



Temporary Welder/Fabricator (for Welder I, II, III)
Full or Part Time

We are a small but quality-driven mobile welding and fabrication shop looking for new members for our team. Please visit our website to learn more about our values and mission.

Temporary Welder/Fabricator position available for full or part time hours. Depending on anticipated workload and probationary standing, position could be made permanent. Welding and fabrication skills must be demonstrated with test prior to hire. Interview required, background check and references will be contacted. Successful candidate will be able to work as part of a team, perform welds, read blueprints and fabricate components or parts, demonstrate willingness to work in adverse conditions (outside in heat, cold or rain, early mornings or at night depending on job requirements). Attention to detail and ability to problem-solve are critical. A probationary period 60 days will exist for additional benefits and base rate will apply until then. Driving time on the job is paid as a separate driving rate. All positions must demonstrate the ability to fabricate from blueprint to completed task. This includes cutting, fitting, tacking, grinding and finishing skills. Pay is commensurate with skill set, degrees and experience. Demonstrating mastery of other processes, skills and responsibilities is expected for increased pay.

Apprentice/ Shop Hand:

No welding processes required, but must be currently enrolled in welding classes or other qualified course to demonstrate mastery in Mig welding. Other tasks include cleaning stations, organizing materials, placing orders, mechanical work on vehicles or equipment, finish work on parts such as grinding or painting.

Welder I:

All skills above plus:

Processes: Must be able to demonstrate mastery in Mig Welding.

Not required to pass a structural test.

Welder II

Processes: Above plus demonstrate mastery in another process such as Tig, stick or flux core welding. Must pass a structural test for Mig.

Welder III

Processes: Above plus mastery in all processes. Must pass structural test or all processes.



“Olympic Grade Work”

APPLICATION FOR EMPLOYMENT

Please fill out in pen. Information provided will be verified.

WORKFORCE DIVERSITY IS AN ESSENTIAL PART OF OUR COMPANY’S COMMITMENT TO QUALITY AND TO THE FUTURE. WE ENCOURAGE YOU TO APPLY, WHATEVER YOUR RACE, GENDER, COLOR, RELIGION, NATIONAL ORIGIN, AGE, DISABILITY, MARITAL STATUS, SEXUAL ORIENTATION OR VETERAN STATUS. IF YOU NEED AN ACCOMMODATION TO PARTICIPATE IN THE APPLICATION PROCESS, PLEASE LET US KNOW. **Please answer every question and give complete information. Resumes are not accepted in lieu of completing an application for employment. References such as “See Resume” are not acceptable. Filling out an application is not a contract for employment.**

PERSONAL INFORMATION
APPLICATION: _____

DATE OF

(LEGAL NAME)Last Name	First Name	Middle Initial
LIST ANY OTHER NAMES USED IF DIFFERENT FROM NAME ABOVE (FOR BACKGROUND VERIFICATION PURPOSES ONLY. THIS INFORMATION WILL NOT AUTOMATICALLY DISQUALIFY YOU FROM BEING CONSIDERED FOR EMPLOYMENT.)		
Address Street	City	State Zip
		Date Available to Work?
Email:	Position Applied for (be specific and indicate one only)	Full Time <input type="checkbox"/> Part Time <input type="checkbox"/>
Home Phone: Cell Phone: Work Phone:	If hired, can you provide proof of your eligibility to work in the US? YES <input type="checkbox"/> NO <input type="checkbox"/>	Are you 18 years of age or older? YES <input type="checkbox"/> NO <input type="checkbox"/>
How did you learn of this position? (Please indicate the <u>original source</u> . For example, internet job site, Facebook or reference).		
Do you have a current, valid Driver’s License? YES <input type="checkbox"/> NO <input type="checkbox"/>	Have you been convicted of a misdemeanor, other than minor traffic violations?	YES <input type="checkbox"/> NO <input type="checkbox"/>
Can you drive Manual? (Stick shift) YES <input type="checkbox"/> NO <input type="checkbox"/>	Have you been convicted of a felony? If “yes” please explain:	YES <input type="checkbox"/> NO <input type="checkbox"/>

Do you have a Forklift License? YES <input type="checkbox"/> NO <input type="checkbox"/> Do you have a Crane Operator License? YES <input type="checkbox"/> NO <input type="checkbox"/>	<i>Note: A conviction does not necessarily disqualify your being considered for employment.</i>
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Hiring Policies and Procedures

WE DO NOT DISCRIMINATE ON THE BASIS OF RACE, SEX (INCLUDING PREGNANCY), COLOR, AGE, NATIONAL ORIGIN, DISABILITY OR ANY OTHER PROTECTED STATUS. WE BASE OUR HIRING DECISIONS ON A VARIETY OF FACTORS, INCLUDING SKILLS AND ABILITY TO PERFORM THE JOB, PRIOR EMPLOYMENT EXPERIENCE, EMPLOYMENT REFERENCES AS TO CHARACTER AND WILLINGNESS TO WORK, WILLINGNESS TO ACCEPT THE OFFERED RATE OF PAY, AND PERSONAL INTERVIEW.

EDUCATION Any required education must be from an accredited institution.

High School/GED	Name of School or Institution	City	State	Status
High School				Did you graduate? YES <input type="checkbox"/> NO <input type="checkbox"/> If you did not graduate high school, indicate the highest grade completed: <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12
GED				Did you graduate? YES <input type="checkbox"/> NO <input type="checkbox"/> If "no" do you plan to earn a GED? YES <input type="checkbox"/> NO <input type="checkbox"/> If "yes," When?
Post Secondary	Name of School or Institution	City	State	Graduated? Name of Degree (ie AA, BA) Course or Major
College/ University/ Professional School				YES <input type="checkbox"/> NO <input type="checkbox"/>
College/ University/ Professional School				YES <input type="checkbox"/> NO <input type="checkbox"/>
College/ University/ Professional School				YES <input type="checkbox"/> NO <input type="checkbox"/>

Are you enrolled in any course of study now? YES NO If "yes" please provide details:

EMPLOYMENT EXPERIENCE (Include at least all positions held in the last 10 years, including voluntary experience. Use a "continuation sheet" as necessary). Applications that do not clearly show that the applicant meets the stated minimum qualifications will not be considered. Years of experience requirements means years of full time work. One year part time work experience equates to one half-year of full time work experience. . Additionally, attach professional resume.

1. Employer (Current)	Job title	Starting pay rate
Address	City	State
	Zip	Ending pay rate

Dates employed	Work phone	May we contact this employer? YES <input type="checkbox"/> NO <input type="checkbox"/>
Reason for leaving:		

Employer	Job title	Starting pay rate
Address	City	State
		Zip
		Ending pay rate
Dates employed	Work phone	May we contact this employer? YES <input type="checkbox"/> NO <input type="checkbox"/>
Reason for leaving:		

Employer	Job title	Starting pay rate
Address	City	State
		Zip
		Ending pay rate
Dates employed	Work phone	May we contact this employer? YES <input type="checkbox"/> NO <input type="checkbox"/>
Reason for leaving:		

Employer	Job title	Starting pay rate
Address	City	State
		Zip
		Ending pay rate
Dates employed	Work phone	May we contact this employer? YES <input type="checkbox"/> NO <input type="checkbox"/>
Reason for leaving:		

Employer	Job title	Starting pay rate
Address	City	State
		Zip
		Ending pay rate

Dates employed	Work phone	May we contact this employer? YES <input type="checkbox"/> NO <input type="checkbox"/>
Reason for leaving:		

**ADDITIONAL INFORMATION
U.S. MILITARY SERVICE**

Branch of Service	Technical Specialization	Rank Attained
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References (business and professional only)

Name	Title	Business	Phone

CERTIFICATION PLEASE READ THE FOLLOWING STATEMENTS CAREFULLY BEFORE SIGNING THIS APPLICATION.

I affirm that I am making this application because I am sincerely interested in being hired by Hurd Contracting and Fabrication, LLC (hereby known as "the COMPANY") and not for any other purpose.

I certify that all statements I have made on this application, on my resume, or other supplementary materials are true and correct. I hereby authorize the COMPANY to investigate the accuracy of this information from any person or organization and I release the COMPANY and all persons and organizations from all claims or liabilities of any nature arising from such investigations or the supplying of information for such investigations.

I understand that if I am being considered for a position which requires driving a Company vehicle, a report examining my driving record may also be requested, and I similarly release all persons and organizations from all claims or liabilities of any nature arising from such examination or the supplying of information for such examination.

I acknowledge that any false statement, significant omission, or misrepresentation on this application or supplementary materials will be cause for refusal to hire or, if employment has already begun, for immediate dismissal at any time during the period of my employment.

I will regard and preserve as confidential, and will not divulge to unauthorized persons, or use for unauthorized purposes, either during or after the term of my employment, any information, matter or thing of a then secret, confidential, or private nature connected with the business of the COMPANY without the written consent of an officer of the COMPANY. Similarly, I represent and agree that I have not and will not improperly disclose to the COMPANY any confidential business information, trade secrets, or proprietary information belonging to any former employer or other party.

I am in agreement with the COMPANY's policy of equal opportunity in all phases of employment without regard to race, gender, color, religion, national origin, sexual orientation, age, veteran's status, marital status, or disability. I also understand that if employment is offered and accepted, such employment is not for any specified term and can be terminated at any time, with or without cause and with or without notice, by either the COMPANY or me.

I further understand that this application is not, and is not intended to be, a contract of employment and that my at-will employment status cannot be changed except by a written document signed by the President of the COMPANY. I further understand that no supervisor, manager, or other employee or representative of the COMPANY, other than the President of the COMPANY, has the authority to change the at-will nature of my employment and that any oral promises of employment for a definite period or statements that are otherwise contrary to my at-will status are not binding upon the COMPANY.

I understand that, if offered employment, I will have three days to submit documents to verify my identity and authorization to work for the COMPANY in the U.S. and that failure to submit such documents within three days will preclude me from actually beginning employment with the COMPANY and may result in withdrawal of the COMPANY's offer of employment to me, or, if employment has begun, will result in the termination of my employment.

I certify that any documents I furnish to verify my identity and authorization to work for the COMPANY in the U.S. will be authentic and will relate to me. I understand additional documentation will be required as a pre-condition for employment and that I may be required to submit to a drug screen, pre-employment physical and background security check. I understand and agree that my completion of this form does not guarantee that the COMPANY will offer me employment.

I further understand and agree that if I am hired I am required to read and abide by all rules and regulations of the COMPANY governing the conduct of its employees, including those set forth in the COMPANY Employee Handbook. I understand that this application, and other COMPANY paperwork, may be used interchangeably regardless of where the COMPANY locates employees, and I understand that the COMPANY is a subscriber under the North Carolina Workers' Compensation Act for covered employees in that state.

Your signature reflects that you have read and understood all of the above statements and conditions of employment. Your signature further reflects that you understand and agree that any material misrepresentation or deliberate omission of the facts provided to Hurd Contracting and Fabrication LLC by you will justify Hurd Contracting and Fabrication LLC terminating its consideration of your application for employment, or, if employment has begun, terminating your employment.

Signature of Applicant :

Date: