



LEBEOUF BROS. TOWING, LLC

P. O. Box 9036, Houma, LA 70361

Phone: (985) 594-6691 Fax: (985) 594-9246

Equal Opportunity Employer

Employment Application

Note: All newly hired employees of LeBeouf Bros. Towing, LLC are subject to an introductory period of ninety (90) days from the date of hire. The applicant understands that the satisfactory completion of this evaluation period in no way constitutes an obligation by LeBeouf Bros. Towing, LLC to continue his/her employment, and that all employees are subject to termination with or without cause as determined solely by LeBeouf Bros. Towing, LLC in its best interest. This application is considered active for (90) days.

LeBeouf Bros. Towing, LLC, is an equal opportunity employer. LeBeouf Bros. Towing, LLC's policy is not to discriminate against any applicant or employee based on race, color, sex, age, disability, religion, national origin, military or veteran status, or any other basis protected by applicable law.

General Information

Today's Date _____

Name in Full: (first, middle, last) _____ Social Security # _____

Address _____

City _____ State _____ Zip _____

Home Phone # () _____ Cell Phone # () _____

Email Address: _____

Driver's License # & State Issued: _____ Expires: _____

If no Driver's License, state reason: _____

Emergency Contact Name: _____ Relationship: _____

Emergency Contact: Phone # () _____ Cell # () _____

Do you have reliable transportation to and from work? _____

Position Applied For: (Check only 1)

Captain

Wheelman/Pilot/Mate

Tankerman

Deckhand

Qualifications/Skill Certifications: _____

Expected Pay: _____

List US Coast Guard License, MMD, or Endorsements	Date issued	Maritime Academy Attended	Expiration Date

TWIC Card Expiration Date:

May we contact your present Employer?

What date are you available to start?

Are You Currently on a "lay-off" status or subject to recall from another company?

Can you travel if the job requires it?
If no, please explain

Will you work overtime if asked?

Have you ever been arrested and/or convicted of a felony or misdemeanor?
(Convictions will not necessarily disqualify an applicant from employment)
If yes, please explain:

Have you ever worked here before? If yes, when?

What was your position and pay?

Do you have the legal right to work in the United States?

Did you serve in the Armed Forces? If yes, indicate the branch and dates of Service. (Copy of DD214 is required)

Personal References

List two references other than family member

Name	City and State	Phone

Education	Dates Attended	Location, City, State	Course of Study or Major	Did you graduate?
High School				
College				
Trade, Business, Tech School				

Job Specific Training (check all that apply)

CPR/First Aid

HAZCOM

Defensive Driving

Simulator Training

H²S

Basic Fire-Fighting

EMPLOYMENT HISTORY

EXPERIENCE: Give a complete record of all employment, including military, and reasons for periods unemployed during the past 10 years. Start with most recent. If you have served in the armed forces, attach a copy of your DD214. If you have been self-employed, list up to five of your major clients. **No "see resume" responses will be accepted.**

Present or most recent positions: MAY WE CONTACT YOUR PRESENT EMPLOYER NOW FOR REFERENCES?				
EMPLOYER	POSITION HELD		Was position subject to FMCSA, FAA, USCG and/or PHMSA regulation? Was position regulated by Federal or State drug and alcohol testing requirements?	
ADDRESS	DATE HIRED	DATE TERMED		
CITY, STATE	STARTING PAY RATE	ENDING PAY RATE		
CONTACT PERSON	PHONE #			
REASON FOR LEAVING: LAYOFF, DISCHARGE, RESIGN STATE REASON:				
EMPLOYER	POSITION HELD		Was position subject to FMCSA, FAA, USCG and/or PHMSA regulation? Was position regulated by Federal or State drug and alcohol testing requirements?	
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CONTACT PERSON	PHONE #			
REASON FOR LEAVING: LAYOFF, DISCHARGE, RESIGN STATE REASON:				

- Have you ever been convicted or adjudicated of a crime (California applicants see below)?
- Are you currently under any investigation or pending charge?
- Are you currently awaiting trial for any criminal offense?
- Have you ever initiated an act of violence in the workplace?
- Have you ever been sanctioned or had your driver's license suspended or revoked?

California applicants: Do not identify convictions under California Health Safety Code §§11357(b) or (c), 11360(b) (formerly subdivision (c) of section 11360), 11364, 11365, or 11550 related to marijuana offenses that occurred two or more years before the instant application. Also, do not identify any conviction for which the record has been judicially ordered sealed, expunged or statutorily eradicated, or misdemeanor conviction for which probation has been successfully completed or otherwise discharged and the case has been judicially dismissed.

APPLICANTS'S STATEMENT AND ACKNOWLEDGEMENT

1. I certify that this application was completed by me and that all of the information furnished on this application and during the application process is true, complete and correct to the best of my knowledge.
2. I understand that any misrepresentation or omission of facts called for on this application or during the application process may result in termination of the application process or my dismissal from employment at any time regardless of when the omission is discovered.
3. I authorize LeBeouf Bros. Towing, LLC to conduct any necessary investigations or inquiries regarding my background to the extent permitted by federal, state and local law. I agree to complete the requisite authorization forms for the background investigation. I hereby release all parties from any liability in connection with the provision and use of such information.
4. I understand that if offered employment, I am to abide by all rules and regulations of LeBeouf Bros. Towing, LLC.
5. I recognize that this employment application is not an offer of employment. I agree that if I am hired by LeBeouf Bros. Towing, LLC, I will be an at-will employee, meaning that either LeBeouf Bros. Towing, LLC or I may end the employment relationship at any time with or without cause.
6. I understand and agree that, except for employment-at-will status, if hired my wages, hours, working conditions, job assignment(s), and compensation rate(s) will be subject to change by LeBeouf Bros. Towing, LLC.
7. I understand that LeBeouf Bros. Towing, LLC may share the information contained in this application with other Company employers for employments and administrative purposes and hereby consent to such transfer.
8. I consent to all of the following pre-employment processes, which are required by LeBeouf Bros. Towing, LLC and I further understand that the offer of employment is contingent upon my successfully completing all of pre-employment testing:
 - a. Motor Vehicle Report (MVR) (review of past driving record)
 - b. Drug screen (DOT and Non-DOT applicants)
 - c. Previous Employer Drug and Alcohol History (DOT applicants, 49 CFR 382.413)
 - d. Physical Examination and Functional Capacity Evaluation (consistent with federal and state laws)
 - e. Background Check
9. I agree and understand that this application for employment in no way obligates LeBeouf Bros. Towing, LLC to employ me.

Print Name

Date Signed

Applicant Signature

CONSENT TO BACKGROUND CHECK

In connection with my application for employment with LeBeouf Bros. Towing, LLC, I hereby make the following representations: I fully understand and consent to the provisions of this Consent for Background Check which authorizes that the Company may now or at any time while I am employed, conduct a public record(s)/ research report containing information for verification of prior employment, academic achievement, use of a motor vehicle, criminal convictions, general background and personal character, and obtain a Consumer Report and / or Consumer Investigation Report from a Consumer Reporting Agency. A Consumer Report may include, but is not limited to, information relating to credit standing, character, general reputation, personal characteristics and medical information. I authorize and request all persons, schools, business, corporations, courts, law enforcement agencies, armed forces, employment commissions, and all government agencies to release said information without restriction or qualification.

I authorize a photocopy (or facsimile "FAX") of the Consent to Background Check to be considered as effective and valid as the original. All results will be proprietary, will be kept confidential, and will not be provided to any parties other than LeBeouf Bros. Towing, LLC or its legal representatives. I voluntarily waive all recourse against and hereby release the requested parties from liability for complying with this General release.

LeBeouf Bros. Towing, LLC's retrieval and usage of this information will comply with applicable laws, rules, and regulations. You may submit a written request for disclosure of the nature and scope of this background investigation. You may also request a copy of a written summary of the rights of the consumer under the Fair Credit Reporting Act. LeBeouf Bros. Towing, LLC is an Equal Opportunity Employer and does not discriminate based upon race, color, gender, national origin, religion, age, or disability.

I release LeBeouf Bros. Towing, LLC and its respective officers, directors, employees, agents, and assigns from any and all liability arising out of the investigations, the preparation and the disclosure (to LeBeouf Bros. Towing, LLC or its authorized representatives) or any reports concerning myself, or my background.

Name

Date

Signature

