



## Emergency Storm Restoration Application

Office: (937) 587-1002

53 Dawn Lane,  
Peebles, Ohio 45660

### Applicant Information

Date: \_\_\_\_\_

First Name: \_\_\_\_\_ Middle Name: \_\_\_\_\_ Last Name: \_\_\_\_\_ Date Of Birth: \_\_\_\_\_

Street Address: \_\_\_\_\_ Apartment/Unit #: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_ SS #: \_\_\_\_\_

Local Union #: \_\_\_\_\_ Ticket #: \_\_\_\_\_ Ticket Classification: \_\_\_\_\_

Are you a citizen of the United States? Yes No If no, are you authorized to work in the U.S.? Yes No

Have you ever worked for this company? Yes No If yes, when? \_\_\_\_\_

Have you ever been convicted of a felony Yes No If yes, explain: \_\_\_\_\_

Are you a Veteran? Yes No If yes, branch: \_\_\_\_\_

### Driver's License:

Valid Driver License #: \_\_\_\_\_ Class: \_\_\_\_\_ Expiration Date: \_\_\_\_\_

Violations? If yes, explain: \_\_\_\_\_

### Previous Employer:

Company Name: \_\_\_\_\_ Phone Number: \_\_\_\_\_ Dates Employed: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

### Disclaimer and Signature:

I certify that my answers are true and complete to the best of my knowledge. If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Glove Size: \_\_\_\_\_ Sleeve Size: \_\_\_\_\_

### Emergency Contact:

Name: \_\_\_\_\_ Phone #: \_\_\_\_\_ Relationship: \_\_\_\_\_



## HARASSMENT POLICY

### 1. Purpose

Pack Power Services, Inc. is committed to providing a work environment free from discrimination, and to prohibit harassment of its employees and applicants, including sexual harassment. Pack Power Services, Inc. will implement the policy to fully comply with applicable federal, state, and local laws, rules and regulations in the area of non-discrimination and harassment of employment.

### 2. Definition

Sexual Harassment is defined as any unwelcome or unwanted sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature from someone in the workplace that creates discomfort and/or interferes with the job.

#### Conduct constitutes harassment when:

- Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment.
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions and/or retaliation
- Such conduct has the purpose or effect of interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

### 3. Responsibility

Harassment due to race, religion, sex, sexual harassment, national origin, disability, age, military, or veteran status will not be tolerated in the Pack Power Services workplace. Such conduct is subject to discipline; up to and including termination.

Each employee is responsible for helping keep our work environment free of harassment, including the work environment of the Company's Clients with whom you have contact. If you become aware of an incident of harassment, whether by witnessing the incident or being told of it, you must report.

Any employee who believes he or she is a victim of sexual harassment must immediately report any incident to the company's designated EEO Officer.

### 4. Retaliation

The company will not tolerate retaliation against any employee who complains of harassment or provides information in connection with any such complaint.

### 5. Declaration

I, \_\_\_\_\_, have read, understand and acknowledge receipt of the Harassment policy. I will comply with the guidelines set out in this policy and understand that failure to do so might result in disciplinary action including termination of employment and potential legal action.

If you have any questions regarding this policy, please contact Cheyenne Evans, EEO Officer at 937-587-1002.



Welcome to Pack Power Services, Inc. We are glad to have you become part of our team. Pack Power Services is a Veteran/Journeyman Lineman owned and operated company. Since we started we have experienced a lot of growth. With growth comes pain, with pain comes change. We have put together a list of zero tolerance incidences that will not be condoned. These offenses will be immediate cause for dismissal.

- Backing without a Spotter.
  - Most accidents while backing can be prevented by the use of a Spotter.
- Glove & Sleeves.
  - Gloves and sleeves are Class 3 and to be used Cradle to Cradle.
- Testing & Grounding
  - If testing and grounding...test every time before grounding.
  - If creating an open point, the open point must be divided by an insulated link.
- Drugs & Alcohol
  - We are a family and safety-based company.
  - When drugs and alcohol are involved those things are no longer a factor.
- Fighting & Horseplay
  - Neither will be tolerated.
- Workshopping
  - While you are working for Pack Power Services, Inc. You are working for premium pay, plus benefits. Anyone caught doing side jobs (trimming trees, hauling cars, etc.) or anything that does not consist of Powerline Storm Restoration will be dismissed.
- Fall Protection
  - When climbing or in a Bucket at heights over 4" OSHA requires Fall Protection.
- Theft
  - Pack Power Services values all employees and their property and expects that employees in turn value the company and its assets. Therefore, we will not tolerate theft of any kind. That includes theft of money, information, products, inventory, tools or any item, information or idea that belongs to the company, an employee or customer of the company.

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*I acknowledge that I have received and read Pack Power Services, Inc. ZERO TOLERANCE POLICY.*

Employee Name (Print) \_\_\_\_\_

Employee Name (Signature) \_\_\_\_\_ Date: \_\_\_\_\_