



For Office Use Only	
Work Location	Position
Rate	Date of Hire

APPLICATION FOR EMPLOYMENT

(Please Print Clearly)

PERSONAL

Date: _____

Name: _____ Social Security No: _____
Last First Middle

Present Address: _____ Telephone No: _____
No. Street City State Zip

Are you legally eligible for employment in the U.S.A.? Yes _____ No _____ (If yes, verification will be required upon employment)

Are you of legal age to work? _____

Position(s) Applied For: _____

Were you previously employed by us? _____ If yes, when? _____

If your application is considered favorable, on what date will you be available for work? _____

Are there any other experiences, skills, or qualifications which will be of special benefit in the job which you are applying?
 (Application should not list any information that Federal and / or State law precludes in the pre-employment stage.)

Record of Education

School	Name and Address of School	Course of Study	Check last year Completed				Did you Graduate?	List Diploma or Degree
			5	6	7	8		
Elementary		X	5	6	7	8	<input type="checkbox"/> Yes <input type="checkbox"/> No	X
High School			1	2	3	4	<input type="checkbox"/> Yes <input type="checkbox"/> No	
College			1	2	3	4	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Other(Specify)			1	2	3	4	<input type="checkbox"/> Yes <input type="checkbox"/> No	

To Applicant READ THIS INTRODUCTION CAREFULLY BEFORE ANSWERING ANY QUESTIONS IN THIS BLOCKED OFF AREA. The Civil Rights Act of 1964 prohibits discrimination in employment because of race, color, religion, sex or national origin. Federal Law also prohibits other types of discrimination such as age, citizenship, disability, veteran status, attainment of benefits, and participation in union activities. The laws of most states and many localities also prohibit some or all of the above types of discrimination as well as some additional types including, but not limited to, discrimination based upon ancestry, marital status, parental status, sexual orientation, or source of income. The Fair Credit Reporting Act imposes restrictions with respect to credit data.
 DO NOT ANSWER ANY QUESTION CONTAINED IN THIS BLOCKED-OFF AREA UNLESS THE EMPLOYER HAS CHECKED THE BOX NEXT TO THE QUESTION, thereby indicating that for the position for which you are applying the requested information is needed for a legally permissible reason, including, without limitation, national security requirements, affirmative action, a bona fide occupational qualification or business necessity.

- Previous Address: _____
 No. Street City State Zip
- Are you over the age of eighteen? _____ If no, hire is subject to verification that you are of minimum legal age.
- Sex: M _____ F _____ Height: _____ ft _____ in Weight: _____ Lbs
- Are you a citizen of the U.S.A.? _____
- Were you in U.S. Armed Forces? Yes _____ No _____ If yes, what branch? _____
- Did you receive any training in the U.S. Armed Forces that is relevant to the position applied for? (If yes, describe.) _____

- Are you a Vietnam Veteran? _____
- Are you eligible to be bonded? _____
- Have you ever been convicted of a crime, excluding misdemeanors and summary offenses, in the past seven years which has not been annulled or expunged by a court? _____ If yes, describe in full: _____

Conviction of a crime will not be an absolute bar to employment.

- You have been given a written job description listing the essential job functions of the position(s) of which you have applied. Please review the job description(s) and answer the following question. Are you able to perform each of the essential job functions listed for each position for which you have applied? _____ If no, list the function(s) you are unable to perform and explain why you are unable to perform them.

Employer may list other bona fide occupational questions on lines below:

- _____
- _____
- _____
- _____

List below present and past employment, beginning with your most recent:

Name and Address of Company and Type of Business	From		To		Weekly Starting Salary	Weekly Last Salary	Reason for Leaving	Name of Supervisor
	Mo.	Yr.	Mo.	Yr.				
	Describe the work you did:							
Telephone:								

Name and Address of Company and Type of Business	From		To		Weekly Starting Salary	Weekly Last Salary	Reason for Leaving	Name of Supervisor
	Mo.	Yr.	Mo.	Yr.				
	Describe the work you did:							
Telephone:								

Name and Address of Company and Type of Business	From		To		Weekly Starting Salary	Weekly Last Salary	Reason for Leaving	Name of Supervisor
	Mo.	Yr.	Mo.	Yr.				
	Describe the work you did:							
Telephone:								

Name and Address of Company and Type of Business	From		To		Weekly Starting Salary	Weekly Last Salary	Reason for Leaving	Name of Supervisor
	Mo.	Yr.	Mo.	Yr.				
	Describe the work you did:							
Telephone:								

I hereby give permission to contact the employers listed above concerning my prior work experience.

Signed: _____

If there is a particular employer(s), you do not wish us to contact, please indicate which one(s).

PERSONAL REFERENCES (Not Former Employers)

Name and Occupation	Address	Phone Number

PLEASE READ AND SIGN BELOW

The facts set forth in my application for employment are true and complete. I understand that if employed, any false statement on this application may result in my dismissal. I further understand that this application is not and is not intended to be a contract of employment, nor does this application obligate the employer in any way if the employer decides to employ me. I understand and agree that my employment is at-will and can be terminated by either party with or without notice, at any time, for any reason or no reason. No one other than an officer of the Company has any authority to enter in to any agreement for employment for any specified period of time or to make any agreement contrary to the foregoing and then only in writing signed by an officer.

(Applicant Signature)

APPLICANT – Do Not Write On This Page.

FOR INTERVIEWER'S USE

INTERVIEWER	DATE	COMMENTS

FOR TEST AND ADMINISTRATOR'S USE

TEST ADMINISTERED	DATE	RAW SCORE	RATING	COMMENTS AND INTERPRETATION

REFERENCE CHECK

*Position Number	RESULTS OF REFERENCE CHECK	* Position Number	RESULTS OF REFERENCE CHECK
I		IV	
II			
III			

Voluntary Self-Identification of Race/Ethnicity

Name _____ Social Security Number _____

We are subject to certain nondiscrimination and affirmative action recordkeeping and reporting requirements which require us to invite employees to voluntarily self-identify their race/ethnicity. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information will be kept confidential and may only be used in accordance with the provisions of applicable federal laws, executive orders and regulations, including those which require the information to be summarized and reported to the Federal Government for civil rights enforcement purposes.

If you choose not to self-identify your race/ethnicity at this time, the Federal Government requires us to determine this information by visual survey and/or other available information. All race/ethnicity information will be collected and reported in the seven categories identified below.

Invitation to Self-Identify

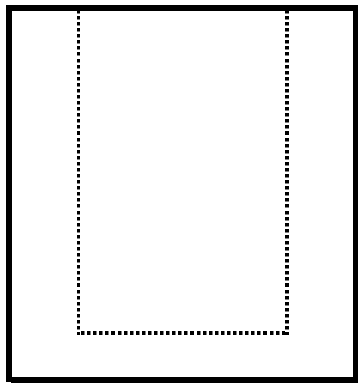
Please mark the **one box** that describes the race/ethnicity category with which you primarily identify.

- Hispanic or Latino:** a person of Cuban, Mexican, Chicano, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- White:** a person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Black or African American:** a person having origins in any of the black racial groups of Africa.
- Asian:** a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.
- Native Hawaiian or Other Pacific Islander:** a person having origins in any of the original peoples of Hawaii, Guam, Samoa or other Pacific Islands.
- American Indian or Alaska Native:** a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.
- Two or More Races:** a person who primarily identifies with two or more of the above races, excluding those who identify themselves as Hispanic or Latino.

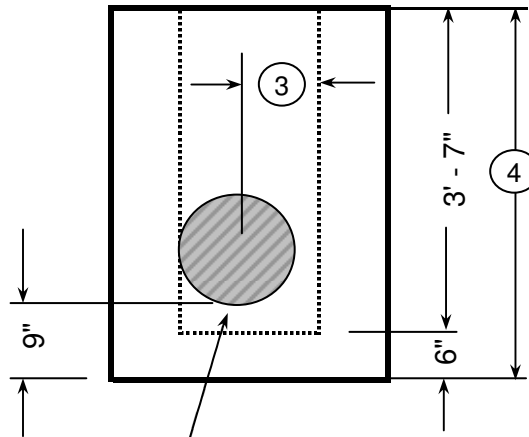
Gender: Male Female

Signature _____ Date _____

Anti-Discrimination Notice. It is an unlawful employment practice for an employer to fail or refuse to hire or discharge any individual, or otherwise discriminate against any individual with respect to that individual's terms and conditions of employment, because of such individual's race, color, religion, sex or national origin.

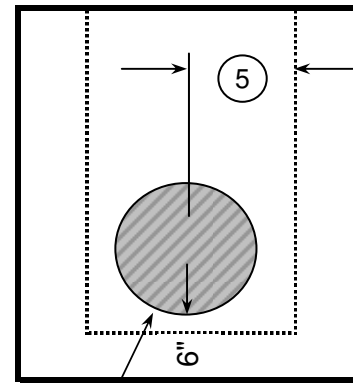


A



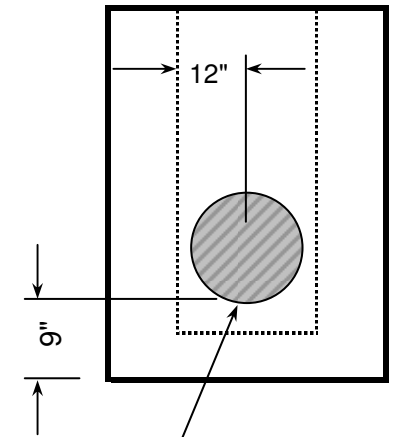
B

18"Ø HOLE



C

22"Ø HOLE,
CENTERED

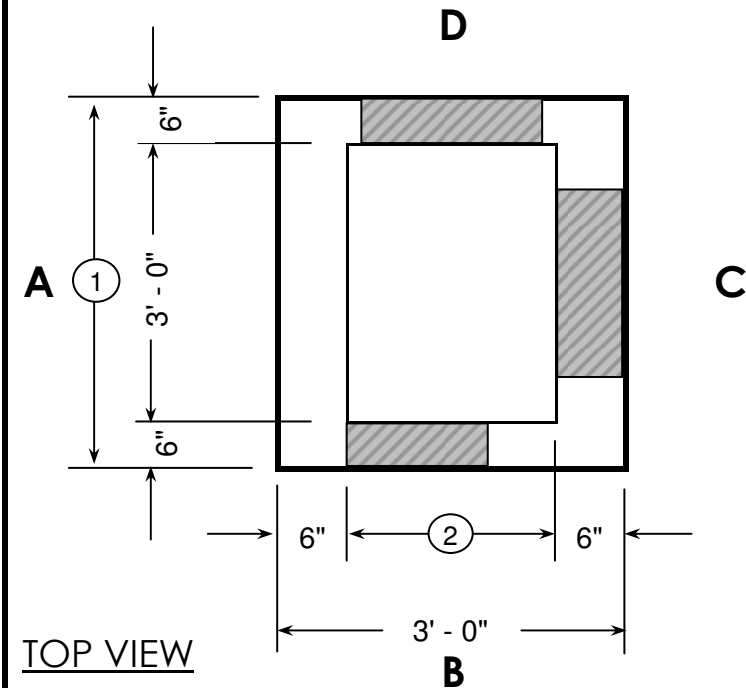


D

18"Ø HOLE,
CENTERED

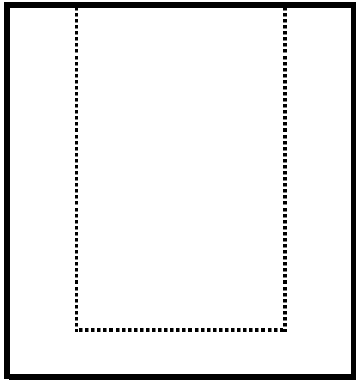
SIDE VIEWS

INSTRUCTIONS: Find the dimension values of each circled number found by the structure. Place the answer next to each question. You are permitted to write on this paper to do the calculations.

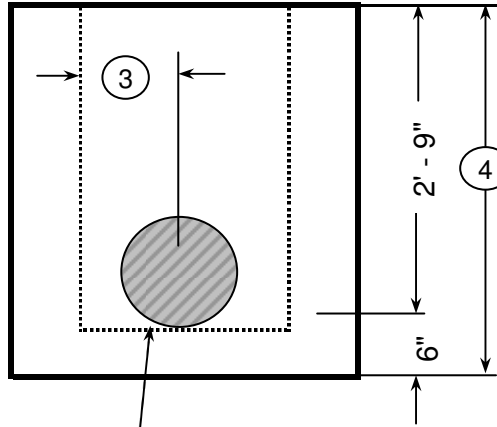


TOP VIEW

- ① Find the outside length of the structure. ANS: _____
- ② Find the inside width of the structure. ANS: _____
- ③ Find the distance from the inside wall of the structure to the hole center. ANS: _____
- ④ Find the outside height of the structure. ANS: _____
- ⑤ Find the distance from the inside wall of the structure to the hole center. ANS: _____

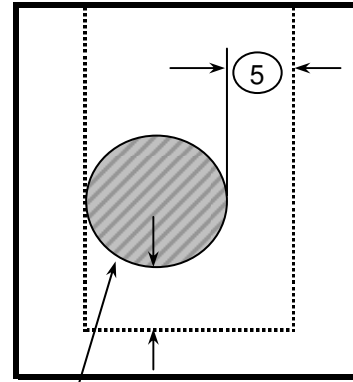


A



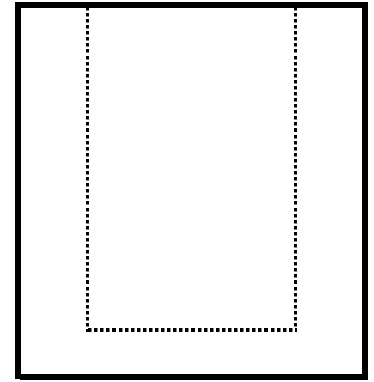
B

18"Ø HOLE,
CENTERED



C

21"Ø HOLE

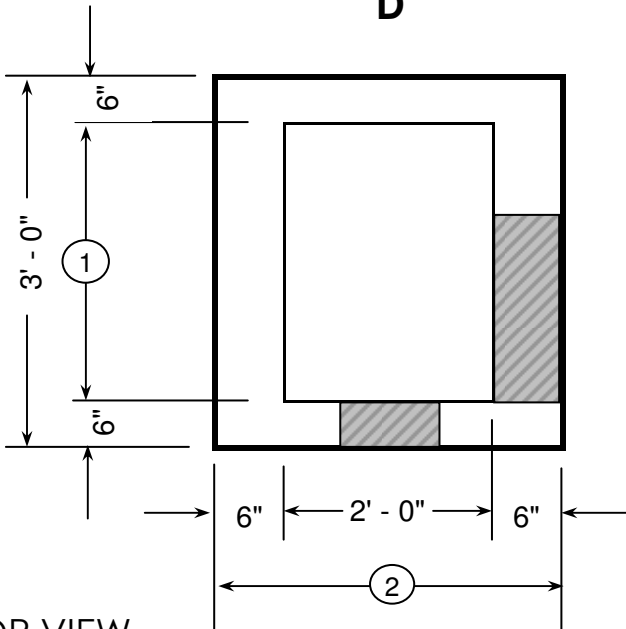


D

SIDE VIEWS

INSTRUCTIONS: Find the dimension values of each circled number found by the structure. Place the answer next to each question. You are permitted to write on this paper to do the calculations.

D



C

B

TOP VIEW

- ① Find the inside width of the structure. ANS: _____
- ② Find the outside length of the structure. ANS: _____
- ③ Find the distance from the inside wall of the structure to the hole center. ANS: _____
- ④ Find the outside height of the structure. ANS: _____
- ⑤ Find the distance from the inside wall of the structure to the edge of the hole. ANS: _____

INSTRUCTIONS: Solve for the dimensions.

EXAMPLE:

$\begin{array}{r} 1' \ 7'' \\ + \quad 18'' \\ \hline \end{array}$	\longrightarrow	$\begin{array}{r} 1' \ 7'' \\ + \quad 1' \ 6'' \\ \hline \end{array}$
		FEET: 3'
		INCHES: 1''

①

$$\begin{array}{r} 2' \ 3'' \\ - \quad 1' \ 7'' \\ \hline \end{array}$$

FEET:
INCHES:

②

$$\begin{array}{r} 1' \ 5'' \\ + \quad 22'' \\ \hline \end{array}$$

FEET:
INCHES:

③

$$\begin{array}{r} 1' \ 5'' \\ - \quad 6'' \\ \hline \end{array}$$

FEET:
INCHES:

DISCLOSURE AND AUTHORIZATION FORM TO OBTAIN CONSUMER REPORTS FOR EMPLOYMENT PURPOSES

Please Read Carefully Before Signing the Authorization

DISCLOSURE

In considering you for employment and, if you are employed, in considering you for subsequent promotion, assignment, reassignment, retention, or discipline, MACK INDUSTRIES, INC. ("the Company") may request and rely upon one or more consumer reports or investigative consumer reports about you that we obtain from a consumer reporting agency, such as IntelliCorp Records, Inc.

IntelliCorp Records, Inc. can be contacted by mail at 3000 Auburn Dr, Suite 410; Beachwood, OH 44122; or phone: 1-888-946-8355; or website: www.intellicorp.net.

For explanation purposes:

- a "consumer report" is a written, oral or other communication of any information by a consumer reporting agency bearing on your credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living which is used or expected to be used or collected in whole or in part for the purpose of serving as a factor in making an employment-related decision about you. Such information may include, for example, credit information, criminal history reports, or driving records; and
- an "investigative consumer report" is a consumer report in which information on your character, general reputation, personal characteristics, or mode of living is obtained through personal interviews with your prior employers, neighbors, friends, or associates, or with others who may have knowledge concerning any such items of information. In the event an investigative consumer report is requested about you, you are entitled to additional disclosures regarding the nature and scope of the investigation requested, as well as a written summary of your rights under the Fair Credit Reporting Act ("FCRA").

Under the FCRA, before the Company can obtain a consumer report or investigative consumer report about you for employment purposes, we must have your written authorization. Before we take adverse action on the basis, in whole or in part, of information in that report, you will be provided a copy of that report, the name, address, and telephone number of the consumer reporting agency, and a summary of your rights under the FCRA.

AUTHORIZATION

I have read and understand the foregoing Disclosure, and authorize Mack Industries to obtain and rely upon consumer reports or investigative consumer reports in considering me for employment and, if I am employed, in considering me for subsequent promotion, assignment, reassignment, retention, or discipline. By my signature below, I authorize Mack Industries to obtain any such reports and to share the information received with any person involved in the employment decision about me.

I DO _____ DO NOT _____ authorize you to contact *my current* employer for Employment and Reference Verifications

(This will authorize immediate inquiries to the Human Resources Department and to any listed supervisors or references in the Employment/Reference Section of your application.)

I also agree that this Disclosure and Authorization in original, faxed, photocopied, or electronic (including electronically signed) form will be valid for any consumer reports or investigative consumer reports that may be requested about me by or on behalf of the Company. This authorization shall remain in effect over the course of my employment and reports may be ordered periodically during my employment.

(Printed Name)

(Applicant Signature)

(Date)

(Parent or Legal Guardian Signature for searches conducted on *(Date)*
minors under the age of 18)

