STAINLESS STRUCTURALS
SPECIAL PROFILES IN STEEL

Employment Application Form

PLEASE PRINT ALL INFORMATION REQUESTED EXCEPT SIGNATURE

APPLICATION FOR EMPLOYMENT

APPLICANTS REQUIRED TO DO A PRE-EMPLOYMENT SCREENING

DATE _____

Name _____
Last First Middle Maiden

Present address _____
Number Street City State Zip

Social Security No._____–_____– _____

Telephone (___)_____

Date of Birth _____

How many hours can you work weekly?_____Can you work nights? _____

Employment desired ☐ FULL-TIME ONLY ☐ PART-TIME ONLY ☐ FULL- OR PART-TIME

When available to start work?_____ Desired Salary_____

Position applying for? _____

Have you previously been employed by Stainless Structurals? ☐ YES ☐ NO

TYPE OF SCHOOL	NAME OF SCHOOL	LOCATION (Complete mailing address)	NUMBER OF YEARS COMPLETED	MAJOR & DEGREE
High School				
College				
Bus. or Trade School				
Professional School				

HAVE YOU EVER BEEN CONVICTED OF A CRIME? ☐ No ☐ Yes

If yes, explain number of conviction(s), nature of offense(s) leading to conviction(s), how recently such offense(s) was/were committed, sentence(s) imposed, and type(s) of rehabilitation. _____

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DO YOU HAVE A DRIVER'S LICENSE? ☐ Yes ☐ No

What is your means of transportation to work? _____

Driver's license number_____State of issue_____ ☐Operator ☐Commercial (CDL) ☐Chauffeur

Expiration date _____

Have you had any accidents during the past three years? How many? _____

Have you had any moving violations during the past three years? How Many? _____

Please list two references other than relatives or previous employers.

Name_____ Name _____

Position_____ Position _____

Company_____ Company _____

Address_____ Address _____

Telephone (___)_____ Telephone (___)_____

An application form sometimes makes it difficult for an individual to adequately summarize a complete background. Use the space below to summarize any additional information necessary to describe your full qualifications for the specific position for which you are applying.

Languages fluent in:	Read	Write	Speak
English	Fluent ☐ None ☐ Limited ☐	Fluent ☐ None ☐ Limited ☐	Fluent ☐ None ☐ Limited ☐
Spanish	Fluent ☐ None ☐ Limited ☐	Fluent ☐ None ☐ Limited ☐	Fluent ☐ None ☐ Limited ☐
Other	Fluent ☐ None ☐ Limited ☐	Fluent ☐ None ☐ Limited ☐	Fluent ☐ None ☐ Limited ☐

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MILITARY

HAVE YOU EVER BEEN IN THE ARMED FORCES? ☐ Yes ☐ No

ARE YOU NOW A MEMBER OF THE NATIONAL GUARD? ☐ Yes ☐ No

Specialty_____Date Entered_____Discharge Date _____

Work Experience Please list your work experience for the **past five years** beginning with your most recent job held. If you were self-employed, give firm name. **Attach additional sheets if necessary.**

Name of employer Address City, State, Zip Code Phone number	Name of last supervisor	Employment dates	Pay or salary
		From To	Start Final
	Your last job title		
Reason for leaving (be specific)			
List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company.			

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May we contact your present employer? ☐ Yes ☐ No Did

you complete this application yourself ☐ Yes ☐ No

If not, who did? _____

Culture-Fit Assessment

Choose the one response closest to how you would actually respond. Select the letter (A, B, C, or D) for each question using the answer box.

Name _____ **Date** _____

1 **A teammate proposes an approach to a job that's different from yours. You think yours is better but aren't certain. What do you do?**

A. Push for your approach since you're fairly confident it's right
B. Ask questions to understand their reasoning, then decide together based on merit
C. Defer to them to avoid conflict, even if you disagree
D. Let the supervisor decide so it's not on you

Your answer _____ (A–D)

2 **A project succeeds and your manager praises you in front of the team, though several people contributed. How do you respond?**

A. Accept the credit — you did lead a big part of it
B. Name the specific teammates who made it happen and what they did
C. Say 'it was a team effort' and move on
D. Stay quiet and feel a bit awkward

Your answer _____ (A–D)

3 **A newer colleague is visibly struggling and frustrated with a task you've mastered. You're busy. What's your instinct?**

A. Tell them to ask once you've finished your own work
B. Send them a guide or link so they can figure it out
C. Pause to understand what's blocking them, then help or point them to support
D. Assume they'll sort it out — everyone learns the hard way

Your answer _____ (A–D)

4 **You realize you made an error that hasn't been noticed yet but could cause a problem downstream. What do you do?**

A. Quietly fix it if you can and say nothing
B. Flag it to the right person immediately, even though it's uncomfortable
C. Wait to see if it actually becomes a problem before raising it
D. Fix it and mention it only if someone asks

Your answer _____ (A–D)

5 **A customer asks for something a colleague promised but that you know the team can't realistically deliver on time. What do you say?**

A. Agree to it to keep the customer happy and worry about it later
B. Tell the customer honestly what's achievable and offer a realistic plan
C. Blame the colleague who over-promised
D. Stall and hope the timeline slips on the customer's side too

Your answer _____ (A–D)

6 **Something went wrong on a task you owned, partly due to factors outside your control. In the debrief, you...**

A. Explain the external factors so the blame lands fairly
B. Own your part clearly first, then note what was outside your control
C. Keep quiet unless directly asked
D. Point out that others were involved too

Your answer _____ (A–D)

7 **It's near the end of your shift and a customer issue lands that isn't strictly your responsibility. What do you do?**

A. Log it for the next shift — it's not your area
B. Take ownership of getting it solved or handed off cleanly to someone who can
C. Forward it to whoever you think owns it and leave
D. Handle it only if your manager tells you to

Your answer _____ (A–D)

8 **Two internal teams disagree and it's slowing down a customer order. You're not in charge of either. Your move?**

A. Stay out of it — not your call
B. Step in to help find common ground focused on the customer outcome
C. Pick the side you think is right and back them
D. Escalate it to management and wait

Your answer _____ (A–D)

9 **When you think about doing great work, what motivates you most?**

A. Hitting my own targets and being recognized
B. Making the customer's and my coworkers' experience genuinely better
C. Doing tasks correctly and on time
D. Avoiding mistakes and complaints

Your answer _____ (A–D)

10 **You committed to having something ready by Friday, but midweek you realize it'll be tight. What do you do?**

A. Wait until Friday and explain if it's late
B. Flag the risk early, then do what it takes to deliver or reset expectations
C. Quietly deprioritize it for more urgent work
D. Deliver something rough on time and fix it later

Your answer _____ (A–D)

11 **Your team is short-handed during a busy stretch and people are leaning on each other. How do you show up?**

A. Do your defined role well and protect your own bandwidth
B. Make yourself available where you're needed most, even outside your usual tasks
C. Help only if directly asked
D. Suggest hiring more people and carry on as normal

Your answer _____ (A–D)

12 **A colleague messages you that they're stuck and a customer is waiting. You're mid-task. What's your default?**

A. Reply when you reach a stopping point in your own work
B. Acknowledge fast and either help now or give a clear time you can
C. Tell them you're busy and to find someone else
D. Read it and plan to respond later

Your answer _____ (A–D)

13 **You're assigned a project using methods you've never used before. How do you feel and act?**

A. Anxious — you'd prefer to stick with what you know
B. Energized — you dig in, learn fast, and ask for help where needed
C. Cautious — you do it but flag that it's not your strength
D. Reluctant — you ask to swap for something more familiar

Your answer _____ (A–D)

14 **Leadership announces a significant change to how the company operates. Your honest reaction is usually...**

A. Skepticism — change often creates more problems than it solves
B. Curiosity — you want to understand the 'why' and how to make it work
C. Patience — you wait to see if it sticks before engaging
D. Frustration — things were fine as they were

Your answer _____ (A–D)

15 **You receive critical feedback on your work that stings a little. What do you do with it?**

A. Defend your choices — they had good reasons
B. Sit with it, look for the truth in it, and adjust
C. Accept it politely but mostly carry on as before
D. Take it personally and feel demotivated

Your answer _____ (A–D)

16 **You can ship a job faster by cutting a minor quality check unlikely to matter. The deadline is tight. You...**

A. Cut it — speed matters and the risk is low
B. Keep the check but look for other ways to save time
C. Cut it but flag to your supervisor that you did
D. Cut it and say nothing

Your answer _____ (A–D)

17 **You spot a way to take on a bigger, more ambitious target than expected — but it carries real risk. What do you do?**

A. Stick to the safe, expected target
B. Pursue the bigger goal after honestly weighing and naming the risks
C. Go for it — fortune favors the bold
D. Avoid it; ambition isn't worth the downside

Your answer _____ (A–D)

18 **A process has worked 'well enough' for years. You see a way it could be meaningfully better. You...**

A. Leave it — if it isn't broken, don't fix it
B. Propose the improvement with a clear case for the value and risk
C. Mention it casually but don't push
D. Change it yourself without telling anyone

Your answer _____ (A–D)