



IRON MECHANICAL

**INCOMPLETE
APPLICATIONS
WILL NOT BE
ACCEPTED**

**NOTE: "SEE RESUME" IS
UNACCEPTABLE**

Applicant's Initials



IRON MECHANICAL

ADDRESS: 721 North B St., Suite 100, Sacramento, CA 95811

APPLICATION FOR EMPLOYMENT ONLY APPLICATIONS THAT ARE COMPLETED IN FULL WILL BE CONSIDERED

NAME: _____
LAST FIRST MIDDLE

ADDRESS: _____
NUMBER STREET CITY STATE ZIP

PHONE NO. () _____ SOCIAL SECURITY NO _____

ALL APPLICANTS WHO HAVE BEEN EXTENDED A CONDITIONAL OFFER OF EMPLOYMENT MAY BE REQUIRED TO TAKE, AT COMPANY EXPENSE, A PHYSICAL EXAMINATION WHICH INCLUDES SCREENING FOR DRUG USE. THE COMPANY'S JOB OFFER MAY BE CONDITIONED ON A SATISFACTORY RESULT OF THE POST JOB OFFER EXAMINATION.

DATE OF APPLICATION _____ POSITION DESIRED _____

DATE YOU CAN START _____ SALARY DESIRED _____

HAVE YOU APPLIED HERE PREVIOUSLY? YES _____ NO _____

IF YES, WHEN? _____ WHAT POSITION? _____

(THIS APPLICATION WILL REMAIN ACTIVE FOR 7 DAYS. IF YOU WISH TO BE CONSIDERED FOR EMPLOYMENT AFTER THIS TIME, YOU MUST SUBMIT A NEW APPLICATION.)

IF EMPLOYMENT IS OFFERED, CAN YOU SUBMIT PROOF OF YOUR LEGAL RIGHT TO LIVE AND WORK IN THE UNITED STATES?

YES _____ NO _____

EDUCATION

SCHOOL LEVEL	NAME AND LOCATION OF SCHOOL	NO. OF YEARS ATTENDED	DID YOU GRADUATE?	SUBJECTS STUDIED
HIGH SCHOOL				
TECHNICAL TRADE OR OTHER SCHOOL				
COLLEGE/ UNIVERSITY				
GRADUATE/ PROFESSIONAL				

SUMMARIZE SPECIAL SKILLS AND QUALIFICATIONS ACQUIRED FROM EMPLOYMENT OR OTHER EXPERIENCE WHICH WOULD QUALIFY YOU FOR THE POSITION FOR WHICH YOU ARE APPLYING.

WHAT FOREIGN LANGUAGES DO YOU SPEAK FLUENTLY? _____ READ? _____ WRITE? _____

EMPLOYMENT EXPERIENCE

LIST EACH JOB HELD. START WITH YOUR PRESENT JOB. INCLUDE MILITARY SERVICE ASSIGNMENTS & VOLUNTEER ACTIVITIES. (EXCLUDE GROUPS WHICH INDICATE RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, OR OTHER LEGALLY PROTECTED STATUS.)

CURRENT/PREVIOUS EMPLOYER				CONTACT NAME:	
STREET ADDRESS		CITY	STATE	ZIP	PHONE ()
POSITIONS HELD	START DATE	END DATE	HOURLY RATE STARTING	HOURLY RATE ENDING	FINAL ANNUAL INCOME
1)					
2)					
3)					
WORK PERFORMED					
REASON FOR LEAVING					

PREVIOUS EMPLOYER				CONTACT NAME:	
STREET ADDRESS		CITY	STATE	ZIP	PHONE ()
POSITIONS HELD	START DATE	END DATE	HOURLY RATE STARTING	HOURLY RATE ENDING	FINAL ANNUAL INCOME
1)					
2)					
3)					
WORK PERFORMED					
REASON FOR LEAVING					

EMPLOYMENT EXPERIENCE CONTINUED					
CURRENT/PREVIOUS EMPLOYER				CONTACT NAME:	
STREET ADDRESS		CITY	STATE	ZIP	PHONE ()
POSITIONS HELD	START DATE	END DATE	HOURLY RATE STARTING	HOURLY RATE ENDING	FINAL ANNUAL INCOME
1)					
2)					
3)					
WORK PERFORMED					
REASON FOR LEAVING					

PREVIOUS EMPLOYER				CONTACT NAME:	
STREET ADDRESS		CITY	STATE	ZIP	PHONE ()
POSITIONS HELD	START DATE	END DATE	HOURLY RATE STARTING	HOURLY RATE ENDING	FINAL ANNUAL INCOME
1)					
2)					
3)					
WORK PERFORMED					
REASON FOR LEAVING					

REFERENCES

BELOW, GIVE THE NAMES OF THREE PERSONS YOU ARE NOT RELATED TO, WHOM YOU HAVE KNOWN AT LEAST ONE YEAR

NAME	ADDRESS/PHONE	BUSINESS	YEARS ACQUAINTED
1.			
2.			
3.			

Personal Information

Do you have any friends or relatives working for Iron Mechanical, Inc. Company? Yes _____ No _____

If yes, please state the names and relationships. _____

Why are you applying for a position at Iron Mechanical, Inc. Company? _____

If hired, do you have reliable transportation to and from work? Yes _____ No _____

Are you able to perform the essential functions of the job for which you are applying with or without reasonable accommodation? Yes _____ No _____

If no, describe the functions that cannot be performed. _____

(Note: We comply with the Americans with Disabilities Act (ADA) and consider reasonable accommodation measures that may be necessary for eligible applicants/employees to perform essential functions.)

(Note: Hiring may be subject to passing a medical examination, and skill and agility tests.)

Please read carefully, initial each paragraph and sign below.

_____ I certify that the answers herein are true and complete to the best of my knowledge and I authorize the investigation of all statements contained within this employment application as well as those made during any interview(s) which may be necessary in arriving at an employment decision. I further understand that in the event of my employment by the Company, any false or misleading information given in my application or interview(s) may result in a decision by Iron Mechanical, Inc. not to employ me, or if employed to terminate my employment. I also understand that as an employee of the Company, I am required to abide by all Company rules and regulations.

_____ I hereby authorize all schools and colleges I have attended, and my former and current employers to give any information regarding me that they may have, including my performances with them. I authorize military service (branch(es) to provide appropriate information as to the status of my discharge from that organization, and I authorize any law enforcement organization to disclose to Iron Mechanical, Inc. all information relative to such verification. I also release the aforementioned schools, colleges, employers, and the military service from any liability or damage whatsoever for issuing the information. I understand that such information may include a record of disciplinary actions assessed by a previous employer(s) and hereby release such party or parties from any obligation to provide me with verbal or written notification of such disclosure. I also release Iron Mechanical, Inc. its agents and its employees from any liability or damage whatsoever for receiving and/or using this information in any investigation of the statements contained in the application and/or interviews.

_____ I understand that this application and/or any offer of employment which I may receive from Iron Mechanical, Inc. does not, and is not intended to, create a contract of employment of any contractual rights in favor of the Company or me beyond those existing in an "at will" employment relationship. I understand that any employment relationship which may arise between the Company and me will be an "at will" employment relationship which means that the company reserves the right to change, modify, suspend, revoke or terminate my employment at any time, with or without reason and with or without cause, this "at will" employment relationship can only be modified by a written contract signed by the employee and the Chief Executive Officer.

_____ Date

_____ Signature

IRON MECHANICAL, INC. IS AN EQUAL OPPORTUNITY EMPLOYER. QUALIFIED APPLICATIONS ARE CONSIDERED FOR ALL POSITIONS WITHOUT REGARD TO RACE, COLOR, RELIGION, NATIONAL ORIGIN, AGE, SEX, SEXUAL ORIENTATION, MENTAL OR PHYSICAL DISABILITY, OR ANY OTHER LEGALLY PROTECTED STATUS.

ARBITRATION OF DISPUTES

BINDING ARBITRATION. For valuable consideration, receipt of which is hereby acknowledged, I and IRON MECHANICAL, INC. ("Company") agree that any controversy, claim or dispute arising out of or relating to this Agreement or my employment with the Company or termination thereof, involving IRON MECHANICAL, INC. and/or any of its shareholders, officers, directors, employees, affiliates, agents, or representatives including but not limited to any claim of discrimination or harassment based on sex, race, age, religion, national origin, disability or other basis prohibited under state or federal law, shall be resolved by binding arbitration under the National Rules for the Resolution of Employment Disputes of the American Arbitration Association.

WAIVER OF JURY TRIAL. The Parties acknowledge that they waive a trial by jury by agreeing to and signing this Arbitration Agreement.

PRESENTING A CLAIM. To be considered timely, a demand for arbitration of claims based on statute must be presented within the time required by the statute; all common law claims (e.g., torts, contracts) must be presented to the other party not later than six (6) months after the event giving rise to the dispute. All demands for arbitration must be in writing unless, for statutory claims, the applicable statute provides otherwise. Venue for any arbitration shall be either in the County of Sacramento or County of Yolo unless the Parties mutually agree to conduct the arbitration elsewhere. Nothing herein shall preclude me, however, from filing a complaint with a federal or state administrative agency that has primary jurisdiction over my complaint such as the National Labor Relations Board or Cal-Osha. Pending arbitration, either Party may seek temporary injunctive relief from the appropriate court in circumstances otherwise authorized under state or federal law.

DISCOVERY. The provisions of Code of Civil Procedure § 1283.05 shall be applicable to such arbitration.

POWER OF ARBITRATOR. The arbitrator shall have the authority to award all damages and remedies that are available in a court to law. However, the arbitrator shall have no power or authority to add to, subtract from, disregard or modify any of the terms of this Arbitration Agreement and his/her award must be supported by law and substantial evidence. The arbitrator's decision must be in writing, setting forth the essential findings and conclusions on which the award is based. Judgment upon the award rendered by the arbitrator may be entered in any court of competent jurisdiction.

Applicant's Initials

ARBITRATION COSTS. The costs and fees of the arbitrator and/or arbitration service shall be paid for the Company. Reasonable attorney's fees and costs for arbitration of statutory claims shall be apportioned by the arbitrator according to the applicable statute; in all other cases, each Parties' attorney's fees and costs shall be borne by the Party that incurred them.

GENERAL TERMS. The Parties agree that nothing in this Arbitration Agreement alters the At-Will employment policy of the Company. This Arbitration Agreement constitutes an entire agreement and supersedes and replaces any and all prior agreements. No modifications to the Arbitration Agreement are effective unless made in writing and signed by both Parties. If this Agreement is found to be invalid as to any claim, it shall continue to apply to all other claims that either Parity may have against the other.

Date

By Employee/Applicant

Date

By Company Representative [Name and Title]

Applicant's Initials