



2201 E. Monte Vista Ave.
Vacaville, CA 95688
Phone: (707) 450/0129
Fax: (707) 450-0131

DRIVER'S APPLICATION FOR EMPLOYMENT

Date of Application: _____

Applicant's Name: _____

In compliance with Federal and State equal employment opportunity laws, qualified applicant's are considered for all positions without regards to race, color, religion, sex, national origin, age, marital status, veteran status, non-job related disability, or any other protected group status.

TO BE READ AND SIGNED BY APPLICANT

I authorize you to make such investigations and inquiries of my personal, employment, financial or medical history and other related matters as may be necessary in arriving at an employment decision, (Generally, extended.) I hereby release employers, school, health care providers and other persons from all liability in responding to inquiries and releasing information in connection with my application.

In the event of employment, I understand that false or missing information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of Henner Tank Lines, Inc.

I understand that information I provide regarding current and/or previous employers may use, and those employers(s) will be contacted, for the purpose of investigating my safety performance history as required by CFR 391.526(d) and (e). I understand that I have the right to:

- Review information provided by previous employers;
- Have errors in the information corrected by previous employers and for those previous employers to re-send the corrected information to the prospective employer; and
- Have a rebuttal statement attached to the alleged erroneous information, if the previous employer(s) and I cannot agree on the accuracy of the information.

SIGNATURE: _____ DATE: _____

HENNER TANK LINES, INC.

DRUG TESTING POLICY DISCLOSURE AND CONSENT FORM POLICY

Drug abuse is a serious problem that affects employee safety and the security of overall operations of Henner Tank Lines, Inc. We make no moral judgments about employee lifestyle choices, but we have a "zero-tolerance" policy about the use of controlled substances in our workplace. We consider this to be a major operating policy and we enforce it on a non-discriminatory basis.

To carry out this policy, we reserve the right to conduct drug testing following rules adapted from regulations issued by the U.S. Government. We will not engage in any debate over the fairness, legality, or propriety of drug testing – this issue has been well-settled by the courts.

Our drug-testing program uses recognized professionals and the services of a "Medical Review Officer) or MRO (a licensed physician) and is focused on five drugs of abuse: marijuana, cocaine, opiates (morphine and codeine), amphetamines, and phencyclidine (PCP). Drug testing will be done:

- As part of pre-employment screening;
- Immediately after any accident during work time on company premises or in company vehicles;
- Based on reasonable suspicion or cause;
- Upon release from extended confinement in a medical facility;
- On a random, "no-notice" basis

Random testing will be conducted in a way that every 12 months, at least half of our workforce will be tested. No personal identifying information (other than an employee's Social Security number) will be provided to drug testing laboratories or technicians.

Tested employees will be given access to their test records and to any records containing the results of relevant certification, review, or revocation-of-certification proceedings.

Job applicants cannot be hired if they test positive for illegal drug use. Employees who refuse to be tested or who test positive for illegal drugs will be considered medically unfit for employment at Henner Tank Lines, Inc. until they have entered a recognized drug treatment program – the cost of which will be paid for by Henner Tank Lines, Inc.

They will not be permitted to perform any work until they:

- No longer use controlled substances;
- Test negative for use of controlled substances;
- Are medically re-certified as being "drug-free";
- Continue to participate in any drug rehabilitation program of after-care required by Henner Tank Lines, Inc.;
- Agree to be subject to follow-up testing for up to 60 months after returning to duty.

No employee who tests positive for drug use has an automatic right to offered an opportunity for rehabilitation. If an employee is using an "over-the-counter" (or other medication under the supervision of a licensed physician) that causes a positive result on a drug test, should ask to have our MRO consult with their physician. Henner Tank Lines, Inc. has - as an integral part of our overall Employee Assistance program - developed a plan for providing drug education and training for all employees, including supervisory personnel and other management officials.

Employees who use controlled substances – on a chronic or recreational basis – are encouraged to speak confidentially to their supervisor or to any other member of management so Henner Tank Lines, Inc. can deal with drug problems on a discreet, confidential basis. Once again, this is a major operating policy of Henner Tank Lines, Inc. and we expect the full cooperation of all employees in maintaining our drug-free workplace.

CONSENT FORM

AS AN APPLICANT FOR A POSITION OF EMPLOYMENT WITH {HENNER TANK LINES, INC}, I HEREBY CONSENT TO A TEST FOR THE PRESENCE OF ILLEGALLY USED SUBSTANCES IN MY BODY. I UNDERSTAND THAT SHOULD THE PRESENCE OF ANY ILLEGALLY USED SUBSTANCE BE DETECTED AND CONFIRMED, I WILL NOT BE HIRED. I ALSO UNDERSTAND THAT SHOULD I REFUSE TO BE TESTED IN ACCORDANCE WITH THE ABOVE POLICY OR IF I INTERFERE WITH THE TEST, I WILL NOT BE HIRED.

I ALSO CONSENT TO THE RELEASE OF THESE TEST RESULTS TO A DESIGNATED COMPANY OFFICIAL, AND AGREE TO HOLD {HENNER TANK LINES, INC} HARMLESS FROM ANY SUCH RELEASES PROVIDED FOR HEREBY.

APPLICANT SIGNATURE

DATE

HENNER TANK LINES, INC.

Employment At-Will Policy

Employment at Henner Tank Lines, Inc. is employment at-will. This means that an employee's employment can be terminated at any time by the employee or the Company, with or without advance notice, and with or without cause. Nothing in any document or statement now in existence or hereafter created shall limit the right to terminate the employment at-will, except pursuant to a written employment agreement executed by the CEO of the Company signed both by the employee and the Company. No officer, agent, or employee of the Company has the authority to revise, waive, or alter this at-will employment policy, other than pursuant to a written agreement signed by the CEO and the employee.

I have read and understand the above policy.

Signature

Date

Form 6.40
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APPLICATION FOR EMPLOYMENT

HENNER TANK LINES

AN EQUAL OPPORTUNITY EMPLOYER

PERSONAL INFORMATION

Name: _____
 Last First Middle

Present Address _____
 Street City State Zip

Permanent Address: _____
 Street City State Zip

Telephone No.: _____ Are you 18 years of age? _____

EMPLOYMENT DESIRED

Position: _____ Date Available: _____ Wage Desired: _____

() Full-Time () Part-Time Specify Hours/Days: _____

Dates of any previous employment with Henner Tank Lines, Inc.:

From _____ to _____ Locations(s) _____ Supervisor(s) _____

EDUCATION

| Name & Location of School | Subjects Studied | Graduate Yes or No? |
|--|------------------|------------------------|
| High School | | |
| College | | |
| Trade, Business, or Other Schooling | | |

Relevant Experience or Special Skills

Other Employment

Describe all previous employment. List the most recent employer first. Do not omit any employer and describe the reason for any gaps in employment. Use additional paper if necessary to provide a complete response. Beginning with most recent employer:

| | |
|--------------------------------|----------------|
| Company Name / Address / Phone | |
| Date Started | Start Position |
| Date Left | End Position |
| Supervisor's Name/Title | |
| Responsibilities | |
| Reason for Leaving | |

| | |
|--------------------------------|----------------|
| Company Name / Address / Phone | |
| Date Started | Start Position |
| Date Left | End Position |
| Supervisor's Name/Title | |
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| | |
|--------------------------------|----------------|
| Company Name / Address / Phone | |
| Date Started | Start Position |
| Date Left | End Position |
| Supervisor's Name/Title | |
| Responsibilities | |
| Reason for Leaving | |

REFERENCES

List the names of three persons, not related to you, whom you have known for at least one year.

| Name, Address & Phone | Business/Occupation | Years Acquainted |
|-----------------------|---------------------|------------------|
| | | |
| | | |
| | | |

ADDITIONAL INFORMATION

Prospective employees may be required to undergo the Company's drug/alcohol examination. The examination includes laboratory testing or a urine sample from a prospective employee to determine the presence of certain drugs and/or alcohol in the body.

Please Note: You should not rely upon a contingent offer of employment from Henner Tank Lines, Inc. or otherwise engage in any activity based upon a contingent offer of employment. Unless or until a final offer of employment is made, you should not take any action which could result in financial loss of a contingent offer is withdrawn, such as giving notice of intent to terminate current employment, selling real estate, or incurring any other costs associated with accepting employment with Henner Tank Lines, Inc. No such activity should be undertaken until after medical clearance has been received and you have received a final offer of employment from Henner Tank Lines, Inc. Under no circumstances should you report to work before medical clearance is received.

NOTICE

New employees are required to produce verification of their legal right to work in the United States. If you are offered employment, can you produce sufficient documentation of your identity and right to work in the United States, and attest under penalty of perjury that the documents you produce are genuine and relate to you. _____

AGREEMENTS

I authorize the investigation of all information provided in this application, information provided in the application process and in any supporting documents. I understand that falsification, misrepresentation or omission of facts will result in immediate dismissal or removal of my application from consideration. I authorize Henner Tank Lines, Inc. to secure information about my background and experience from other employees, educational institutions, references and government agencies, and for those parties to provide information concerning my background and experience. I release all parties from any liability arising there from.

If Henner Tank Lines, Inc. employs me, I agree to conform to the rules and regulations of Henner Tank Lines, Inc. I also understand and agree that, except for arbitration and employment at-will status, my wages, hours, working conditions job assignments and compensation are subject to change by Henner Tank Lines, Inc. I understand my employment can be terminated, with or without cause and with or without notice, at any time, at the option of Henner Tank Lines, Inc., or myself. I understand that, other than the President of Henner Tank Lines, Inc., no manager, supervisor, or representative of Henner Tank Lines, Inc. has authority to enter into any agreement for employment for any special period of time, or to make any agreement contrary to at-will employment. Only the President of Henner Tank Lines, Inc. has the authority to change my at-will status, and then only in writing expressly changing my at-will status and expressly referencing and waiving these policies.

My signature below certifies that I have read and understand this application, and to the best of my knowledge, the information I provided is true and correct. My signature below also certifies that I agree to be bound by the terms and conditions of employment stated in this application, including at-will employment and arbitration of disputes. This application contains all the understandings and agreements between me and Henner Tank Lines, Inc. concerning the nature of my employment, if any, by Henner Tank Lines, Inc. and supersedes all prior and/or contemporaneous practices, oral or written agreements, understandings, representations and promises, express or implied, between me and Henner Tank Lines, Inc.

Applicant Signature

Date

It is Henner Tanks Lines, Inc.'s policy to fill every position without regard to race, color, religion, creed, sex, marital status, age, national origin, ancestry, disability, medical condition, sexual orientation or any other consideration made unlawful by applicable federal, state, or local laws. Henner Tank Lines, Inc. is an equal opportunity employer and selects employees on the basis of qualifications. Please contact the President of Henner Tank Lines, Inc. if you have any questions or complaints regarding this policy.