



# LOLLIS METALS FABRICATION, INC. EMPLOYMENT APPLICATION

Equal Opportunity Employer • Established 1980 • Anderson, South Carolina  
3933 Keys Street • Anderson, SC 29624 • 864-296-3164 • lollismetals.com

This application is not an employment contract. It is used only to evaluate suitability for employment. If hired, employment is at-will. This application remains active for 180 days. Complete every section. Print clearly in ink or type. Attach extra pages if needed.

Lollis Metals Fabrication, Inc. provides equal employment opportunity to qualified persons and does not discriminate on the basis of race, color, religion, sex (including pregnancy), national origin, age, disability, genetic information, veteran status, or any other status protected by federal or South Carolina law. If you need reasonable accommodation to complete this application or to participate in an interview, contact the office at 864-296-3164.

## 1. APPLICANT INFORMATION

|                                                                                                                                                                                                                                      |             |                  |                     |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|------------------|---------------------|
| Last name                                                                                                                                                                                                                            | First name  | Middle           |                     |
| Street address                                                                                                                                                                                                                       |             | Apt / Unit       |                     |
| City                                                                                                                                                                                                                                 | State       | ZIP              | Date of application |
| Cell phone                                                                                                                                                                                                                           | Other phone | Email (required) |                     |
| How did you hear about this opening?<br><input type="checkbox"/> Website <input type="checkbox"/> Walk-in <input type="checkbox"/> Job board <input type="checkbox"/> Employee referral: _____ <input type="checkbox"/> Other: _____ |             |                  |                     |

## 2. POSITION AND AVAILABILITY

|                                                                                                                                                                                                                                                                                                                                     |                    |                        |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|------------------------|
| Position applied for                                                                                                                                                                                                                                                                                                                | Date you can start | Desired pay (optional) |
| Schedule: <input type="checkbox"/> Full-time <input type="checkbox"/> Part-time   Overtime when needed: <input type="checkbox"/> Yes <input type="checkbox"/> No<br>Weekends when needed: <input type="checkbox"/> Yes <input type="checkbox"/> No   Evenings / 2nd shift: <input type="checkbox"/> Yes <input type="checkbox"/> No |                    |                        |
| Have you worked for Lollis Metals before? <input type="checkbox"/> Yes <input type="checkbox"/> No   If yes, when and job title: _____<br>Do you have a relative employed here? <input type="checkbox"/> Yes <input type="checkbox"/> No   If yes, name and relationship: _____                                                     |                    |                        |

## 3. WORK ELIGIBILITY — DO NOT ATTACH IDENTIFICATION DOCUMENTS

Are you 18 years of age or older? ☐ Yes   ☐ No

Are you legally authorized to work in the United States? ☐ Yes   ☐ No

*If hired, you must complete Form I-9 and present original identity and work-authorization documents within three business days. Do not send copies of those documents with this application.*

Can you perform the essential functions of the job, with or without reasonable accommodation? ☐ Yes   ☐ No

Do you have a valid driver's license? ☐ Yes   ☐ No   (License number is not required on this form.)

Bound by a noncompete or confidentiality agreement that would limit work here? ☐ Yes   ☐ No   If yes, attach a note.

## 4. EDUCATION AND TRAINING

|                   |                                |                                                                                           |
|-------------------|--------------------------------|-------------------------------------------------------------------------------------------|
| Level             | School / program • City, State | Diploma, degree, or certificate                                                           |
| High school / GED |                                | <input type="checkbox"/> Diploma <input type="checkbox"/> GED <input type="checkbox"/> No |
| Trade / technical |                                |                                                                                           |
| College / other   |                                |                                                                                           |

## 5. TRADE SKILLS AND CERTIFICATIONS

Years of fabrication / shop experience \_\_\_\_\_ Years of welding experience \_\_\_\_\_

Welding ☐ MIG / GMAW ☐ TIG / GTAW ☐ Stick / SMAW ☐ Flux-core / FCAW ☐ Other \_\_\_\_\_

Equipment ☐ CNC laser ☐ Press brake ☐ Shear / punch ☐ Saw ☐ Powder coat ☐ Forklift ☐ Overhead crane

Shop skills ☐ Blueprint / weld-symbol reading ☐ Tape, caliper, micrometer ☐ Layout / fit-up ☐ Quality inspection

CAD software (AutoCAD, SolidWorks, etc.) \_\_\_\_\_

Certifications ☐ AWS weld cert (process / position) \_\_\_\_\_ ☐ OSHA 10 / 30 ☐ Forklift card ☐ Other \_\_\_\_\_

Other licenses, tools, or equipment \_\_\_\_\_

## 6. EMPLOYMENT HISTORY — MOST RECENT FIRST

May we contact your current employer? ☐ Yes ☐ No If no, when may we contact them? \_\_\_\_\_

### Employer 1 — current or most recent

|                                                              |            |             |                   |       |                       |
|--------------------------------------------------------------|------------|-------------|-------------------|-------|-----------------------|
| Company                                                      |            | City, State |                   | Phone |                       |
| Job title                                                    | Supervisor |             | Dates (from – to) |       | Ending pay (optional) |
| Duties — machines, materials, processes • Reason for leaving |            |             |                   |       |                       |

### Employer 2

|                                                              |            |             |                   |       |                       |
|--------------------------------------------------------------|------------|-------------|-------------------|-------|-----------------------|
| Company                                                      |            | City, State |                   | Phone |                       |
| Job title                                                    | Supervisor |             | Dates (from – to) |       | Ending pay (optional) |
| Duties — machines, materials, processes • Reason for leaving |            |             |                   |       |                       |

### Employer 3

|                                                              |            |             |                   |       |                       |
|--------------------------------------------------------------|------------|-------------|-------------------|-------|-----------------------|
| Company                                                      |            | City, State |                   | Phone |                       |
| Job title                                                    | Supervisor |             | Dates (from – to) |       | Ending pay (optional) |
| Duties — machines, materials, processes • Reason for leaving |            |             |                   |       |                       |

Have you ever been discharged or asked to resign? ☐ Yes ☐ No If yes, employer and brief reason: \_\_\_\_\_

## 7. PROFESSIONAL REFERENCES

| Name | Company / title | Relationship | Phone or email |
|------|-----------------|--------------|----------------|
|      |                 |              |                |
|      |                 |              |                |
|      |                 |              |                |

## 8. MILITARY SERVICE (OPTIONAL)

| Branch | Dates | Military job / MOS |
|--------|-------|--------------------|
|--------|-------|--------------------|

## 9. BACKGROUND AND CONVICTION NOTICE

A job offer may be conditioned on a background check, reference check, and a drug screen. Where the job requires it, a post-offer medical examination related to the work may also be required. Social Security number, date of birth, and driver's license number are not collected on this application. If an offer is made, you will be given a separate form for any information needed to run those checks.

Have you been convicted of a felony, or of a misdemeanor involving theft, violence, or workplace / safety, in the last seven (7) years?

☐ Yes ☐ No

A "Yes" answer is not an automatic bar to employment. We consider the nature of the offense, how long ago it occurred, and its relationship to the job. Do not list arrests that did not result in a conviction, expunged or sealed records, or annotations you are not required to disclose under South Carolina law.

If yes, offense, year, and a short explanation: \_\_\_\_\_

## 10. APPLICANT CERTIFICATION AND AGREEMENT

*Please read each statement. Signing this application means you understand and agree to all of them.*

1. Truthfulness. I certify that the answers on this application and any attachment are true and complete to the best of my knowledge. I understand that false, misleading, or omitted information may result in denial of employment or, if I am hired, in immediate termination whenever it is discovered.
  2. References and verification. I authorize Lollis Metals Fabrication, Inc. and its agents to verify the information I have provided and to contact prior employers, schools, and references. I release the company, those contacted, and any person supplying information from liability that may result from that verification, except as prohibited by law. I understand a current employer will not be contacted if I marked "No" above, except as I later agree.
  3. Background checks. I understand that any offer may be conditioned on a background check conducted in accordance with the Fair Credit Reporting Act. If a consumer report is used, I will receive a standalone disclosure and authorization form before the report is requested.
  4. Work authorization. I understand that any offer is conditioned on my providing, within three (3) business days of starting work, valid proof of identity and eligibility to work in the United States as required by the Immigration Reform and Control Act of 1986.
  5. At-will employment. I agree that if I am hired, my employment will be AT-WILL. Either I or the company may end the employment relationship at any time, with or without cause, and with or without notice. I also understand the company may change wages, hours, duties, and working conditions as it determines necessary. Nothing in this application, in any interview, or in any company document creates an employment contract unless it is in a written agreement signed by an authorized officer of the company.
  6. Policies. If hired, I agree to follow company rules, safety requirements, and policies, including those that apply to a fabrication shop.
- I have read this application and the statements above. I understand each part and have answered every question completely.**

| Applicant signature | Printed name | Date |
|---------------------|--------------|------|
|---------------------|--------------|------|

*Do not write below this line.*

### Office Use Only — not part of the applicant's responses

| Received by    | Date received  | Position / req # |
|----------------|----------------|------------------|
| Interview date | Interviewed by | Disposition      |