



3327 W Industrial Loop, Coeur d'Alene, ID 83815  
(208) 765-5105 \* (208) 765-3817 (fax)  
www.teshinc.com

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## Criminal Disclosure

I certify that I have never been convicted of any of the following crimes:

- Abuse, neglect, exploitation of a vulnerable adult
- Aggravated, first-degree or second-degree arson
- Crimes against nature
- Forcible sexual penetration by use of a foreign object
- Incest
- Injury to a child, felony or misdemeanor
- Kidnapping
- Lewd conduct with a minor
- Mayhem
- Murder in any degree, voluntary, involuntary, felony or vehicular manslaughter, assault or battery with the intent to commit a serious felony
- Poisoning
- Possession of sexually exploitative material
- Rape
- Robbery
- Felony stalking
- Sale or barter of a child
- Video voyeurism
- Enticing of children
- Inducing individuals under 18 years of age into prostitution or patronizing a prostitute
- Sexual abuse or exploitation of a child
- Any felony punishable by death or life imprisonment
- Attempt, conspiracy accessory after the fact or aiding and abetting to commit any of the Designated Crimes

I certify that I have not been convicted of any of the following crimes in the last 5 years:

- Any felony not described above
- Misdemeanor forgery or fraudulent use of financial transaction card
- Misdemeanor forgery or counterfeiting
- Misdemeanor insurance fraud
- Misdemeanor identify theft
- Public assistance fraud
- Stalking in the second degree
- Misdemeanor vehicular manslaughter
- Attempt, conspiracy accessory after the fact or aiding and abetting to commit any of the disqualifying 5 year crimes

I, \_\_\_\_\_, certify this is true and accurate.  
(Print)

Conviction for any of the above precludes Tesh from hiring you due to Idaho Department of Health & Welfare regulations.

Falsification will result in immediate dismissal if record is determined after hire.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

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## Drug Testing Policy

Tesh prides itself as an industry leader in maintaining a Drug Free Workplace. The established procedures in place to maintain these standards are as follows: 1) if you are offered employment at Tesh, this offer will be contingent upon taking a drug/alcohol screen within twenty-four hours of the job offer and successfully passing this screen; 2) if you sustain a workplace injury requiring medical attention, you will be required to complete a drug/alcohol screen; 3) if there is reasonable suspicion that, as our employee, you are impaired on the job by drugs or alcohol, you will be required to complete a drug/alcohol screen. If you test positive for a monitored drug, a screening doctor will contact you for a list of prescriptions you have been issued and will consult with you to determine if there is a legal reason for a positive test. They will base their report to Tesh upon the information you give them. Tesh will be notified of illegal drug use or controlled substances taken without a valid prescription or abuse of prescribed drugs.

I fully understand that if I am found to have illegal drugs or controlled substances taken without a valid prescription I will be responsible for the cost of the drug test.

\_\_\_\_\_ Initial

I fully understand and support Tesh's effort to maintain a Drug Free Workplace. Furthermore, I would like to be considered for employment at Tesh.

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature

I understand that if I am accepted for employment at Tesh, my employment is on an at-will basis, and that the employment relationship may be terminated at any time, with or without cause, and with or without notice, by myself or the company.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

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## Voluntary Identification Information

Name: \_\_\_\_\_  
(Last) (First) (Initial)

Tesh is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, age, religion, creed, disability, veteran's status, gender, sexual orientation, gender identity or gender expression.

In an effort to comply with government record keeping requirements, we ask that you voluntarily complete this information. The U.S. government is empowered to require employers to report the number of their applicants and employees in the racial, ethnic, and veteran groups listed below. While employers are permitted to determine the group identification listed below by visual survey, we believe that in order to avoid mistake and misunderstanding, every applicant should have the opportunity to answer this question personally.

This information will only be used for reporting to governmental agencies, it will not be used to determine eligibility for employment and will be kept separate from the application form.

Gender:  Female  Male  Other

Ethnic Background (Please check one):

Definitions: Federal government regulations define the racial and ethnic classifications as follows:

Caucasian/White (not Hispanic Origin): All persons having origin in any of the original peoples of Europe, North Africa, or the Middle East.

African American (not Hispanic Origin): All persons having origin in any of the Black racial groups of Africa.

Asian or Pacific Islander: All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, Samoa, India and Pakistan.

American Indian or Alaska Native: All persons having origins in any of the original peoples of North America, and who maintain cultural identification through affiliations company or community recognition.

Hispanic/Latino: All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

Military Status (Please select one of the following):

None

Vietnam Era Veteran

Veteran who served in the Active Military, Naval or Air service in the Southwest Asia Theatre of Operations (08/02/90 to 01/02/92 Persian Gulf)

Other \_\_\_\_\_

Invitation for Voluntary Inclusion in the Affirmative Action Program for individuals with disabilities, special disabled veterans, and veterans of the Vietnam Era.

It is the policy of Tesh, Inc. to recruit, select and employ qualified individuals with disabilities, special disabled veterans, and veterans of the Vietnam era. Tesh is a government contractor subject to Section 503 of the Rehabilitation Act of 1973 and section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974.

In accordance with these laws, Tesh has developed affirmative action programs to employ and advance in employment, qualified individuals with disabilities, special disabled veterans, or a veteran of the Vietnam era, and would like to be considered under our affirmative action programs, please complete the sections below.

If you are an individual with a disability or special disabled veteran, you may choose to tell us about (1) any special method, skills, and procedures which qualify you for positions with Tesh so that you can be considered for any position of any kind, and (2) the reasonable accommodations which we could make which would enable you to perform the job properly and safely, including special equipment or other accommodations.

Providing this information is voluntary. Refusal to provide this information will not subject any individual to adverse treatment by Tesh. The information provided will be kept in strict confidence, except that (a) necessary management and supervisory personnel may be informed in order to ensure proper placement and to provide reasonable job accommodations, (b) first aid and safety personnel may be informed to the extent appropriate, if the condition might require emergency treatment, and (c) government officials investigating affirmative action programs compliance may be informed pursuant to the above cited laws and the American with Disabilities Act. For post-offer applicants: If you choose not to self-identify at this time, you may do so at any time during your employment.

To be included in our Affirmative Action Program, please check the appropriate box(es) and provide your name in order to be identified as:

\_\_\_\_\_ An individual with a disability: a person who (a) has a physical or mental impairment which substantially limits one or more of his or her major life activities, (b) has a record of such impairment, or (c) is regarded as having such an impairment.

\_\_\_\_\_ A special disabled veteran: a veteran who is entitled to disability compensation under laws administered by the Veterans Administration for a disability (a) rated at 30 percent or more, (b) rated at 10 or 20 percent in the case of a veteran who has been determined under section 1506 to have a serious employment disability or a person who was discharged or released from active duty because of a service-oriented disability.

\_\_\_\_\_ Vietnam Era Veteran: a person who served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975, and who (a) was discharged or released from with other than a dishonorable discharge, or (b) was discharged or released from active duty for a service-connected disability if any part of his or her active duty was performed between August 5, 1964 and May 7, 1975.

\_\_\_\_\_ None/Not Applicable

\_\_\_\_\_ I do not wish to release this information

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date