

REFERENCES:

Name	Relationship	Telephone Number	Years known

EDUCATION:

High School	Address	Major	Graduated: <input type="checkbox"/> Yes / <input type="checkbox"/> No
College/University	Address	Major	Degree/ Year
College/University	Address	Major	Degree/ Year
Other School	Address	Subjects	Completed <input type="checkbox"/> Yes / <input type="checkbox"/> No

ADDITIONAL INFORMATION: Please list any additional information such as licenses, special training, or professional degrees, which you consider important for the job for which you have applied:

Please read carefully before signing. If you have any questions regarding the following statements, please ask for assistance.

I understand that the employer follows an employment-at-will policy, in that I or the employer may terminate my employment any time, with or without cause as long as consistent with applicable state or federal law; this “employment-at-will” policy cannot be changed except as specifically authorized in writing by the president of this organization. I understand that this application is not a contract of employment. I understand that to be employed I must be lawfully authorized to work in the United States and I must provide documentation proving this if I am offered the job.

I understand that this application will be active for 6 months: after that time, if I wish to be considered for employment, I must submit a new application.

I understand that as this organization deems necessary, I may be required to work overtime hours or hours outside a normally defined work day or week.

I understand that the company will thoroughly investigate my work and personal history and verify all data given on this application, related papers and in interviews. I authorize all individuals, schools, and firms named within to provide any information requested about me and I release them from all liability for damage in providing this information.

I certify that all the statements herein are true and understand that any falsification or willful omission shall be sufficient cause for dismissal or denial of employment.

Signature: _____ Date: _____

VOLUNTARY SELF-IDENTIFICATION ETHNICITY & VETERAN FORM

For statistical reporting we ask that you voluntarily provide the information below.

This voluntary survey assists us in complying with government recordkeeping, reporting, and other legal requirements. Government agencies require periodic reports on the sex and race of applicants, under certain circumstances. We make periodic reports to the federal government regarding the data below. Your completion of this Voluntary Survey is optional. If you choose to volunteer the requested information, please note that this form is kept in a Confidential File and is not a part of your application file. Your cooperation is appreciated.

YOUR COOPERATION IS VOLUNTARY. INCLUSION OR EXCLUSION OF ANY DATA WILL NOT AFFECT ANY EMPLOYMENT DECISION.

Name: _____ Date: _____

Address: _____

City: _____ State: _____ Zip: _____

Job Title: _____

_____ Male _____ Female

Race/Ethnicity:

- _____ Hispanic or Latino **OR** _____ Black or African American (not Hispanic or Latino)
- _____ Two or More Races (not Hispanic or Latino)
- _____ Asian (not Hispanic or Latino)
- _____ White (not Hispanic or Latino)
- _____ Native Hawaiian or other Pacific Islander (not Hispanic or Latino)
- _____ American Indian or Alaskan Native (not Hispanic or Latino)

Protected Veteran Status:

If you believe you belong to any of the categories of protected veterans listed in the definitions on the back of this form, please indicate by checking the appropriate box below. As a Government contractor subject to VEVRAA (Vietnam Era Veterans Readjustment Assistance Act), we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA.

_____ I identify as one or more of the classifications of protected veteran listed in the attached definitions.

_____ I am not a protected veteran.

Dave Steel Company is an equal employment opportunity employer, and we do not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, genetic information, protected veteran status, disability, or any other similarly protected status. This form will be kept confidential and used only in accordance with applicable laws and regulations. When reported to the government in a statistical format, the data will not identify any specific individual. Providing this information is strictly voluntary. Failure to provide it will not subject you to any adverse personnel decision or action.

Affirmative Action Race/Ethnicity Definitions

American Indian or Alaskan Native: A person with origins in any of the original peoples of North America and South America (including Central America) and who maintains cultural identification through tribal affiliation or community attachment.

Asian: A person with origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent. This area includes, for example, Cambodia, China, Japan, Korea, the Philippine Islands, Malaysia, Pakistan, Thailand, and Vietnam.

Native Hawaiian or other Pacific Islander: A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Black/African-American: A person, not of Hispanic origin, with origins in any of the black racial groups of Africa.

White: A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Two or More Races (Not Hispanic or Latino): A person who identifies with more than one of the above five races.

Hispanic or Latino: A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin regardless of race.

Affirmative Action Protected Veteran Status Definitions

Disabled Veteran: A veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or a person who was discharged or released from active duty because of a service-connected disability.

Recently Separated Veteran: Any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval, or air service.

Active Duty Wartime or Campaign Badge Veteran: A veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

Armed Forces Service Medal Veteran: Any veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Protected veterans may have additional rights under USERRA—the Uniformed Services Employment and Reemployment Rights Act. In particular, if you were absent from employment in order to perform service in the uniformed service, you may be entitled to be reemployed by your employer in the position you would have obtained with reasonable certainty if not for the absence due to service. For more information, call the U.S. Department of Labor's Veterans Employment and Training Service (VETS), toll-free, at 1-866-4-USA-DOL.

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