



# LIBERTY ALUMINUM CO.

5613 6<sup>th</sup> St W  
 Lehigh Acres FL 33971  
 239-369-3000

PLEASE PRINT ALL  
 INFORMATION REQUESTED  
 EXCEPT SIGNATURE

LIBERTY ALUMINUM  
 CO.  
 E-VERIFIES

## APPLICATION FOR EMPLOYMENT

Liberty Aluminum Co. is a drug free work place – Applicants will be drug tested before hiring.

PLEASE COMPLETE PAGES 1-5. DATE \_\_\_\_\_

Name \_\_\_\_\_  
Last First Middle Maiden

Present address \_\_\_\_\_  
Number Street City State Zip

How long \_\_\_\_\_

Telephone ( ) \_\_\_\_\_ Email: \_\_\_\_\_

If under 18, please list age \_\_\_\_\_

Position applied for (1) \_\_\_\_\_  
 and salary desired (2) \_\_\_\_\_  
 (Be specific)

Have you ever worked for Liberty Aluminum Co.? \_\_\_\_\_  
 Whom were you referred by and or how did you hear about us \_\_\_\_\_

How many hours can you work weekly? \_\_\_\_\_

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

When available for work? \_\_\_\_\_

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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APPLICATION FOR EMPLOYMENT

**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.

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.

May we contact your present employer?     Yes     No

Did you complete this application yourself     Yes     No

If not, who did? \_\_\_\_\_



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PLEASE READ CAREFULLY

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**APPLICATION FORM WAIVER**

In exchange for the consideration of my job application by LIBERTY ALUMINUM CO. (hereinafter called "the Company"), I agree that:

Neither the acceptance of this application nor the subsequent entry into any type of employment relationship, either in the position applied for or any other position, and regardless of the contents of employee handbooks, personnel manuals, benefit plans, policy statements, and the like as they may exist from time to time, or other Company practices, shall serve to create an actual or implied contract of employment, or to confer any right to remain an employee of LIBERTY ALUMINUM CO., or otherwise to change in any respect the employment-at-will relationship between it and the undersigned, and that relationship cannot be altered except by a written instrument signed by the President /General Manager of the Company. Both the undersigned and LIBERTY ALUMINUM CO. may end the employment relationship at any time, without specified notice or reason. If employed, I understand that the Company may unilaterally change or revise their benefits, policies and procedures and such changes may include reduction in benefits.

I authorize investigation of all statements contained in this application. I understand that the misrepresentation or omission of facts called for is cause for dismissal at any time without any previous notice. I hereby give the Company permission to contact schools, previous employers (unless otherwise indicated), references, and others, and hereby release the Company from any liability as a result of such contract.

I also understand that (1) the Company has a drug and alcohol policy that provides for preemployment testing as well as testing after employment; (2) consent to and compliance with such policy is a condition of my employment; and (3) continued employment is based on the successful passing of testing under such policy. I further understand that continued employment may be based on the successful passing of job-related physical examinations.

I understand that, in connection with the routine processing of your employment application, the Company may request from a consumer reporting agency an investigative consumer report including information as to my credit records, character, general reputation, personal characteristics, and mode of living. Upon written request from me, the Company, will provide me with additional information concerning the nature and scope of any such report requested by it, as required by the Fair Credit Reporting Act.

I further understand that my employment with the Company shall be probationary for a period of sixty (60) days, and further that at any time during the probationary period or thereafter, my employment relation with the Company is terminable at will for any reason by either party.

Signature of applicant \_\_\_\_\_ Date: \_\_\_\_\_

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This Company is an equal employment opportunity employer. We adhere to a policy of making employment decisions without regard to race, color, religion, sex, sexual orientation, national origin, citizenship, age or disability. We assure you that your opportunity for employment with this Company depends solely on your qualifications.

Thank you for completing this application form and for your interest in our business.



## Disclosure and Written Authorization for a Background Report

I understand that Liberty Aluminum Co. may obtain consumer credit reports and/or consumer reports and/or investigative consumer reports about me from a consumer reporting agency. The information contained in the report(s) may be used in whole or in part for the purpose of evaluating me for employment, promotion, reassignment or retention as an employee.

I understand the consumer reporting agency may conduct an investigation which may include the following types of information: credit information, information regarding my character, general reputation, personal characteristics, mode of living, judgments, liens, convictions, past employment problems, education verification and history, job verification and history, driving records, personal interviews with other individuals, civil records, wants and warrants, verification of references and Social Security traces.

I understand that such information may be obtained by direct or indirect contact from former employers, schools, financial institutions, landlords, and public agencies and through personal interviews with my neighbors, friends and associates, acquaintances, or other persons who may have such knowledge and I authorize these persons/entities to provide such information and records pertaining to me to the consumer reporting agency making these inquiries pursuant to this Authorization.

I acknowledge that I have been provided a description in writing of my rights under the Federal Fair Credit Reporting Act. I understand that before any adverse action is taken based on information in any report by Liberty Aluminum Co. that I will be provided a copy of the report.

My signature below signifies that 1) I have reviewed this document carefully; 2) I understand its contents; 3) I authorize Liberty Aluminum Co. to obtain the report(s) and information identified in this document from a consumer reporting agency.

4) I understand that this consent is valid for the duration of my employment with Liberty Aluminum Co.; and 5) a copy of this authorization is as valid as the original.

Applicant/Employee Name \_\_\_\_\_  
(Please print)

Other Names Used \_\_\_\_\_

Applicant/Employee Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Telephone \_\_\_\_\_ Social Security Number \_\_\_\_\_

Date of Birth (for identification only) \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
Month Day Year

Driver's License Number \_\_\_\_\_ State \_\_\_\_\_

Applicant/Employee Signature \_\_\_\_\_ Date \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
Month Day Year

# Liberty Aluminum Company

## Employee Experience Interview Information

To help insure your success as well as our own please answer these questions truthfully.

Name \_\_\_\_\_

Cell # \_\_\_\_\_

On a scale of 1 thru 10 gauge your experience in these areas (1 being no experience to 10 being the highest)

### Condos - 504.3

Setting Screen Walls \_\_\_\_\_  
Screening \_\_\_\_\_  
Caulking \_\_\_\_\_  
Hang Doors \_\_\_\_\_

### Carports - 504.5

Pans \_\_\_\_\_  
Beams \_\_\_\_\_  
Gutter Valance \_\_\_\_\_  
Dig Footers \_\_\_\_\_  
Set Posts \_\_\_\_\_

### Weld Shop - 504-.4

TIG Welding \_\_\_\_\_  
MIG Welding \_\_\_\_\_  
Fabrication \_\_\_\_\_  
Cutting/Bending \_\_\_\_\_  
Installation \_\_\_\_\_  
Pipe Fabrication \_\_\_\_\_

### Rails - 504.3

Core Drill \_\_\_\_\_  
Stairs \_\_\_\_\_  
Continuous \_\_\_\_\_  
Grab Rails \_\_\_\_\_  
Flats \_\_\_\_\_  
Pool Rails \_\_\_\_\_  
Hang Gates \_\_\_\_\_

### Service Dept - 504.6

#### Shop Experience

Assemble Screen Walls \_\_\_\_\_  
Assemble Rails \_\_\_\_\_  
Drill Press \_\_\_\_\_  
Punch Press \_\_\_\_\_  
Miter Saw \_\_\_\_\_  
Cut Roof Beams \_\_\_\_\_  
Cut Cage Walls \_\_\_\_\_

### Soffit Fascia - 504.1

### Pool Enclosures - 504.2

Install Pool Cage \_\_\_\_\_  
Screw Off Beams \_\_\_\_\_  
FOJ Skills \_\_\_\_\_  
Under truss \_\_\_\_\_

### Experience in Measure & Layout

Rails \_\_\_\_\_  
Pool Enclosure \_\_\_\_\_  
Under Truss \_\_\_\_\_  
Condo Screen Rms \_\_\_\_\_

### Other Experience

Management \_\_\_\_\_  
Ordering Materials \_\_\_\_\_  
Warehouse \_\_\_\_\_

Any additional information you would like to share relevant to position applied for:

What area would you prefer to work in? \_\_\_\_\_ If you can't start in this area now will you work in a different area until we can place you in your chosen department? \_\_\_\_\_

In the construction industry many physical demands are required to perform necessary tasks, such as **Lifting, Bending Squatting, Stretching, Climbing Ladders, repeated trips up and down stairs, enduring the heat.**

All of which are necessary in the aluminum industry. Are you able to perform these functions without causing any injury or damage to yourself in the performance of your duties? Yes \_\_\_\_\_ No \_\_\_\_\_

Signature \_\_\_\_\_