

MIDWESTERN INDUSTRIES, INC.

P.O. Box 810
Massillon, OH 44648-0810
Ph: 330-837-4203 • Fax: 330-837-4210
Toll Free: 877-4-Sizing



APPLICATION FOR EMPLOYMENT

ABOUT OUR COMPANY:

Thank you for your interest in applying for a job with Midwestern Industries, Inc. Because of our commitment to offering the highest possible satisfaction to our customers, we are only interested in hiring the best. We want to have a complete understanding of your qualifications, motivations and interests, so that we can make careful and deliberate hiring decisions that will benefit both Midwestern Industries, Inc. and our employees. Please answer the following questions honestly, completely and thoughtfully.

We are an Equal Opportunity Employer and consider all applicants for positions without regard to race, color, national origin, ancestry, citizenship, immigration status, religion, age, sex (including pregnancy), sexual orientation, gender identity, disability, genetic information, military status, disabled or Vietnam-era veteran status, or other basis, characteristic, or class protected by applicable law.

DATE OF APPLICATION _____ .

PERSONAL INFORMATION

Name: _____
Last Name First Name Middle Initial

Address: _____
Street

City State Zip Code

Telephone: () _____ Social Security No: _____ - _____ - _____
Area Code Number

If you are under 18 years of age, do you have a work permit? Yes No

EMPLOYMENT DESIRED

Position Desired: _____ Date you can start work: _____

What starting salary or wage do you expect? \$ _____ /hr \$ _____ /wk \$ _____ /month

Are you available for full time work? Yes No Are you available for part-time work? Yes No

Are you willing to work any shift? Yes No

Are there any days of the week when you would not be available to work? Please specify: _____

How did you learn of this job opening? _____

Have you ever worked for Midwestern Industries, Inc. before? Yes No

When? _____ Who was your supervisor? _____

Why did you leave? _____

Do you know anyone who works here? Yes No Who? _____

YOUR EDUCATION AND TRAINING

Please ✓ Highest Grade Completed: 1 2 3 4 5 6 7 8 9 10 11 12 1 2 3 4 5 1 2 3 4
GRADE SCHOOL HIGH SCHOOL COLLEGE TRADE/TECH

What was the last school you attended? _____

What extracurricular activities did you participate in, or special skills did you acquire, at the above-circled school(s) that might be helpful for the job to which you are applying? _____

YOUR WORK EXPERIENCE

Beginning with your present or more recent employer, describe all of your employment experiences below (if you need additional room, please continue on a separate page):

Are you presently employed? Yes No

Are you on layoff and subject to recall? Yes No If yes, to where? _____

Present or Last Employer: _____

Address: _____

Kind of Business: _____ Phone: _____

Starting Position: _____ Pay: \$ _____

Final Position: _____ Pay: \$ _____

Dates Employed: From _____ to _____ Name & Title of Supervisor: _____
Month/Year Month/Year

Description of Your Work and Responsibilities: _____

Reason for Leaving: _____

Will you receive a satisfactory reference from this employer? Yes No If "No", please explain:

May we contact your present or more recent employer at this time? Yes No If "No" please explain:

Next Previous Employer: _____

Address: _____

Kind of Business: _____ Phone: _____

Starting Position: _____ Pay: \$ _____

Final Position: _____ Pay: \$ _____

Dates Employed: From _____ to _____ Name & Title of Supervisor: _____
Month/Year Month/Year

Description of Your Work and Responsibilities: _____

Reason for Leaving: _____

Will you receive a satisfactory reference from this employer? Yes No If "No", please explain:

May we contact your present or more recent employer at this time? Yes No If "No" please explain:

Next Previous Employer: _____

Address: _____

Kind of Business: _____ Phone: _____

Starting Position: _____ Pay: \$ _____

Final Position: _____ Pay: \$ _____

Dates Employed: From _____ to _____ Name & Title of Supervisor: _____
Month/Year Month/Year

Description of Your Work and Responsibilities: _____

Reason for Leaving: _____

Will you receive a satisfactory reference from this employer? Yes No If "No", please explain:

May we contact your present or more recent employer at this time? Yes No If "No" please explain:

Next Previous Employer: _____

Address: _____ Phone: _____

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Address: _____ Phone: _____

PERSONAL INFORMATION

Have you ever been discharged or asked to resign by an employer? Yes No If yes, please explain:

A record of criminal conviction will not necessarily be a bar to employment, as the Company will consider a variety of factors such as age, time of the offense and the nature and seriousness of the violation, along with the type of job at issue.

Have you ever been convicted of a crime, other than minor traffic violations? Yes No

If your answer is yes, explain the nature of offense, where and when it occurred, and sentence imposed:

Please complete this section if the job for which you are applying might require you to drive Company vehicles.

Do you have a valid driver's license? Yes No License number and state: _____

Have you had any accidents in the last five years? Yes No If yes, please give details: _____

Has your driver's license ever been suspended, revoked, denied, or canceled? Yes No

If yes, please explain: _____

YOUR MILITARY EXPERIENCE

Completing this section of the application is optional. Leave this area blank if you do not wish to answer.

Have you ever been in the United States Armed Services? Yes No What branch? _____

Describe any skills you acquired in the Service that would be useful to the job for which you are applying:

YOUR REFERENCES

List the names of any professional or personal character references who have known you for the last three years and from whom you can obtain letters of recommendation. Please do not list relatives:

Name: _____ Occupation: _____

Address: _____ City: _____ Phone: _____

Relationship to Applicant: _____

Name: _____ Occupation: _____

Address: _____ City: _____ Phone: _____

Relationship to Applicant: _____

PLEASE READ THE FOLLOWING PARAGRAPHS CAREFULLY

By signing below, I certify that this application was completed by me, and I have read, understand and agree to each of the following statements:

All of the information I have supplied on this application is true, accurate and complete, to the best of my knowledge, and I have not knowingly withheld any information which, if known to Midwestern Industries, Inc., would affect my application unfavorably.

If I am hired by Midwestern Industries, Inc., and if the Company discovers at any time during my employment that any of the statements or answers on this application are false, misleading, or incomplete, I may be dismissed immediately from my job.

This employment application will be considered active for ninety (90) days from the date below. If I want to be reconsidered for a job with Midwestern Industries, Inc. after this period of time I must fill out another application.

I agree to submit to testing for drugs and alcohol prior to beginning work with Midwestern Industries, Inc., and I understand that if I am employed by the Company, I may be required, from time-to-time, and I agree, to undergo drug and alcohol testing.

In consideration of my employment with Midwestern Industries, Inc., I agree to abide by all the Company's rules and regulations.

Nothing in this employment application creates a contract of employment between Midwestern Industries, Inc. and me. The employment relationship with Midwestern Industries, Inc. is at will, meaning that either Midwestern Industries, Inc. or the employee can terminate the employment relationship at any time, with or without notice, and for any lawful reason, and no policy or provision contained within the handbook may be construed to the contrary. Only one of the Presidents of Midwestern Industries, Inc. can modify the at-will relationship, and any such modification must be in writing and acknowledged by both the Company Presidents and the employee (or on the employee's behalf).

In the event of my personal indebtedness to the Company, I authorize Midwestern Industries, Inc. to withhold from my wages such amounts as permitted by law to satisfy my obligation to the company.

I give Midwestern Industries, Inc. my permission, at any time prior to or during my employment, to conduct any investigation which the Company thinks is necessary to determine my qualifications for employment with Midwestern Industries, Inc., including, without limitation, a criminal records check, a motor vehicle records check, and a credit check. I give Midwestern Industries, Inc. my permission to contact any former employer, school, college or university, utility company, credit or finance bureau or office, any personal or professional reference, or any other appropriate source or individual for the purpose of gathering any information, personal or otherwise, that such sources may have about my character, general reputation, credit, education, or employment record, and I give my consent to any such source to release to Midwestern Industries, Inc. whatever information they have about me. I also unconditionally release all named and unnamed sources from any and all liability which might result from furnishing any information about me.

Signed

Date