



# Application for Employment

3743 Tabs Drive  
Uniontown, OH 44685

[www.kovatchcastings.com](http://www.kovatchcastings.com)

Phone: 330.896.9944  
Fax: 330.896.3444

## Read Carefully Before Signing Below

*(Initial each item and sign at the bottom, as required, to be considered for employment.)*

1. I understand that Kovatch Castings will consider any requests for reasonable accommodations of disabilities by a qualified person at any time. I understand that the company would appreciate as much advance notice as possible regarding request for accommodation, and that medical documentation of the need for accommodation will be required.
2. In compliance with the Immigration Reform and Control Act of 1986, Kovatch Castings will hire only U.S. citizens and aliens lawfully authorized to work in the United States. Prior to beginning employment, all new employees will be required to complete Form I-9 Employment Eligibility Verification.
3. I understand that if I am employed by Kovatch Castings in a position where I will be driving a company vehicle on a regular basis, any offer of employment that I receive will be contingent on the company verifying that I have an acceptable driving record.
4. I understand that a background check is a condition of employment. I authorize Kovatch Castings and/or its agents to request, receive and verify all statements and information contained in my application or resume. I release Kovatch Castings from all liability for any damages that may result from doing so. I authorize any person or organizations referenced in this application to give Kovatch Castings or an agent thereof any and all information concerning my previous employment, education, or any other information they might have, personal or otherwise, with regard to any of the subjects covered by this application. I release all such parties from all liability for any damages that may result from furnishing such information to Kovatch Castings.
5. If I have asked that my current employer not be contacted. I understand that any offer of employment that I receive will be contingent on the company receiving an acceptable verification of the information on this application regarding my current employment.
6. I certify that the information provided by me in this application (and accompanying resume, if any) is true and complete. I understand that any misstatement, falsification, omission or misrepresentation on this application or in any interview is grounds for refusal to hire. If I am hired and the same is discovered thereafter, possible immediate termination could result. I understand that all information provided by me on this application or in any interview is subject to verification.
7. I acknowledge that if I am employed by the company, my employment will be at-will, and that I will be required to follow all rules and regulations of the company and that my employment may be terminated with or without cause, with or without notice, at the option of myself or the company. No one other than the President, has the authority to enter into any agreement for employment for any specified period of time or to make any agreement contrary to the foregoing, either before commencement of employment or after I have become employed.
8. I understand that as a condition of employment, I must satisfactorily complete any required company medical examinations, with appropriate specimen tests to determine the presence or absence of certain controlled substances. I understand that the presence of one or more illegal or other controlled substances will disqualify me for further consideration for employment; and I understand that the presence of one or more such illegal or controlled substances revealed in my examination subsequent to my employment may result in disciplinary action, including immediate termination. I understand that refusal to submit to these tests, or attempts to avoid, or delay testing, or tamper with the test, will result in termination of my employment or the termination of the hiring process.
9. I have been informed of, read, and I consent to Kovatch Castings' Substance Abuse Program. I hereby authorize Kovatch Castings to conduct, through its designated agents, drug or alcohol tests as are now or may later be required, as determined to be appropriate under the program. I further authorize full release of all such test results to the company, and will hold the company and its agents harmless for any claims arising out of the laboratory testing and the information obtained through the medical inquiries or controlled substance screen tests.
10. I certify that I have read or have had read to me, items 1, 2, 3, 4, 5, 6, 7, 8, 9 and 10 above. I understand the contents and hereby acknowledge receipt of this information.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
Date

Education and History				
Name	Location and Telephone	Course of Study	Graduate Yes or No	Degree
Elementary				
High School / GED				
College				
Post Graduate				

Work Experience (Most Recent)		
Name of Employer	Address of Employer	Dates Employed From:                      To:
Telephone of Employer	Supervisor's Name and Title	Rate of Pay Start:                      Finish:
Position or Title	Reason for Leaving	
Description of Duties		

Next Previous Employer		
Name of Employer	Address of Employer	Dates Employed From:                      To:
Telephone of Employer	Supervisor's Name and Title	Rate of Pay Start:                      Finish:
Position or Title	Reason for Leaving	
Description of Duties		

Next Previous Employer		
Name of Employer	Address of Employer	Dates Employed From:                      To:
Telephone of Employer	Supervisor's Name and Title	Rate of Pay Start:                      Finish:
Position or Title	Reason for Leaving	
Description of Duties		

# Kovatch Castings, Inc.

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**All information must be completed. Do not leave anything blank.**

Kovatch Castings is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, age, religion or religious creed, disability, national origin, ancestry, gender or veteran status or any other characteristic protected under Federal or State law.

This application shall be considered active for a period not to exceed 60 days. Any applicant wishing to be considered for employment beyond this time period should complete another application at the end of that period.

<b>Personal Information</b>	
Name (Last, First, Middle)	Date of Application
Have you ever worked under another name? If so, enter below:	Social Security Number
Present Address (Street, City, State, Zip)	Telephone Number, Including Area Code
Permanent Address (If same as above, enter "Same".)	Telephone Number, Including Area Code
Are you available to work: <div style="display: flex; justify-content: space-around; font-size: small;"> <span>Full Time</span> <span>Part Time</span> </div> <div style="display: flex; justify-content: space-around; font-size: small;"> <span>Overtime</span> <span>Temporary</span> </div>	Date Available To Start:
Position Applying For:	Shift Preferred <div style="display: flex; justify-content: space-around; font-size: x-small;"> <span>1st</span> <span>2nd</span> <span>3rd</span> <span>Any</span> </div>
Salary Requirements:	Referred By:

<b>General Information</b>	
<i>Please check <b>Yes</b> or <b>No</b></i>	
Have you ever applied for employment with us before? If yes, when?	Yes      No
If you are under 18 years of age, can you provide required proof of eligibility to work?	Yes      No
Have you ever been employed with us before? If yes, when?	Yes      No
Are you currently employed?	Yes      No
May we contact your present employer?	Yes      No
Are you currently on "lay-off" status and subject to recall?	Yes      No
Can you travel, if the job requires it?	Yes      No
If applicable, are you willing to relocate?	Yes      No
Are any relatives employed with us? If yes, who?	Yes      No
Have you been convicted of a misdemeanor or felony within the last seven years? If yes, please describe: <i>(Note: A conviction record is not an automatic bar to employment.)</i>	Yes      No

<b>Training &amp; Skills</b>	
Do you have any special training, skills or experience (such as special machinery, typing, word processing, language skills, etc.) related to the position applied for, which you feel may especially qualify you for work with our company?	
Do you have any U.S. Military training, skills, or experience related to the position applied for?	