

**EMPLOYMENT APPLICATION**

**Signal Metal Industries, Inc.**

850 East Pioneer ~ Irving, TX 75061 ~ 972-438-1022 phone

*An Equal Opportunity Employer and a Drug Free Workplace*

Signal Metal Industries, Inc. completes a **background check and drug tests all potential employees**; failure to pass may result in termination of employment or employment offer. Signal Metal **requires all shop employees to wear steel toe safety boots with metatarsal protection before beginning to work**. These boots may be purchased from Signal Metal at a cost of **\$105.00 or greater** depending on style and size. (Price subject to change)

<b>APPLICANT</b>		Social Security Number:	_____ - _____ - _____
<b>NAME</b>	<b>HOME PHONE</b>	<b>CELL PHONE</b>	
<b>STREET</b>	<b>CITY, STATE AND ZIP</b>	<b>COUNTY</b>	

<b>POSITION DESIRED</b>	<b>PREFERRED SHIFT</b>	<b>SALARY REQUIREMENTS</b>
	___Days ___Nights	

<b>EMERGENCY CONTACTS</b>		
Name	cell/home/bus. Phone #'s	Address
		Relation
1.		
2.		

<b>REFERRED BY/SOURCE:</b>		<b>Employee #</b>
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<b>POST EMPLOYMENT RESTRICTIONS:</b>	Are you under any post employment restrictions from a previous job such as a non-compete? Y or N	If yes, please provide a copy of the documents for review.
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<b>WORK EXPERIENCE</b>	Are you currently employed now? Y or N If so, may we contact your current employer? Y or N	Date you can start work?
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POSITION	COMPANY & PHONE #	DATES WORKED FROM/TO	PAY RATE	TERM REASON

EDUCATION HISTORY	Name & Location	Subjects Studied/Degree Received
<b>HIGH SCHOOL</b>		
<b>VOCATIONAL/TRADE SCHOOL</b>		
<b>COLLEGE</b>		

<b>Are you 18 years of age or older?</b>	Y N	Have you been convicted of a felony? Yes or No If yes, Date & Details:
Have you worked for Signal Metal Industries before? Yes or No If yes, when?		
<b>TECHNICAL SKILLS</b>	Please check all the skills that apply on the lists below and list any others not included along with years of experience.	
Other Skills/Certifications and Years of experience:		

- |   |                                     |  |                                      |  |  |  |
|---|-------------------------------------|--|--------------------------------------|--|--|--|
| <b><u>Welding</u></b>                         | <b><u>Maintenance</u></b>           | <b><u>Warehouse</u></b>                    | <b><u>Utility</u></b>                | <b><u>Machinery</u></b>                      | <b><u>Paint/Coating</u></b>                  | <b><u>Other</u></b>                      |
| <input type="checkbox"/> Tig                  | <input type="checkbox"/> Electrical | <input type="checkbox"/> Forklift Driver   | <input type="checkbox"/> Hand Tools  | <input type="checkbox"/> Burning             | <input type="checkbox"/> Polyurethanes       | <input type="checkbox"/> Computer skills |
| <input type="checkbox"/> Submerged Arc        | <input type="checkbox"/> Mechanical | <input type="checkbox"/> Crane Rigging     | <input type="checkbox"/> Air Tools   | <input type="checkbox"/> CNC                 | <input type="checkbox"/> Urethane            | <input type="checkbox"/> Truck Driving   |
| <input type="checkbox"/> MIG                  | <input type="checkbox"/> Hydraulic  | <input type="checkbox"/> Crane Operator    | <input type="checkbox"/> Sanders     | <input type="checkbox"/> Robotic Equip.      | <input type="checkbox"/> Epoxies             | <input type="checkbox"/> Data Entry      |
| <input type="checkbox"/> Robotic              | <input type="checkbox"/> Electronic | <input type="checkbox"/> Vertical Band Saw | <input type="checkbox"/> Power Tools | <input type="checkbox"/> Presses             | <input type="checkbox"/> Enamel              |  |
| <input type="checkbox"/> Fitter               | <input type="checkbox"/> Pneumatics | <input type="checkbox"/> Radio Arm         |                                      | <input type="checkbox"/> Conventional Mills  | <input type="checkbox"/> Air Assist Gun      |  |
| <input type="checkbox"/> Blueprint/Schematics |                                     |  |                                      | <input type="checkbox"/> Conventional Lathes | <input type="checkbox"/> Paint Booth         |  |
| <input type="checkbox"/> Fitter Helper        |                                     |  |                                      | <input type="checkbox"/> Drills              | <input type="checkbox"/> Production Painting |  |
| <input type="checkbox"/> AWS Code             |                                     |  |                                      |  | <input type="checkbox"/> Airless Gun         |  |
| <input type="checkbox"/> Semi Auto            |                                     |  |                                      |  |  |  |
| <input type="checkbox"/> All Position         |                                     |  |                                      |  |  |  |

### APPLICANT'S STATEMENT, WAIVER OF LIABILITY, AND AUTHORIZATION

I declare that my answers to the questions on this application are true and complete. I understand that any unanswered questions may cause my application to be rejected and if I leave out important facts about my background or make any false statements on this application, other paperwork or during interviews, I may not be hired or I may be terminated if Signal Metal Ind. finds out at a later date. I authorize Signal Metal to thoroughly investigate all statements contained in my application or resume. I give permission to my past employers, schools and personal/business references to give Signal Metal any and all information about my work habits, education, training, earnings, qualifications, any job related injuries, and character, without giving me prior notice of such disclosure. I certify if hired, I am willing to work overtime when scheduled, submit to a physical and/or drug test when requested, submit to a polygraph examination when requested, and submit to a security search when requested. In addition I release all persons from all liability and agree not to sue anyone for any damages that may happen from giving or using this information.

I acknowledge that any job offer is not final until I pass Signal Metal's drug/alcohol test, human performance exam, reference checks, and background check.

I declare as an applicant for employment with Signal Metal Industries, Inc. that I freely and voluntarily assume all responsibility and risk associated in any trade/skill testing conducted to determine my ability to perform the skills necessary for the position. I, the applicant, voluntarily release Signal Metal Industries, Inc. from any and all negligence and/or liability of any kind from occurring in or from skill testing or touring the properties.

I understand that Signal Metal does subscribe to workers' compensation insurance. I further acknowledge that I am not to lift or transfer any object, unless I am familiar with the given situation and am reasonably sure that doing so alone can be safely accomplished. I agree to comply with all verbal instructions, policies and procedures, warning signs, compliance signs and safety regulations while on Signal Metal property. I agree to report immediately to a supervisor both verbally and in writing any and all incidents resulting in injury or illness while on Signal Metal property whether an applicant or an employee. I understand failure to report any injury related incident before end of work/shift or leaving Signal Metal property may result in loss of workers' compensation benefits and/or loss of payment of any medical claims.

At all times I agree to use and wear all safety items required by Signal Metal and will be careful not to expose myself or fellow workers to unnecessary dangers. If hired, I will submit to drug/alcohol and medical exams by a doctor chosen by Signal Metal at any time asked, to the extent permitted by law, and I will submit to such exams before making any claim against Signal Metal for injury or illness which happened at work. I give permission to all medical care providers to give Signal Metal any and all medical information related to my work injury or illness. I will also cooperate in any investigation by giving true and complete answers to all questions. I understand that Signal Metal will require that I attest to my identity and employment eligibility and I will need to present documents confirming my identity and employment eligibility. I understand that I can not be hired if I do not comply with presenting my identity and employment eligibility documentation for I-9 form requirements. I agree not to give out any of Signal Metal's trade secrets, or any information about the company without permission, and I agree not to do things in conflict of interest with Signal Metal. I understand and agree that nothing contained in this application, or conveyed during any interview, is intended to create an employment contract. I understand that no employee or representative of Signal Metal has the authority to enter into any agreement with me for employment for any specific period of time. I further understand and agree that if I am hired, my employment will be "at will" and without a fixed term, and that Signal Metal or I may terminate my employment at any time, with or without cause or notice.

I understand that filling out this application form does not indicate there is a position open and does not obligate Signal Metal to hire. If hired, I agree to abide by all company work rules, policies and procedures. Signal Metal retains the right to revise its policies and procedures, in whole or in part, at any time.

I certify that I have read the all of the above in full, that it has been explained to me to my satisfaction, that I have been given the opportunity to ask questions. I understand and voluntarily fully agree to accept the responsibilities it places on me, and I sign it of my own free will. This applicant statement, waiver, and authorization, is governed by the laws of the State of Texas.

Signature	Date
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**INCOMPLETE APPLICATIONS WILL NOT BE CONSIDERED**