



APPLICATION FOR EMPLOYMENT

Please provide complete and legible information. An incomplete application may affect your consideration for employment. If necessary, attach a separate sheet for additional information.

McCombs Steel Company, Inc. is committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee on the basis of race, color, religion, creed, national origin or ancestry, sex, age, physical or mental disability, veteran or military status, genetic information, sexual orientation, marital status, or any other legally recognized protected basis under federal, state or local laws, regulations or ordinances. The information collected by this application is solely to determine suitability for employment, verify identity and maintain employment statistics on applicants.

Applicants with disabilities may be entitled to reasonable accommodation under the terms of the Americans with Disabilities Act and certain state or local laws. A reasonable accommodation is a change in the way things are normally done which will ensure an equal employment opportunity without imposing undue hardship on McCombs Steel Company, Inc. Please inform the company's personnel representative if you need assistance completing any forms or to otherwise participate in the application process.

GENERAL INFORMATION

Full Name			Date	
FIRST	MIDDLE	LAST		
Address				
STREET	CITY	STATE	ZIP CODE	
Contact Number ()	Date available for work			
Alternate Contact Number ()	E-mail (optional)			
Are you legally authorized to work in the United States? <input type="checkbox"/> Yes <input type="checkbox"/> No				
Do you now, or will you in the future, require immigration sponsorship for work authorization (e.g., H-1B)? <input type="checkbox"/> Yes <input type="checkbox"/> No (If hired, verification will be required consistent with federal law.)				
Are you at least 18 years old? <input type="checkbox"/> Yes <input type="checkbox"/> No (If no, you may be required to provide authorization to work.)				
Are you available to work overtime as needed? <input type="checkbox"/> Yes <input type="checkbox"/> No				
How were you referred to McCombs Steel Company, Inc.?				

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POSITION INFORMATION

Type of work desired? _____	Salary range expected (required) _____
Applying for: <input type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Seasonal	

EDUCATION

Type of School	School Name and Location	Highest Grade Completed	Grade Point Average	Course of Study or Major
High School or G.E.D. equivalent		9 10 11 12/GED		
College or University		1 2 3 4		
Vocational or Trade School				
Graduate School				
Other (including military training)				

List any work related certifications or licenses you currently possess.

BACKGROUND INFORMATION

During the past seven years, have you ever been discharged, suspended or asked to resign from any position?
☐ Yes ☐ No If yes, please explain. _____

For the purpose of verifying information on this application, have you ever worked or attended school under a different name at any of the organizations you have listed? ☐ Yes ☐ No If yes, specify name. _____

Have you ever been convicted of a crime that has not been expunged, sealed, pardoned, annulled, statutorily eradicated or dismissed upon condition of probation? You are not required to disclose sealed or expunged records of conviction or arrest, or expunged juvenile records of conviction or arrest.

☐ Yes ☐ No Record]

PROFESSIONAL REFERENCES

List three professional references (other than those listed as current/former supervisor) that we may contact:

Name _____	Telephone No. () _____
E-mail Address _____	Type of Acquaintance _____
Name _____	Telephone No. () _____
E-mail Address _____	Type of Acquaintance _____
Name _____	Telephone No. () _____
E-mail Address _____	Type of Acquaintance _____

Additional Contact Information:

Mother's Cell # _____	Father's Cell # _____
Spouses Cell # _____	Other Cell # _____

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EMPLOYMENT RECORD

List all employment experience for the past seven years, starting with the most recent or present employer, including US Military Service. Using a separate section for each position, describe in detail all work experience including periods of unemployment. **You may include as part of your employment history any verified work performed on a volunteer basis. Resumes may not be substituted in lieu of completing the following employment information.**

Current Employer _____ Geographic Location _____ Your Position _____ Supervisor's Name/Title _____ May we contact? <input type="checkbox"/> Yes <input type="checkbox"/> No If not, why? _____ Primary responsibilities _____ _____	Phone (____) _____ From _____ Month Year To _____ Month Year Reason for Leaving _____ _____
Employer _____ Geographic Location _____ Your Position _____ Supervisor's Name/Title _____ Primary responsibilities _____ _____	Phone (____) _____ From _____ Month Year To _____ Month Year Reason for Leaving _____ _____
Employer _____ Geographic Location _____ Your Position _____ Supervisor's Name/Title _____ Primary responsibilities _____ _____	Phone (____) _____ From _____ Month Year To _____ Month Year Reason for Leaving _____ _____
Employer _____ Geographic Location _____ Your Position _____ Supervisor's Name/Title _____ Primary responsibilities _____ _____	Phone (____) _____ From _____ Month Year To _____ Month Year Reason for Leaving _____ _____

Have you worked for this company before?

☐ Yes ☐ No If yes, at what location? Job title:

Have you signed or otherwise agreed to any non-solicitation, non-competition or other similar agreement with any prior employer? ☐ Yes ☐ No If yes, explain: _____

Please account for any gaps of employment. _____

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ADDITIONAL COMMENTS

Please comment on how your prior education and experiences qualify you for the type of employment you are seeking. Detail any past responsibilities and achievements. Note any special coursework, honors, activities, special projects or any other information that will assist us in considering your application for employment. _____

PLEASE READ CAREFULLY AND INITIAL EACH PARAGRAPH BEFORE SIGNING

I have disclosed all information that is relevant and should be considered applicable to my candidacy for employment.

_____ Initials

I understand, where permissible under applicable state and local law, I may be subject to a pre-employment drug test after receiving a conditional offer of employment, and must receive a negative result for illegal drug use before being permitted to commence work with McCombs Steel Company, Inc.

_____ Initials

I understand, where permissible under applicable state and local law, I may be subject to a pre-employment medical examination after receiving a conditional offer of employment, and must meet the qualifications for the position, with or without reasonable accommodation, before being permitted to commence work with McCombs Steel Company, Inc.

_____ Initials

I understand, where permissible under applicable state and local law, I may be subject to a pre-employment background check after receiving a conditional offer of employment to investigate my criminal background, driving record, credit history and/or other matters related to my suitability for employment. I understand that a separate disclosure and consent form will be provided to me prior to any background check.

_____ Initials

I hereby certify that the information given by me is true in all respects. I authorize McCombs Steel Company, Inc. and its representatives to contact my prior employers and all others (with the exception of my current employer, only if I have marked "May we contact?" on page 3 of this application as "No") for the purpose of verification of the information I have supplied and release same from any liability resulting from the information released. I authorize employers, schools and other persons named on this application to provide any information or transcripts requested.

_____ Initials

I understand employment with McCombs Steel Company, Inc. is also contingent on my providing sufficient documentation necessary to establish my identity and eligibility to work in the United States.

_____ Initials

I hereby certify that, if employed, my employment with McCombs Steel Company, Inc. will not conflict with, or result in the violation of, breach of, or default under, any contract, agreement or understanding that I am a party to or am bound by, other than those I have disclosed in this application, if any.

_____ Initials

I hereby certify that, if employed, my employment with McCombs Steel Company, Inc. will not violate any non-solicitation, non-competition or other similar covenant or agreement I have with any of my prior employers, other than those I have disclosed in this application, if any.

_____ Initials

I hereby certify that, if employed, I will report to my supervisor, a representative of HR or other member of management, if I am ever harassed by someone in the company or if I ever become aware of any unethical behavior by any employee.

_____ Initials

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I expressly understand and agree that, if employed, my employment, having no specified term, is based upon mutual consent and may be terminated at will, with or without cause, by either party (McCombs Steel Company, Inc. or me) without prior notice to the other, unless otherwise prohibited by law.

_____ Initials

I understand that no representation, whether oral or written, by any representative or agent of McCombs Steel Company, Inc., at any time, can constitute an implied or express contract of employment. I further understand no representative or agent of McCombs Steel Company, Inc. has the authority to enter into an agreement for employment for any specified period of time or to make any change in any policy, procedure, benefit or other terms or condition of employment other than in a document signed by the Director of Human Resources or an authorized representative.

_____ Initials

I certify that all of the above information is true and complete, and I understand that any falsification or omission of information may disqualify you from further consideration for employment or, if hired, may result in termination regardless of the time elapsed before discovery.

Note: An offer of employment is conditioned upon complying with McCombs Steel Company, Inc.'s requirements including, but not limited to, signing a separate disclosure and consent form prior to any background investigation.

MY SIGNATURE IS EVIDENCE THAT I HAVE READ AND AGREE WITH THE ABOVE STATEMENTS.

Applicant's signature _____

Date _____



EMPLOYMENT RELEASE AUTHORIZATION MCCOMBS STEEL COMPANY

By signing below, I authorize McCombs Steel Company or its agent (Before You Hire, Inc.) to verify any and all information given by me that pertains to my eligibility for potential or continued employment. I fully understand that the information will include, but is not limited to, criminal records, drug testing, credit history, employment verification, social security number verification, motor vehicle driving record, education verification, and personal history. Furthermore, I release any and all employers, bureaus, agencies, individuals, data organizations, or companies named above from all liabilities of damages that might occur from information obtained. I understand that the information regarding sex, race, and date of birth are for the sole purpose of gathering the information correctly and will not be used to discriminate against me in violation of any law. A facsimile (FAX) or photocopy of this release form shall be as valid as the original.

****PLEASE PRINT CLEARLY****

Name (First) _____ (Middle) _____ (Last) _____

List any other name used in the last 7 years (Maiden name) _____

Address: _____ City _____ State _____ Zip _____

County _____ Date of Birth _____ - _____ - _____ Social Security Number _____ - _____ - _____

Driver's License # _____ State _____ Phone (_____) _____ - _____

SIGNATURE _____ **DATE:** _____

List other cities or towns that you have lived in the last 7 years:

Dates ____/____/____ to ____/____/____

City _____ County _____ State _____ Zip _____

Dates ____/____/____ to ____/____/____

City _____ County _____ State _____ Zip _____

*****APPLICANTS DO NOT WRITE BELOW THIS LINE*****

****FOR THE OFFICE USE OF MCCOMBS STEEL COMPANY****

(Please ☒ the appropriate boxes.)

- | | | |
|--|---|---|
| <input type="checkbox"/> Statewide Criminal Report (State _____) | <input type="checkbox"/> DOT Drug Test | <input type="checkbox"/> QED Saliva/Alcohol Screening |
| <input type="checkbox"/> Motor Vehicle Report (State _____) | <input type="checkbox"/> College Education Verification | <input type="checkbox"/> SS# / Address Verification |
| <input type="checkbox"/> Non-DOT Drug Test | <input type="checkbox"/> High School / GED Verification | <input type="checkbox"/> Employment Verification |

(NO COVER SHEET IS NEEDED)

Additional comments:
