

Application for Employment

Date:	Social Security No.	Application will be considered for all positions without regard to race, color, sex, religion, national origin, ancestry, age or the presence of non-disqualifying medical condition or handicap. ISC is an equal opportunity employer.		
Applicant Name (Last, First, MI)		Are you at least 18 years old? <input type="checkbox"/> Yes <input type="checkbox"/> No	Are you legally entitled to work in the United States? <small>(Proof of citizenship or immigration status required upon employment.)</small> <input type="checkbox"/> Yes <input type="checkbox"/> No	Have you ever applied with ISC before? <input type="checkbox"/> Yes <input type="checkbox"/> No
Address: (Include City, State, Zip Code)				
Contact Number () -	Alt Number () -	Email Address:		
Position(s) applying for	<input type="checkbox"/> Full-time <input type="checkbox"/> Part-time	<input type="checkbox"/> 1 st Shift <input type="checkbox"/> 2 nd Shift	Can you work overtime? <input type="checkbox"/> Yes <input type="checkbox"/> No	When can you start? Referred by:
Are you able to lift 70 lbs without any restriction? <input type="checkbox"/> Yes <input type="checkbox"/> No If no, state how you would perform the tasks and with what accommodation:				
Have you ever been convicted of a crime? <input type="checkbox"/> Yes <input type="checkbox"/> No <i>If yes, explain in detail the date(s) and place(s) of the conviction(s), the nature of the offense(s), and the sentence or penalty imposed.</i>				

Employment history: (Include all experience, starting with your present or last job. If you need more space, continue on the back of this page.)

From Mo Yr	To Mo Yr	Company	Phone No. () -	Immediate Supervisor
		Address		May we contact them? <input type="checkbox"/> Yes <input type="checkbox"/> No
Job Title		Final Rate of Pay	Reason for leaving	
Duties				

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Duties				

Education

Type of School	Name of School City, State	No. of Years Attended	Degree or Certificate Received	Major Subject Course of Study
High School / GED				
College / University				
Other Specialized Training				
Apprentice-ship, Trade or Business School				
Honors or Scholarships Received				

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Professional References (Other than Relatives) List three (3) persons who you have known at least one (1) year				
Name	Position/Relationship	Address (Include City/State)	Telephone No.	No. of years known

ISC's policy strictly prohibits the use, possession, sale, transportation or distribution of drugs or alcohol while on ISC property or engaged in ISC business.

It is the policy of Industrial Steel Inc., to require, as part of the pre-employment physical examination, testing for the presence of illegal, non-prescribed drugs and for alcohol. The purpose is to ensure fitness for duty and the avoidance of any risk of harm to others.

Compliance with such testing shall be deemed a condition of employment (with the exception of temporary employees placed where a risk of harm is not a factor). Those applicants testing positive for the presence of alcohol or drugs, or who provide a dilute specimen to test for the presence of drugs, except those prescribed by a licensed physician, will be permanently ineligible for employment with ISC.

Certifications, authorizations and releases

I hereby certify that the information contained in this application is true, accurate and complete. I hereby authorize investigation of all statements contained in this application and full disclosure of my educational record, personnel history and prior work record. I understand that employment is contingent upon the investigation and any misrepresentations or willful omission of fact shall be cause for disqualification of this application or sufficient cause for dismissal if already employed.

I understand and agree that neither this form, nor any other written policy or procedure of ISC, shall constitute a contract as to any length, term or condition of employment. I further understand that if employed, I may resign at any time and that ISC may terminate or modify the terms and conditions of my employment at any time. I also understand that I should not rely on any oral statements to the contrary. I further recognize that if I am employed, I will receive a salary and benefits and be subject to ISC rules and regulations, but I agree that such salary, benefits, rules and regulations are subject to change by ISC at any time, with or without notice to me. I further recognize that nothing contained in any document published by ISC shall in any way modify the above terms and that these terms cannot be modified in any way by any oral or written representation made by anyone employed by ISC, except by a written document signed by the President of ISC specifically waiving the provisions set forth above. All statements, manuals, documents or policies issued by ISC shall be interpreted consistent with ISC's right to terminate my services at any time for any reason or without reason.

I hereby consent for persons, agencies, businesses, organizations, schools, companies and law enforcement agencies to supply ISC with any information concerning my background. I consent for any school I have attended to release to ISC a copy of my transcript. I hereby give ISC permission to obtain pertinent information concerning my work history from my previous employers and will sign authorizations pursuant thereto.

I hereby authorize ISC and its agents or representatives to administer to me or cause to have administered and to interpret any tests and interview procedures it believes appropriate, including a complete physical exam which will include a test for drugs and alcohol.

I hereby release ISC, its agents and its representatives from any and all liability, obligation, responsibility, damages and claims of any kind whatsoever arising from this investigation of my background and my health, including release from obligation of ISC to provide me with information or notification of any disclosure obtained as a result of any of the investigations or tests.

All offers of employment are contingent on the applicant taking and passing a drug and alcohol screen and a physical examination showing that the applicant can perform the essential functions of the position for which he/she is being considered, and ISC's completion of employment, civil and criminal background checks showing that the applicant is qualified for employment with ISC.

Signature

Printed name

Date: