



Taylor-Wharton
Since 1742

**APPLICATION FOR EMPLOYMENT
WE ARE AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

APPLICANT'S STATEMENT: I understand that Taylor-Wharton America Inc. (Company) is committed to providing equal opportunity in all employment practices, including but not limited to selection, hiring, assignment, re-assignment, promotion, transfer, compensation, discipline and termination to all qualified applicants and employees without regard to race, color, religion, genetic information, national origin, sexual orientation (including same sex), pregnancy, childbirth, or related medical conditions, age, disability or handicap, citizenship status, military service member status, or any other category protected by federal, state, or local law.

I authorize former and present employers, and professional, work, and personal references listed in the application or interview process and any other individuals I may name, to give the Company or its designee any and all information concerning my previous employment and any pertinent information they may have, personal or otherwise, and release such parties from all liability for any damages that may result from furnishing the same to the Company. I also authorize the Company to provide truthful information concerning my employment (if any) with it to future employers or as may be required, and I agree to hold it harmless for providing such information. Furthermore, I understand that the Company may complete a background check to verify education, confirm there is no criminal activity that would create a barrier to employment for the role in which I am applying and confirm employment history. This process will be completed in compliance with legal requirements and the appropriate release.

I understand that the Company reserves the right, to the extent permitted by applicable law, to require drug and alcohol screening tests of an applicant or an employee either prior to employment or any time during employment and I hereby give my consent to any such tests. I consent to the release of the results of any such tests to the Company or its designees. I release the Company and its designees from any and all liability and damages that may result or arise from any drug test or the provision of information in connection with such a test. Testing, if any, will only occur in accordance with applicable legal requirements.

I understand that this employment application and any other Company documents are not promises of employment. Should a probationary period apply in the role that I am hired into, I understand that I will remain an at-will employee after that period. I further understand that, if I am employed, I can terminate my employment at any time with or without cause and with or without advance notice and that the Company has a similar right. I understand that no manager, representative, or agent of the Company has any authority to enter into any agreement for employment for any specified period of time or to make any agreement contrary to the foregoing, except that the President or Chief Executive Officer may do so in writing. In the event of my employment, with this Company, I will comply with all rules and regulations of the Company.

I certify that the information given by me on this application and during the interview process is and will be true and complete in all respects, and I agree that if the information is found to be false, misleading, or unsatisfactory in any respect that I will be disqualified from consideration for employment or subject to immediate termination if discovered after I am hired.

I certify that I have received a separate written notification that the Company may obtain "consumer reports" (e.g. criminal history, driving records, etc.) based on job specific requirements, on me for use in connection with my application and, if I am hired, my employment. I authorize the Company to obtain such reports.

This application will be considered "active" for a maximum of six (6) months. If you wish to be considered for employment after that time, you must reapply.

DO NOT SIGN UNTIL YOU HAVE READ AND UNDERSTAND THESE STATEMENTS.

Date

Applicant's Signature

Each inquiry on this application must be fully answered or completed. Otherwise, you will not be considered for employment.

PERSONAL DATA

Last Name		First Name		Middle Name		E-mail Address	
Present Address:							
Previous Address: (Provide those that apply to past 7 years. Use a separate sheet, where required.)							
Telephone Number(s) (Home, Cell, Other)				Are you 18 years of age or older: <input type="checkbox"/> Yes <input type="checkbox"/> No If you answered "no" to this question, you may be required to provide authorization to work.			

CURRENT AND PREVIOUS EMPLOYMENT

Please list the names of your present and previous employers in chronological order with present or last employer listed first. Include part-time, seasonal and all other employment for the past seven (7) years. If self-employed, give company name and supply business references. If you need more space, use a separate sheet of paper. DO NOT ANSWER "SEE RESUME." Fill out this form **completely**.

Employer 1		Dates Employed		Work Performed
		From	To	
Telephone Number(s)				
Address		Rate/Salary As applicable by local, state and federal law		
Job Title	Supervisor Name & Title	Starting	Final	
Reason for Leaving				
Employer 2		Dates Employed		Work Performed
		From	To	
Telephone Number(s)				
Address		Rate/Salary As applicable by local, state and federal law		
Job Title	Supervisor Name & Title	Starting	Final	

Reason for Leaving				
Employer 3		Dates Employed		Work Performed
		From	To	
Telephone Number(s)				
Address		Rate/Salary		
		As applicable by local, state and federal law		
		Starting	Final	
Job Title	Supervisor Name & Title			
Reason for Leaving				
Employer 4		Dates Employed		Work Performed
		From	To	
Telephone Number(s)				
Address		Rate/Salary		
		As applicable by local, state and federal law		
		Starting	Final	
Job Title	Supervisor Name & Title			
Reason for Leaving				

BACKGROUND INFORMATION

Position Desired (Only list one choice): _____ Compensation Requirements: _____

Placement Desired: Full-Time Part-Time Temporary

When are you able to start? _____ If applicable, what shift do you prefer? _____

List all shifts and days of the week that you are available to work? _____

Are you currently working? Yes No If "yes", name of employer: _____

Please explain fully any gaps in your employment history. Be sure to account for all periods of time including military service and any period of unemployment.

List any other names which you may have used and which will be necessary to verify employment:

If hired, are you eligible to work in the U.S.? Yes No

Will you now or in the future require sponsorship for employment visa status (i.e. H1B, E3, etc.) Yes No

Have you ever been terminated or asked to resign from any job? Yes No

If yes, please explain circumstances (use a separate sheet of paper if necessary): _____

May we contact your current employer after a conditional offer of employment is made? Yes No

If no, please explain: _____

Have you ever worked for the Company or for a related entity? Yes No

If yes, please give dates, position, location and reason for leaving: _____

Do you have any friends or relatives working for this Company or for a related entity? Yes No

If yes, name(s), relationship and location: _____

How were you referred to us? _____

Do you have any commitments to any other employer which could affect your employment with this Company if hired (for example, an employment agreement, a non-compete or non-solicitation agreement, etc.?) Yes No

If yes, explain: _____

EDUCATION

Education	Years Completed (Circle)	School Name & Location (City, State)	Describe Course of Study or Major	Describe Degree Received, Specialized Experience, Training, Skills, and Extra-Curricular Activities
High School	High School or Equivalent			
College/University	1 2 3 4			
Graduate/Professional	1 2 3 4			
Trade or Correspondence				

OTHER INFORMATION

List any professional or occupational registration, licensure or certification you currently hold which may be applicable: _____

Please provide any other information or comments, or describe any other experience that you have which would be relevant to the job for which you are applying: _____

CRIMINAL HISTORY

Prior to conducting a background investigation, the Company will provide you with a release form that complies with the Fair Credit Reporting Act, as required by federal, state and local law.

Do **not** include any information about arrests, or any convictions that were sealed, eradicated, erased, annulled or expunged, or convictions that resulted in referral to a diversion program when responding to these two questions.

Question One: Have you ever plead no contest, nolo contendere, or guilty to a misdemeanor crime, or been convicted of a misdemeanor crime related only to the role to which you are applying? Yes No

Question Two: Have you ever plead no contest, nolo contendere, or guilty to a felony crime, or been convicted of a felony crime related only to the role to which you are applying? Yes No

NOTE: Answering "yes" to either of these questions does not constitute an automatic bar to employment. The Company will consider the nature of the crime, its seriousness, the substantial relation to the position's functions and qualifications, the number of occurrences, the applicant's age at the time of the crime, the time elapsed since the crime, the applicant's entire work and educational history, employment references and recommendations, and the business necessity of any exclusion when required by law.

If you answered yes to either of the two preceding questions, please give dates and details for each incident:

DRIVING INFORMATION (Complete only if driving is an essential function of the job for which you are applying).

Do you have a current valid driver's license? Yes No

If the position requires driving a Company vehicle, have you ever been convicted, pled guilty, or pled nolo contendere to a charge of DWI or DUI? Yes No

Are any such charges currently pending against you? If yes to either question, explain: _____

WELD TEST GUIDELINES

- 1) Stainless Steel Pipe Test
 - Type of welding: TIG
 - Position: 6G
 - Size: 2" Schedule 10/40/80

- 2) Stainless Steel Plate Test
 - a) Type of Welding: TIG
Position: 3G
Progression: Uphill
Thickness: ¼"

 - b) Type of Welding: MIG
Position: 3G
Progression: Uphill/Downhill
Thickness: ¼"

- 3) Aluminum Pipe Test
 - Type of welding: TIG
 - Position: 6G
 - Size: 2" Schedule 10/40/80

- 4) Aluminum Plate Test
 - a) Type of Welding: TIG
Position: 3G
Progression: Uphill
Thickness: 3/16"

 - b) Type of welding: MIG
Position: 3G
Progression: Uphill/Downhill
Thickness: 3/16"

- 5) Carbon Steel Plate Test
 - a) Type of Welding: TIG
Position: 3G
Progression: Uphill
Thickness: ¼"

 - b) Type of Welding: MIG
Position: 3G
Progression: Uphill/Downhill
Thickness: ¼"

Instructions:

- 1) Circle every test you are capable of taking from 1 to 5 including (a) and (b) options in test number 2, 4 and 5.
- 2) If you pass Stainless Steel Pipe TIG welding test, you are automatically qualified for Stainless Steel Plate TIG welding.
- 3) If you pass Stainless Steel TIG (Pipe or Plate) and MIG welding tests, you are automatically qualified for Carbon Steel TIG and MIG welding.
- 4) Every candidate will be tested based on the current open position at TWA.
- 5) Each test has a time limit of 2 hours.
- 6) Every weld test coupon will be visually inspected per the requirements of ASME Section IX.
- 7) After passing visual inspection, test coupon will be bend tested or x-rayed as determined by the Welding Engineer per the requirements of ASME Section IX.