



Complete Steel Services

INTERMOUNTAIN ERECTORS, INC.

1546 NORTH 25TH EAST
 IDAHO FALLS, IDAHO 83401
 (208) 528-7544
 FAX (208)528-7548

JOB APPLICATION

<i>Please Print All Information</i>		Date:	
Last Name:		First Name:	Middle Name:
Address:			
City:		State:	Zip Code:
Telephone Numbers:		Social Security Number:	
Where did you hear about our job openings?			

Position Applied For: _____			
Salary or Hourly Rate expected: _____		week	hour (circle one)

Have you ever been employed by us before? If yes, please list date (s) of employment:		<input type="checkbox"/>	Yes	<input type="checkbox"/>	No		
Are you currently employed?		<input type="checkbox"/>	Yes	<input type="checkbox"/>	No		
May we contact your present employer?		<input type="checkbox"/>	Yes	<input type="checkbox"/>	No		
Are you 18 Years or Older?		<input type="checkbox"/>	Yes	<input type="checkbox"/>	No		
Are you prevented from lawfully becoming employed in this country due to Visa or Immigration status? <i>(Proof of citizenship or immigration status is required upon employment.)</i>		<input type="checkbox"/>	Yes	<input type="checkbox"/>	No		
You are Available to Work:		<input type="checkbox"/>	Full Time	<input type="checkbox"/>	Part Time	<input type="checkbox"/>	Temporary
Date you can Begin Work:							
Have you been convicted of a crime within the last seven (7) years? (Other than a traffic violation.) (Conviction will not necessarily disqualify an applicant from employment) If Yes, Please Explain:		<input type="checkbox"/>	Yes	<input type="checkbox"/>	No		

EDUCATION

School Address	Credits Earned	Major	Diploma/Degree
High School:			
College:			
Technical/Other:			

PLEASE ANSWER THE FOLLOWING QUESTIONS:

Do you hold a valid driver's license? If so, list issuing state:	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
Do you have reliable transportation?	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
Are you available to work 40 hours per week?	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
Are you available to work Monday through Friday?	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
Are you available to work Overtime if necessary?	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
Is there anything that will restrict you from working out of town? If yes please explain:	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
Have you gone through fall protection training?	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
Do you currently have any operator qualifications? Please list:	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
Have you taken the OSHA 10 hour course?	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
The duties of this job may include, but are not limited to the following: A. Lifting up to 100 lbs. B. Climbing ladders C. Working at heights Do you have any restrictions that would prohibit you from performing these essential functions of the job as listed above? Please explain:	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
Do you have any welding experience? Please describe:	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
Do you have any current welding certifications? Please list:	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
Do you have steel construction experience? Please explain:	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
Do you have any construction experience? Please explain:	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
Do you have management experience running a crew? Please describe:	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
Are you proficient at blue print reading?	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No

APPLICANT'S STATEMENT AND CONDITIONS OF EMPLOYMENT

Please read carefully before signing.)

"I understand that an investigative consumer report involving information concerning my character, employment history, general reputation, police record, personal habits, mode of living, credit and indebtedness may be obtained prior to any final offer of employment. Upon timely written request to the personnel department of the company, the nature and scope of the report will be disclosed to me."

"I certify that the answers given by me in this employment application are true, correct and complete. I agree that the company shall not be liable, in any respect, if my employment is terminated because of misstatements or pertinent omissions made by me in this application. Moreover, I understand that all offers of employment are contingent upon passing the company's prescribed physical examination and/or drug screen."

"I agree, as a condition of my employment (should I be employed by the Company), to submit to a medical examination if requested and based on the position that I accept or urinalysis test if requested and paid for by the company I further agree to the search or examination of myself or personal property while on the company's premises or while conducting its business elsewhere, I also authorize any company, school, police or security personnel, or other person to give any information regarding my employment, habits, ability, or any other characteristics whatsoever, together with any information they have regarding me whether or not it is in their records. I hereby release all physicians, examiners, companies, schools, or other persons from liability for any damages whatsoever for such testing, examining, or issuing this information. It is agreed and understood that completion of this application does not mean a job opening exists and in no way obligates the company to employ me."

"In the event of employment, I will comply with all company rules and regulations as established from time to time including the company's substance abuse policy. I am willing to work all assigned overtime or other special work assignments as requested by the company. Furthermore, since the company does not offer contracts of employment (unless signed by the President), I understand that nothing contained herein is intended to create a contract between the company and me for either employment or the provision of any compensation or benefits. I understand that I have the right to terminate my employment at any time and likewise, the company has the same right."

"I hereby understand and acknowledge that any employment relationship with this Company is of an "At-Will" nature, which means that the Employee may resign at any time and the Employer may discharge Employee at any time, with or without notice, with or without cause. It is further understood that this "At-Will" employment relationship may not be changed by any written document or by verbal agreement unless such change is specifically acknowledged in writing by an authorized Executive of this Company. I also understand that Intermountain Erectors, Inc. retains the right to amend, modify, add or delete any or all policies or procedures at its sole and absolute discretion."

"During my employment with Intermountain Erectors, Inc., and after my employment ends, I agree not to disclose any confidential or proprietary information regarding operating and trade secrets. I further agree that with respect to any civil litigation involving Intermountain Erectors, Inc. in which I am a potential witness and which does not involve an actual or potential claim by me personally, I will not discuss the facts of the case with any third parties without first notifying Intermountain Erectors, Inc. or unless a representative or attorney of Intermountain Erectors, Inc. is present. A copy of this form may be used as the original. The use of results from this form and/or tests will be used for prudent employment decisions."

This application is valid for sixty days from the application date unless renewed in person or in writing.

Applicant's Signature: _____

Date: _____