PLEX INDUSTRIES, LLC

APPLICATION FOR EMPLOYMENT

Please complete all applicable sections. Type or print clearly. An incomplete application may delay consideration.

EQUAL EMPLOYMENT OPPORTUNITY: PLEX Industries, LLC provides equal employment opportunities without regard to any status protected by applicable federal, state, or local law. Reasonable accommodations are available for qualified applicants with disabilities.

PERSONAL INFORMATION

Full legal name (Last, First, Middle)		
Preferred name		Date of application
Street address		
City	State	ZIP
Primary phone	Email address	
Best method/time to contact you		

POSITION APPLIED FOR

Position/title		Department/location
Desired pay or range (optional)	How did you learn of this opening?	

Have you previously applied to or worked for PLEX Industries, LLC? ( ) Yes ( ) No

If yes, provide dates, position, and name used:

_____

Do you have relatives currently employed by PLEX Industries, LLC? ( ) Yes ( ) No

If yes, provide name and relationship:

AVAILABILITY

Earliest date available	Employment sought

Employment sought: ( ) Full-time ( ) Part-time ( ) Temporary/Seasonal ( ) Internship

Days/hours available (include restrictions):

_____

Are you available for overtime, weekends, nights, travel, and emergency call-outs as the position requires? ( ) Yes ( ) No

Are you willing and able to work outdoors and at customer/job sites, with or without reasonable accommodation, when essential to the position? ( ) Yes ( ) No

WORK AUTHORIZATION

Are you legally authorized to work in the United States? ( ) Yes ( ) No

Will you now or in the future require employment sponsorship? ( ) Yes ( ) No

In compliance with federal law, each person hired must verify identity and eligibility to work in the United States and complete the required employment eligibility verification form upon hire.

EDUCATION

School / Institution	City, State	Diploma / Degree	Field of Study	Completed?
				( ) Yes ( ) No
				( ) Yes ( ) No
				( ) Yes ( ) No
				( ) Yes ( ) No

Relevant training, apprenticeships, or coursework:

_____

EMPLOYMENT HISTORY | List the three most recent employers; account for employment gaps

Employer 1

Employer name			Phone	
Address / City / State				
Job title		Supervisor		
Start date	End date	Starting pay		Ending pay
Primary duties _____ _____				
Reason for leaving				May we contact?

Employer 2

Employer name			Phone	
Address / City / State				
Job title		Supervisor		
Start date	End date	Starting pay		Ending pay
Primary duties _____ _____				
Reason for leaving				May we contact?

Employer 3

Employer name			Phone	
Address / City / State				
Job title		Supervisor		
Start date	End date	Starting pay		Ending pay
Primary duties _____ _____				
Reason for leaving				May we contact?

Explain any employment gaps:

_____

_____

PROFESSIONAL REFERENCES | Do not list relatives unless they supervised your work

Name	Company / Relationship	Phone	Email	Years Known

LICENSES AND CERTIFICATIONS

Driver's license: State Class Expiration

Commercial Driver's License (CDL): ( ) None ( ) Class A ( ) Class B Endorsements:

CDL number (provide only if requested for a driving position): State: Expiration:

Railroad-related credentials (check all held):

( ) FRA Part 214 Roadway Worker Protection ( ) FRA Part 243 training ( ) Track Safety Standards / Part 213

( ) NORAC / GCOR ( ) Railroad contractor orientation ( ) eRailSafe / railroad access credential

( ) OSHA 10 ( ) OSHA 30 ( ) First Aid / CPR / AED ( ) Forklift / powered industrial truck

( ) Crane / rigging ( ) Welding ( ) HazMat / HAZWOPER ( ) Other:

License / Certification	Issuing Organization	ID / Level	Expiration

SKILLS AND QUALIFICATIONS

Equipment, machinery, tools, vehicles, or software you can operate:

_____

_____

Rail construction, maintenance, inspection, transloading, logistics, or safety experience:

_____

_____

Other job-related skills, languages, or qualifications:

_____

MILITARY SERVICE | Voluntary; omit information that identifies protected status

Have you served in the U.S. Armed Forces? ( ) Yes ( ) No

Branch	Dates of service	Rank at separation

Job-related training, duties, or experience:

_____

EMERGENCY CONTACT | Requested for administrative planning; used if you are hired

Name		Relationship
Primary phone	Alternate phone	

CRIMINAL HISTORY DISCLOSURE | Complete only when requested and lawful

Important: Do not complete this section unless PLEX has instructed you to do so at a legally permitted stage of the hiring process. Do not disclose arrests that did not result in conviction, sealed or expunged records, juvenile matters, or any information that applicable law prohibits an employer from requesting or considering.

Within the period and for the offenses PLEX identifies as job-related, have you been convicted of, pleaded guilty or no contest to, or received a deferred disposition for an offense that has not been sealed or expunged? ( ) Yes ( ) No

A "Yes" response does not automatically disqualify you. PLEX will consider the nature and gravity of the conduct, time elapsed, relationship to the position, evidence of rehabilitation, accuracy of the record, and other relevant circumstances, consistent with applicable law.

If yes, provide only the information requested by PLEX, including date, jurisdiction, offense, disposition, and any relevant explanation or rehabilitation:

_____

_____

_____

_____

APPLICANT ACKNOWLEDGMENT AND CERTIFICATION

I certify that the information provided in this application and in any resume or supporting materials is true, complete, and accurate to the best of my knowledge. I understand that a material misrepresentation or omission may result in withdrawal of an offer or termination of employment, subject to applicable law.

I authorize PLEX Industries, LLC to verify job-related information in this application, including employment, education, credentials, licenses, and references. I authorize the persons and organizations contacted to provide truthful information, subject to applicable law, and I release them and PLEX from liability arising from a good-faith exchange of such information to the extent permitted by law.

I understand that this application is not a contract or guarantee of employment and that PLEX may discontinue consideration of my application at any time, subject to applicable law.

BACKGROUND CHECK PROCESS AND AUTHORIZATION

I authorize PLEX Industries, LLC to conduct lawful, job-related inquiries using information I have provided. These may include verification of identity, employment, education, professional credentials, motor vehicle records for driving-related positions, and criminal history where permitted.

If PLEX obtains a "consumer report" or "investigative consumer report" from a third-party consumer reporting agency, I understand that PLEX will provide any disclosure and obtain any authorization required by the federal Fair Credit Reporting Act (FCRA) and applicable state or local law. That disclosure and authorization will be presented separately from this employment application. I understand that I may have rights to receive additional notices, request information, dispute inaccuracies, and receive pre-adverse and adverse action notices as required by law.

I understand that signing this application does not waive any rights provided by the FCRA or other applicable law.

If permitted at this stage, do you authorize PLEX to verify the job-related information identified above? ( ) Yes ( ) No

DRUG AND ALCOHOL SCREENING CONSENT

I understand that, consistent with applicable law and PLEX policy, employment or assignment to a safety-sensitive position may be conditioned on successfully completing a drug and/or alcohol test. If I receive a conditional offer or am otherwise directed to test, I consent to collection and testing by an authorized provider, release of the result to authorized PLEX representatives, and handling of the information as confidentially as practicable. I understand that refusal to test, adulteration or substitution of a specimen, or a verified positive result may result in withdrawal of an offer or other action allowed by law and policy. For positions subject to U.S. Department of Transportation or Federal Railroad Administration requirements, testing and related procedures will follow applicable regulations.

I acknowledge and consent to drug/alcohol screening under the conditions described above. ( ) Yes ( ) No

AT-WILL EMPLOYMENT STATEMENT

If hired, I understand that my employment with PLEX Industries, LLC will be at will to the fullest extent permitted by applicable law. This means that either I or PLEX may end the employment relationship at any time, with or without notice and with or without cause, subject to applicable law. No oral statement or document changes at-will status unless a written agreement expressly stating otherwise is signed by an authorized representative of PLEX. Nothing in this statement limits rights that cannot lawfully be waived.

APPLICANT SIGNATURE

By signing below, I confirm that I have read, understand, and agree to the acknowledgments and authorizations in this application.

Applicant signature	Date
Printed name	

FOR PLEX USE ONLY

Interviewer(s)	Interview date
Disposition / next step	Proposed start date

Notes:

_____

_____

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