' compensation benefits.** I hereby acknowledge that in addition to the physical exam, I may be tested for the presence of illegal drugs in my system, and hereby consent to the drug test procedure and the physical exam, and agree that the result can be reported to Drummond Company, Inc.

I authorize investigation of all statements contained in this application. Information about the nature and scope of any such investigation will be provided upon written request. **I understand that any misrepresentation or omission of facts called for will result rejection of this application or dismissal after employment.** Further, I understand and agree that my employment is for no definite period and may, regardless of the date of my wages and salary, be terminated at any time without cause and/or without previous notice.

SIGNATURE _____ **DATE** _____



DATA FACTS, Inc.
 8520 Macon Rd. #2
 Cordova, TN 38018
 P - 901-685-7599
 F - 901-685-5013

DISCLOSURE AND AUTHORIZATION TO RELEASE INFORMATION

I understand that in connection with my application for employment (or promotion), a consumer report may be requested. This report may contain information as to my character, general reputation, personal characteristics or mode of living.

I hereby authorize and request any former employer, school, law enforcement agency, financial institution or other persons having personal knowledge about me to furnish Data Facts with any and all information in their possession regarding me, in connection with an application for employment.

I understand and offer my consent for Data Facts to inquire into and/or obtain any records such as previous employment, references, educational, motor vehicle records, workers compensation, credit and criminal histories.

I acknowledge that a photocopy or fax of this authorization be accepted with the same authority as the original. According to the Fair Credit Reporting act, I am entitled to know if employment is denied because of information obtained from the Consumer Reporting Agency. If so, I will be notified and given the name and address of the agency or the source, which provided the information.

I understand that my consent will apply throughout my employment, to the extent permitted by law. I have read and understand this disclosure and consent form.

 Signature of Applicant _____
 Date

 Applicants Full Name (please print)

 Please print other names you have used

The following is for identification purposes (to perform the background check and will not be used for any other purpose)

Drivers License #/State Issued: _____

 Social Security Number _____
 Date of Birth

Current Address	City/State	Zip Code	County	Length at address
Former Address	City/State	Zip Code	County	Length at address
Former Address	City/State	Zip Code	County	Length at address
Former Address	City/State	Zip Code	County	Length at address

NOTE: WE NEED ALL ADDRESSES FOR THE PAST SEVEN YEARS

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, DC 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, DC 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 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, 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 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 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 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 202-366-1306
Activities subject to the Packers and Stockyards Act of 1921	Department of Agriculture Office of Deputy Administrator - GIPSA Washington, DC 20250 202-720-7051