

Policy Name: Pre-employment Screening

Purpose of Policy: This policy applies to candidates interviewing for all positions. Successful candidates will be considered for positions with Banks Gas Services. This a voluntary process, candidates will not be compensated for their time it takes to complete the screening process and are not considered employees of Banks Gas Services during the screening process. Completion of the process does not guarantee employment.

Policy: All potential candidates must agree to the following:

- In person interview
- Authorize an employment, drivers record and personal background check
- Authorize/Pass a drug test
- Pass General knowledge / Operator Qualification (OQ) testing – Training will be provided on site prior to testing.

*** DRUG AND GENERAL KNOWLEDGE TEST WILL BE COMPLETED ON SAME DAY.

At Banks Gas Services, we are committed to providing an environment of mutual respect where equal employment opportunities are available to all applicants and teammates without regard to race, color, religion, sex, pregnancy (including childbirth, lactation and related medical conditions), national origin, age, physical and mental disability, marital status, sexual orientation, gender identity, gender expression, genetic information (including characteristics and testing), military and veteran status, and any other characteristic protected by applicable law.