



NORTH STATE STEEL

Employment Application

EQUAL OPPORTUNITY EMPLOYER: It is our policy to abide by all Federal and State laws prohibiting employment Discrimination solely on the basis of a person's race, religion, color, national origin, sex, age (over 40), physical handicap, disability, marital status, sexual orientation, veteran status or citizenship status, (except where a bona fide occupational qualification exists).

BACKGROUND INFORMATION (please use ink and print)

Today's Date: ____ / ____ / ____

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

CURRENT ADDRESS (Street) _____ (City) _____ (State) _____ (Zip) _____

SOCIAL SECURITY NUMBER

TELEPHONE NUMBERS

Home: _____ Cell: _____

If necessary to verify information listed in this application, please list other NAMES by which you are or have been known, for example, other legal names:

Have you ever been convicted of a felony or pleaded no contest or been convicted of a misdemeanor resulting in imprisonment or a fine over \$500 during the last ten years? (Conviction will not necessarily disqualify an applicant. The seriousness of the crime and date of conviction will be considered.)

Yes _____ No _____ If yes, explain _____

If hired, can you provide proof of citizenship or right to work in the United States?

Yes _____ No _____

State if under age 18 _____

Do you have reliable transportation to work? _____

EDUCATION

Name	Address	City	State	Major Course or Subject	Circle Last Year Completed	Dates Attended	Degrees / GPA
High School or Preparatory					1 2 3 4	N/A	
Technical/Vocational					1 2 3 4		
College or University					1 2 3 4		

List any other education, training, special skills or certificates/licenses that you possess related to this job:

List any machines or equipment that you are qualified and experienced at operating which may be useful for this job:

List scholastic honors, offices held, and activities in school:

JOB SPECIFICATION/INFORMATION

Have you ever been employed here before? _____ (Dates)

Yes _____ No _____ From: _____ To: _____ Department: _____

Have you ever interviewed here before? _____ If "Yes", When: _____

Yes _____ No _____ What Position: _____

For what position are you applying? _____ Rate of pay expected? _____

1. I acknowledge that I have read and understand the written job description covering the above job.

2. I acknowledge that I am capable of performing the above job as described in the job description.

3. Check one of the items below:

_____ I do not need any special accommodation(s) in order to perform the job properly and safely (for example: special furniture or equipment).

_____ I need the following special accommodation(s) in order to perform the job properly and safely: _____

4. Are you seeking: Full-Time _____ Part-Time _____ Specify days & hours if Part-Time _____

5. Will you work any shift? Yes _____ No _____ If yes, shift preferred: _____

If no, shift you will work: _____

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

7. Are you presently employed? Yes _____ No _____ If yes, may we contact your present employer? Yes _____ No _____

8. For driving jobs only: Do you have a valid driver's license? Yes _____ No _____

Driver's License # _____ State Issued: _____

EMPLOYMENT HISTORY

Please list last four employers with current employment first. List ALL employers and include military services.

Name of Employer: _____ Address: _____ City: _____ St: _____ Zip: _____ Phone #: _____ Supervisor: _____	Employment Dates From: _____ To: _____	Job Title: _____ Duties: _____	Wages Starting: _____ Ending: _____	Reason for Leaving
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Please list below three work-related professional reference (not relatives) who have known you at least one year and whom you can contact.				
Name	Company	Work Relationship (i.e. - Supervisor)	City, State	Daytime Phone Number
Is there anything else you would like us to know about you? _____				

APPLICANT'S CERTIFICATION

I authorize without liability investigation of all statements in this application. I expressly waive all provisions of law prohibiting any person, or other Institution from disclosing to the Company any knowledge or information thereby required.

I authorize all schools which I attended and all previous employers to furnish the Company my record, reason for leaving and all information that may have concerning me and I hereby release them and the Company from all liability for any damage whatsoever arising therefrom.

I authorize my neighbors, friends or others with whom I am acquainted or who are acquainted with me to furnish the company with information used in connection with the evaluation of my qualifications as a prospective employee. I also may be required to authorize the making of a credit bureau investigative report whereby information may be obtained concerning my character, general reputation, personal characteristics and mode of living, whichever may be applicable. I understand I will be notified if such an investigative report is obtained and I will have the right to make a written request within a reasonable period of time for a complete and accurate disclosure of information concerning the nature and scope of the investigation.

I understand that in the event of my employment by the Company, it shall be sufficient cause for dismissal if any of the information I have given in this application is false or if I have failed to give any information requested. In the event of my employment by the Company, I agree to abide by all present and subsequently issued rules of the Company. I understand that if employed, I have been hired at the will of the employer and that my employment may be terminated at will, at any time, and with or without just cause, the employer's only obligation being to pay wages due and owing at the time of termination.

Applicant's Signature _____ Date _____



North State Steel – Pre-Employment Background Check & Drug Screening Policy

In alignment with our commitment to maintaining a safe and productive work environment, North State Steel requires all applicants selected for employment to undergo a pre-employment background check and drug screening as a condition of employment.

This policy is intended to protect the health, safety, and integrity of our workforce, clients, and the public, and to ensure compliance with applicable federal, state, and industry regulations.

Pre-Employment Testing & Screening Requirement:

1. Background Check:

All candidates receiving a conditional offer of employment will undergo a background check.

This may include, but is not limited to:

- Criminal history
- Employment verification
- Education and credential confirmation
- Reference checks
- Motor vehicle records (as applicable to job duties)

A background check resulting in findings that are inconsistent with the job requirements, company standards, or applicable regulations may result in the withdrawal of the job offer.

2. Drug Screening:

Candidates must also complete a drug screening test. A verified positive result indicating the use of illegal or unauthorized controlled substances will result in disqualification from employment consideration.

A negative drug test result is required to continue the hiring process. However, it does not guarantee employment.

Refusal to Participate

Applicants who decline to participate in either the background check or drug screening process may voluntarily withdraw from consideration by refraining from completing or submitting the employment application.

North State Steel reserves the right to revise this policy at any time to ensure compliance with legal standards and operational needs.

I understand and agree to the above background check and drug testing requirements:

Applicant Name (please print)

Signature

Date