R.J. ZEMAN TOOL & MFG..CO., INC.

EMPLOYMENT APPLICATION **An Equal Opportunity Employer**

Equal access to employment, programs, and services is available to all applicants. If you require reasonable accommodation to the application and/or interview process, please notify a representative of R.J. Zeman Tool & Mfg. Co., Inc.

It is the intent of RJ. Zeman Tool & Mfg. Co., Inc. to comply with all State and Federal requirements and to operate within the law in the implementation of all facets of Equal Employment Opportunity. In the recruitment, selection, training, promotion, termination or any other personnel action, there will be no discrimination on the basis of race, color, religion, age, sex, national origin, ancestry, disability, sexual orientation, marital status, military service, arrest or conviction record, use or non-use of lawful products off premises, or any other areas covered under State or Federal law; to the extent prohibited by law. Do not include information of that nature in the application. It is the intention of R.J. Zeman Tool & Mfg. Co., Inc. that all qualified applicants be given equal opportunity and that selection decisions be based on job-related factors.

Last Name:		First Name:		Middle Initial:					
Street Address:		City:	State:	Zip Code:					
Home Phone:		Are you legally authorized to work in the United States? YES NO	Social Security Number:						
Position applying for:		Shift Available for Work: 1st 2nd 3rd (Any	Salary Desired:						
Are you at least 18 years old? YesNo		If position requires vehicle operation, do you have a valid driver's license?Yes No Number:							
How did you hear about R.J. Zeman Tool & Mfg. Co., Inc.?			Date you are available for work:						
Have you ever been convicted of a felony? YES () NO () Information used only if relevant to position(s) you are applying for. If yes, please explain:									
Education	School Name	Major	Graduated	Years Completed					
High School			YES NO						
College			YES NO						
Vocational			YES NO						
Other			YES NO						
EMPLOYMENT	Γ HISTORY (Please list most recent fir	st)							
Company Nam	Phone Number:	City:	State:	From: To:					
Job Title:		Immediate Supervisor:	Pay Rate:						
Reason for Leaving:									
Your Position and Duties:									
CONTINUED BELOW									

	NUED				
Company Name:	Phone Number:	City:	State:	From:	To:
Company Name.	()	Oily.	Otato.	1101111	10.
Job Title:		Immediate Supervisor:	Pay Rate:		
			,		
Reason for Leaving:					
G					
Your Position and Duties:					
_					
Company Name:	Phone Number:	City:	State:	From:	To:
	()	ony.			
Job Title:		Immediate Supervisor:	Pay Rate:		
		outo cupo nicon	i uj ituioi		
Reason for Leaving:					
Your Position and Duties:					
Company Name:	Phone Number:	City:	State:	From:	To:
Company Name.	()	Gity.	State.	FIOIII.	10.
Job Title:		Immediate Supervisor:	Pay Rate:		
ood Title.		ininediate Supervisor.	i dy itate.		
Reason for Leaving:					
Your Position and Duties:					
				6.1:	
Please read the paragraphs below. If yo	ou agree to the conditions	contained in the paragraphs, sign on the signature	are line at the botto	m of this pag	e.
	-	s contained in the paragraphs, sign on the signatution provided by me in this application is true			
STATEMENT OF DISCLOSURE: I understand that if I am employed, any	I attest that the informate false statements or om	tion provided by me in this application is true issions will lead to immediate dismissal. I agree	and complete to the	best of my ki Tool & Mfg.	nowledge. Co., Inc.
STATEMENT OF DISCLOSURE: I understand that if I am employed, any will not be held liable in any respect ifmy	I attest that the informate false statements or omemployment is terminate	tion provided by me in this application is true issions will lead to immediate dismissal. I agreed for that reason. I understand and agree that is	and complete to the ee that R.J. Zeman f hired, my employn	best of my ki Tool & Mfg.	nowledge. Co., Inc. be for any
STATEMENT OF DISCLOSURE: I understand that if I am employed, any will not be held liable in any respect ifmy fixed period of time and may be terminated the statement of the sta	I attest that the informate false statements or ome employment is terminate ated at any time without	tion provided by me in this application is true issions will lead to immediate dismissal. I agreed for that reason. I understand and agree that is prior notice and without cause. I also underst	and complete to the ee that R.J. Zeman f hired, my employn and that any offer o	e best of my ki Tool & Mfg. nent will not of of employmen	nowledge. Co., Inc. be for any nt may be
STATEMENT OF DISCLOSURE: I understand that if I am employed, any will not be held liable in any respect ifmy fixed period of time and may be terminated conditioned on the results of a physical experience.	I attest that the informate false statements or omemployment is terminate at any time without a xamination and/or drug	tion provided by me in this application is true issions will lead to immediate dismissal. I agreed for that reason. I understand and agree that is prior notice and without cause. I also underst test. I understand that this application will rem	and complete to the ee that R.J. Zeman f hired, my employn and that any offer o	e best of my ki Tool & Mfg. nent will not of of employmen	nowledge. Co., Inc. be for any nt may be
STATEMENT OF DISCLOSURE: I understand that if I am employed, any will not be held liable in any respect ifmy fixed period of time and may be terminal conditioned on the results of a physical econsidered for employment beyond that	I attest that the informate false statements or om employment is terminate ated at any time without xamination and/or drug t time I must fill out ano	tion provided by me in this application is true issions will lead to immediate dismissal. I agreed for that reason. I understand and agree that is prior notice and without cause. I also underst test. I understand that this application will remain ther application.	and complete to the ee that R.J. Zeman f hired, my employn and that any offer of ain "active" for 30 of	e best of my ki Tool & Mfg. nent will not lof employmendays and if I	nowledge. Co., Inc. be for any nt may be wantto be
STATEMENT OF DISCLOSURE: I understand that if I am employed, any will not be held liable in any respect ifmy fixed period of time and may be terminal conditioned on the results of a physical electronistic considered for employment beyond that DRUG SCREENING: I hereby agree	I attest that the informate false statements or om employment is terminate ated at any time without xamination and/or drug t time I must fill out anoto submit to medical test	tion provided by me in this application is true issions will lead to immediate dismissal. I agreed for that reason. I understand and agree that is prior notice and without cause. I also underst test. I understand that this application will remain ther application.	and complete to the ee that R.J. Zeman f hired, my employmand that any offer a lain "active" for 30 of the prescription med	best of my ki Tool & Mfg. nent will not lof employmendays and if I	nowledge. Co., Inc. be for any nt may be wantto be without a
STATEMENT OF DISCLOSURE: I understand that if I am employed, any will not be held liable in any respect ifmy fixed period of time and may be terminal conditioned on the results of a physical econsidered for employment beyond that DRUG SCREENING: I hereby agree prescription. I will hold all parties conditions of the property of the p	I attest that the informate false statements or omemployment is terminate ated at any time without axamination and/or drug time I must fill out anoto submit to medical testerned harmless, meaning	tion provided by me in this application is true issions will lead to immediate dismissal. I agreed for that reason. I understand and agree that is prior notice and without cause. I also underst test. I understand that this application will remain ther application. Sting for the presence of illegal drugs, alcohol, ag I will not sue or hold anyone responsible for	and complete to the ee that R.J. Zeman f hired, my employmand that any offer cain "active" for 30 corprescription med any alleged harm	best of my ki Tool & Mfg. nent will not of of employment days and if I ication taken to me as a res	nowledge. Co., Inc. be for any nt may be wantto be without a ult of not
STATEMENT OF DISCLOSURE: I understand that if I am employed, any will not be held liable in any respect ifmy fixed period of time and may be termina conditioned on the results of a physical e considered for employment beyond that DRUG SCREENING: I hereby agree prescription. I will hold all parties consubmitting to the testing or the reported	I attest that the informate false statements or omemployment is terminate atted at any time without axamination and/or drug time I must fill out anoto submit to medical testerned harmless, meaning results of the testing. The	tion provided by me in this application is true issions will lead to immediate dismissal. I agreed for that reason. I understand and agree that is prior notice and without cause. I also underst test. I understand that this application will remark ther application. It is for the presence of illegal drugs, alcohol, and I will not sue or hold anyone responsible for its includes, but is not limited to, possible clerical	and complete to the ee that R.J. Zeman f hired, my employs and that any offer cain "active" for 30 compression med any alleged harm all or laboratory errors.	e best of my kr Tool & Mfg. nent will not of of employment days and if I ication taken to me as a res	nowledge. Co., Inc. be for any nt may be wantto be without a ult of not nd that
STATEMENT OF DISCLOSURE: I understand that if I am employed, any will not be held liable in any respect ifmy fixed period of time and may be termine conditioned on the results of a physical econsidered for employment beyond that DRUG SCREENING: I hereby agree prescription. I will hold all parties consubmitting to the testing or the reported R.J. Zeman Tool & Mfg. Co., Inc. may reconstructions.	I attest that the informate false statements or omemployment is terminate atted at any time without axamination and/or drug time I must fill out anoto submit to medical teaterned harmless, meaning results of the testing. The quire a drug screen or alcount of the statement of the testing of the testing.	tion provided by me in this application is true issions will lead to immediate dismissal. I agreed for that reason. I understand and agree that is prior notice and without cause. I also underst test. I understand that this application will remain ther application. Sting for the presence of illegal drugs, alcohol, ag I will not sue or hold anyone responsible for	and complete to the ee that R.J. Zeman f hired, my employed and that any offer can "active" for 30 compression med any alleged harm all or laboratory erroring under the influe	e best of my kr Tool & Mfg. nent will not of of employment days and if I ication taken to me as a restor. I understandence of drugs of	nowledge. Co., Inc. be for any nt may be wantto be without a ult of not nd that or alcohol
STATEMENT OF DISCLOSURE: I understand that if I am employed, any will not be held liable in any respect ifmy fixed period of time and may be termine conditioned on the results of a physical econsidered for employment beyond that DRUG SCREENING: I hereby agree prescription. I will hold all parties consubmitting to the testing or the reported R.J. Zeman Tool & Mfg. Co., Inc. may reat work, in accordance with R.J. Zeman	I attest that the informate false statements or omemployment is terminate atted at any time without a xamination and/or drug time I must fill out anoto submit to medical testerned harmless, meaning results of the testing. The quire a drug screen or alcompany to the testing of the testing. The quire a drug screen or alcompany to the testing of the testing. The quire a drug screen or alcompany to the testing of the testing. The quire a drug screen or alcompany to the testing of the t	tion provided by me in this application is true issions will lead to immediate dismissal. I agreed for that reason. I understand and agree that is prior notice and without cause. I also underst test. I understand that this application will remark their application. It is for the presence of illegal drugs, alcohol, and I will not sue or hold anyone responsible for its includes, but is not limited to, possible clerical pholotest whenever an employee is suspected of both	and complete to the ee that R.J. Zeman f hired, my employmand that any offer can "active" for 30 compression med any alleged harmal or laboratory erreing under the influes policy and authorican process.	e best of my kr Tool & Mfg. nent will not lof employment days and if I ication taken to me as a restor. I understant ence of drugs of zation is in a	nowledge. Co., Inc. be for any nt may be wantto be without a ult of not nd that or alcohol language
STATEMENT OF DISCLOSURE: I understand that if I am employed, any will not be held liable in any respect ifmy fixed period of time and may be termine conditioned on the results of a physical econsidered for employment beyond that DRUG SCREENING: I hereby agree prescription. I will hold all parties consubmitting to the testing or the reported R.J. Zeman Tool & Mfg. Co., Inc. may reat work, in accordance with R.J. Zeman I understand, and I understand that if I is	I attest that the informate false statements or ome employment is terminate atted at any time without an atted at any time without an attended at any time without attended at any time I must fill out anote to submit to medical testerned harmless, meaning results of the testing. The quire a drug screen or alcomous Tool & Mfg. Co., Inc.'s have questions I should	tion provided by me in this application is true issions will lead to immediate dismissal. I agreed for that reason. I understand and agree that is prior notice and without cause. I also underst test. I understand that this application will remark their application. It in for the presence of illegal drugs, alcohol, and I will not sue or hold anyone responsible for its includes, but is not limited to, possible clerical policy and this authorization and consent. This ask them before signing below. I understand the	and complete to the ee that R.J. Zeman f hired, my employmand that any offer can "active" for 30 compression med any alleged harmal or laboratory erreing under the influence policy and authoritis is a legal and bi	e best of my kr Tool & Mfg. nent will not lof employment days and if I ication taken to me as a restor. I understant ence of drugs of traction is in a	nowledge. Co., Inc. be for any nt may be wantto be without a ult of not nd that or alcohol language ent.
STATEMENT OF DISCLOSURE: I understand that if I am employed, any will not be held liable in any respect ifmy fixed period of time and may be termine conditioned on the results of a physical econsidered for employment beyond that DRUG SCREENING: I hereby agree prescription. I will hold all parties consubmitting to the testing or the reported R.J. Zeman Tool & Mfg. Co., Inc. may reat work, in accordance with R.J. Zeman I understand, and I understand that if I is REFERENCE RELEASE: I authorize	I attest that the informate false statements or omemployment is terminate atted at any time without an analysis time I must fill out anoto submit to medical testerned harmless, meaning results of the testing. The quire a drug screen or alcompany and the many screen or alcompany screen or alcomp	tion provided by me in this application is true issions will lead to immediate dismissal. I agreed for that reason. I understand and agree that is prior notice and without cause. I also underst test. I understand that this application will remain ther application. It in for the presence of illegal drugs, alcohol, and I will not sue or hold anyone responsible for its includes, but is not limited to, possible clerical policy and this authorization and consent. This	and complete to the ee that R.J. Zeman f hired, my employmand that any offer of ain "active" for 30 of a prescription med any alleged harmal or laboratory erreing under the influence policy and authorials is a legal and bications, past employer.	e best of my kr Tool & Mfg. nent will not lof employment days and if I ication taken to me as a restor. I understantence of drugs of traction is in a noting document, education	nowledge. Co., Inc. be for any nt may be wantto be without a ult of not nd that or alcohol language ent. ation, and
STATEMENT OF DISCLOSURE: I understand that if I am employed, any will not be held liable in any respect ifmy fixed period of time and may be terminiconditioned on the results of a physical econsidered for employment beyond that DRUG SCREENING: I hereby agree prescription. I will hold all parties concubiniting to the testing or the reported R.J. Zeman Tool & Mfg. Co., Inc. may reat work, in accordance with R.J. Zeman I understand, and I understand that if I I REFERENCE RELEASE: I authorizactivities. I release from all liability, at the employment information may inclu	I attest that the informate false statements or omemployment is terminate atted at any time without a tangent to a manifest time I must fill out anote to submit to medical testerned harmless, meaning results of the testing. The quire a drug screen or alcompany and the properties of the testing. The proof of the testing of the testing of the testing. The proof of the testing of the testing of the testing of the testing. The proof of the testing of the t	tion provided by me in this application is true issions will lead to immediate dismissal. I agreed for that reason. I understand and agree that is prior notice and without cause. I also underst test. I understand that this application will remark their application. It in for the presence of illegal drugs, alcohol, ag I will not sue or hold anyone responsible for is includes, but is not limited to, possible clerical chol test whenever an employee is suspected of be policy and this authorization and consent. This ask them before signing below. I understand the fig. Co., Inc. to investigate my character, qualify proration, school, or government agency suppoperformance evaluations and reports, attendant	and complete to the ce that R.J. Zeman f hired, my employmand that any offer a lain "active" for 30 a lain "active" for 30 a lain active any alleged harm al or laboratory error grounder the influe policy and authorials is a legal and bisications, past employing such informance records, job desired	e best of my kr Tool & Mfg. nent will not lead to femployment days and if I ication taken to me as a restor. I understant ence of drugs of ization is in a anding docum- topyment, educa- tion. I understant scriptions, dis-	mowledge. Co., Inc. be for any nt may be wantto be without a ult of not nd that or alcohol language ent. ation, and stand that sciplinary
STATEMENT OF DISCLOSURE: I understand that if I am employed, any will not be held liable in any respect ifmy fixed period of time and may be terminic conditioned on the results of a physical econsidered for employment beyond that DRUG SCREENING: I hereby agree prescription. I will hold all parties concubiniting to the testing or the reported R.J. Zeman Tool & Mfg. Co., Inc. may reat work, in accordance with R.J. Zeman I understand, and I understand that if I I REFERENCE RELEASE: I authorizactivities. I release from all liability, at the employment information may inclu	I attest that the informate false statements or omemployment is terminate atted at any time without a tangent to a manifest time I must fill out anote to submit to medical testerned harmless, meaning results of the testing. The quire a drug screen or alcompany and the properties of the testing. The proof of the testing of the testing of the testing. The proof of the testing of the testing of the testing of the testing. The proof of the testing of the t	tion provided by me in this application is true issions will lead to immediate dismissal. I agreed for that reason. I understand and agree that is prior notice and without cause. I also underst test. I understand that this application will remark their application. It in for the presence of illegal drugs, alcohol, ag I will not sue or hold anyone responsible for its includes, but is not limited to, possible clerication test whenever an employee is suspected of be policy and this authorization and consent. This ask them before signing below. I understand the fig. Co., Inc. to investigate my character, qualifurporation, school, or government agency support	and complete to the ce that R.J. Zeman f hired, my employmand that any offer a lain "active" for 30 a lain "active" for 30 a lain active any alleged harm al or laboratory error grounder the influe policy and authorials is a legal and bisications, past employing such informance records, job desired	e best of my kr Tool & Mfg. nent will not lead to femployment days and if I ication taken to me as a restor. I understant ence of drugs of ization is in a anding docum- topyment, educa- tion. I understant scriptions, dis-	mowledge. Co., Inc. be for any nt may be wantto be without a ult of not nd that or alcohol language ent. ation, and stand that sciplinary

Date:____/____

Signature ______