



## CENTRAL DEFENSE STAFFING EMPLOYMENT APPLICATION

### PLEASE READ THOROUGHLY BEFORE STARTING APPLICATION

To be considered for employment by Central Defense Staffing:

- Only a completed signed application will be reviewed-skipped questions, no signature, etc. will be considered incomplete and result in application being discarded
- An immediate drug screening and background are part of the hiring process (ID will be required)
- Applicants must be at least 18 years of age and hold a high school diploma or GED

### ALL OFFERS OF EMPLOYMENT ARE CONTINGENT UPON THE RESULTS OF THE BACKGROUND SCREENING RESULTS

HOW DID YOU HEAR ABOUT CENTRAL DEFENSE STAFFING?

- WORD OF MOUTH
- FLYERS/POSTER/BUSINESS CARD
- JOB FAIR
- SOCIAL MEDIA (FACEBOOK, TWITTER)
- WALKING BY/DRIVING BY
- CURRENT EMPLOYEE

**CENTRAL DEFENSE STAFFING  
6084 APPLE TREE DR STE 8  
MEMPHIS TN 38115**



**STAFFING EMPLOYMENT APPLICATION**

**APPLICANT INFORMATION:**

Last Name: \_\_\_\_\_ First Name: \_\_\_\_\_ Middle Initial: \_\_\_\_\_  
Current Address: \_\_\_\_\_ Number & Street ( Apt ) \_\_\_\_\_ City \_\_\_\_\_ ST \_\_\_\_\_ ZIP \_\_\_\_\_  
Primary Phone Number: \_\_\_\_\_ Alternate Phone Number: \_\_\_\_\_  
Desired Position: \_\_\_\_\_ Desired Pay: \_\_\_\_\_ Available Start date: \_\_\_\_\_  
Are you authorized to work in the U.S.? \_\_\_ Yes \_\_\_ No  
Have you ever been convicted of a Crime? \_\_\_ NO \_\_\_ Yes (If yes, please explain) \_\_\_\_\_  
\_\_\_\_\_

**PREVIOUS CENTRAL DEFENSE AFFILIATION**

Have you worked for Central Defense Staffing before? \_\_\_ Yes (if yes, when?) \_\_\_ No  
Have you worked for Central Defense Security? \_\_\_ Yes (if yes, when?) \_\_\_ No  
Do you know someone working for Central Defense Staffing or Security?  
\_\_\_ Yes (if yes, who?) \_\_\_\_\_

**EDUCATION**

High School Name: \_\_\_\_\_ City & State: \_\_\_\_\_  
What years you attend? From \_\_\_ To \_\_\_ Did you graduate? \_\_\_ Yes (if yes, What year) \_\_\_  
\_\_\_ No (if no, did you get a GED? \_\_\_ Y \_\_\_ N  
College Name: \_\_\_\_\_ City & State \_\_\_\_\_ Years attended \_\_\_\_\_ to \_\_\_\_\_  
Did you Graduate? \_\_\_ Y \_\_\_ N  
Technical School/Other Name: \_\_\_\_\_ City & State \_\_\_\_\_ Years attended \_\_\_\_\_ to \_\_\_\_\_  
Did You Graduate? \_\_\_ Y \_\_\_ N

**REFERENCES (PLEASE PROVIDE AT LEAST TWO-DO NOT USE RELATIVE)**

1 Name: \_\_\_\_\_ Relationship \_\_\_\_\_ Contact # \_\_\_\_\_  
First Name M.I. Last name  
2. Name: \_\_\_\_\_ Relationship \_\_\_\_\_ Contact # \_\_\_\_\_  
First Name M.I. Last name

**EMPLOYMENT HISTORY (PLEASE BEGIN WITH MOST RECENT JOB)**

Company name: \_\_\_\_\_ Phone #: \_\_\_\_\_  
Address: \_\_\_\_\_  
Job Title: \_\_\_\_\_ Supervisor: \_\_\_\_\_  
Job Duties: \_\_\_\_\_  
Dates of Employment: \_\_\_/\_\_\_/\_\_\_ to \_\_\_/\_\_\_/\_\_\_ Reason for leaving: \_\_\_\_\_  
May we contact employer for a reference? \_\_\_ Y \_\_\_ N  
(if no, please explain) \_\_\_\_\_

---

Company name: \_\_\_\_\_ Phone #: \_\_\_\_\_  
Address: \_\_\_\_\_  
Job Title: \_\_\_\_\_ Supervisor: \_\_\_\_\_  
Job Duties: \_\_\_\_\_  
Dates of Employment: \_\_\_/\_\_\_/\_\_\_ to \_\_\_/\_\_\_/\_\_\_ Reason for leaving: \_\_\_\_\_  
Were you terminated? \_\_\_ Y \_\_\_ N

---

Company name: \_\_\_\_\_ Phone #: \_\_\_\_\_  
Address: \_\_\_\_\_  
Job Title: \_\_\_\_\_ Supervisor: \_\_\_\_\_  
Job Duties: \_\_\_\_\_  
Dates of Employment: \_\_\_/\_\_\_/\_\_\_ to \_\_\_/\_\_\_/\_\_\_ Reason for leaving: \_\_\_\_\_  
Were you terminated? \_\_\_ Y \_\_\_ N

---

Company name: \_\_\_\_\_ Phone #: \_\_\_\_\_  
Address: \_\_\_\_\_  
Job Title: \_\_\_\_\_ Supervisor: \_\_\_\_\_  
Job Duties: \_\_\_\_\_  
Dates of Employment: \_\_\_/\_\_\_/\_\_\_ to \_\_\_/\_\_\_/\_\_\_ Reason for leaving: \_\_\_\_\_  
Were you terminated? \_\_\_ Y \_\_\_ N

---

**POSITION RELATED SKILLS-** Please mark the equipment you have experience in operating

Check all that Apply	Yes	No	Brand ( Ex;Raymond, ect.)	Years of Experience
Pallet Jack				
Reach Truck				
Sit Down				
Scissor Lift				
Order Picker				

Check all that Apply	Yes	No	Years of Experience
Wrap Machine			
RF Scanner			
Warehouse System			
Power Tools			
Box Cutter			
Cycle Count			
Pick/Pack/Sort			
Load/Unload			
Painting			

Check All that Apply	Yes	No	Years of Experience
Typing (WPM)			
Computer Skills			
Multi line phone			
Mail distribution			
Filing			
Scheduling			
CSR skills			
Call Center skills			

**MILITARY SERVICE**

Branch: \_\_\_\_\_ Service Years: 20\_\_ to 20\_\_ Type of discharge: \_\_\_\_\_

Rank at Discharge: \_\_\_\_\_

If other than honorable discharge, please explain: \_\_\_\_\_

**DISCLAIMER & SIGNATURE**

I certify that my answers are true and complete to the best of my knowledge. If the application leads to employment, I understand that false or misleading information in my application or interview may result in my immediate termination. I authorize Central Defense Staffing to investigate and verify information I have provided in my application for employment. This verification process may include records from courts record repositories, departments of motor vehicles, past or present employers, educational institutions, governmental licensing or registration entities, business or personal references, credit reporting agencies and any other source available to verify information that I have voluntarily supplied. I release Central Defense Staffing and its representatives from any claims, losses, damages, or other liability due to any acts resulting from or related to any such background information. In addition, I understand that any potential employment with Central Defense Staffing is at-will which means I may resign at any time with our without cause; And Central Defense Staffing may employment at any time with or without cause or advance notice.

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_



Read the question below and write Y (YES) or N (NO) for each given.

Can you work any shift? \_\_\_\_\_

If No, please circle at least two you ARE available for?

1<sup>st</sup> 2<sup>nd</sup> or 3<sup>rd</sup> shift

**\*\*\*PLEASE NOTE; PREFERRED SHIFTS ARE  
NOT GUARANTEED\*\*\***



**KEY DRUGS SCREENING**

EMPLOYEE NAME \_\_\_\_\_ SS# \_\_\_\_\_ DOB \_\_\_\_\_

CENTRAL DEFENSE STAFFING  
901-473-6385 (OFICINA) 901-473-6395 (FAX)

TEST TYPE  
 PRE-EMPLOYMENT  RANDOM  POST-ACCIDENT  REASONABLE SUSPICION  
 OTHER (PLEASE EXPLAIN) \_\_\_\_\_

**Part II**

I HEREBY CONSENT TO HAVE A SPECIMEN OF MY URINE TAKEN AND I UNDERSTAND THAT IT WILL BE USE FOR DRUG ANALYSIS BY RAPID DRUG SCREEN TEST. THE RESULTS OF THIS TEST OF MY SPECIMEN WILL BE MADE AVAILABLE TO THE ABOVE-NAMED COMPANY. I HEREBY REALESE ALL PHYSICIANS, CLINICS, THEIR EMPLOYEES, AGENTS AND REPRESENTATIVES FROM ANDY AND ALL LIABILITY ARSING FROM THE RELEASE OF THE INFORMATION FROM MY TEST.

DONOR \_\_\_\_\_ SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_  
(PLEASE PRINT)

**PART II** COLLECTOR INFORMATION

**PART IV**

TEST RESULTS

OPIATES	<input type="checkbox"/>	NEGATIVE	<input type="checkbox"/>	ADULTERATED	REMARKS
COCAINE	<input type="checkbox"/>		<input type="checkbox"/>	SHY BLADDER	REMARKS
AMPHETAMINES	<input type="checkbox"/>		<input type="checkbox"/>		
MARIJUANA (THC)	<input type="checkbox"/>		<input type="checkbox"/>		



**Central Defense Staffing, LLC**

**Pre-Employment Background Screening  
Disclosure Notification**

**This notification is to inform you, pursuant to Fair Credit Reporting Act,  
That any information hereby obtained and reviewed by Central Defense Staffing during  
The pre-employment background screening process, will be utilized for employment  
Purposes only.**

\_\_\_\_\_  
**Employee Name (Please Print)**

\_\_\_\_\_  
**Employee Signature**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Witness Name (Please Print)**

\_\_\_\_\_  
**witness Signature**

\_\_\_\_\_  
**Date**

*Para información en español, visite [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) o escriba a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.*

## **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.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

- **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 identity 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, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) 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.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) 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.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore).
- **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 1-888-5-OPTOUT (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.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore).

**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. For information about your federal rights, contact:**

TYPE OF BUSINESS:	CONTACT:
Consumer reporting agencies, creditors and Others no 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 banks name)	Office of the comptroller of the currency compliance management, Mail stop 6-6 Washington, DC 20219 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 20552 202-452-3693
Saving associations and federally chartered Saving banks (word "federal" or initials "F.S.B" Appear in federal institutions name)	Office of Thrift supervision Consumer Complaints Washington 20552 800-842-6929
Federal credit unions (words "Federal Credit Union appear in institutions 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 1877-275-3342
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,1921	Department of Agriculture Office of Deputy Administrator- GIPSA Washington, DC 20250 202-720-7051