



IMPORTANT FACTS ABOUT CONSIDERING EMPLOYMENT AT ALEXANDRIA PRO-FAB, INC.

The attached application is to assist in the hiring process. Information requested on the application is considered confidential and will be released only to you or to persons within the organization who need to know in order to perform their job duties or when otherwise allowed or required by law.

**Do not complete this section; this is for reference only.
Only complete the attached application.**

Information Requested	Why we ask for it	Are you legally obligated to provide it?	What if you don't provide it?
Date of Birth for those under the age of 18	To comply with child labor laws	Yes	Failure to provide may be cause for rejecting an application
Mailing Address	To be able to send you notices	Yes	Failure to provide may be cause for rejecting an application
Residence Telephone	To be able to contact you to determine availability for an interview and in case of an emergency situation	No	We may not be able to contact you for an interview
Criminal record and criminal history of applicants who have been selected for an interview or to whom a conditional job offer has been extended; other background information pertinent to APF's Federal Firearms licensing.	To determine whether we may legally accept an application from you and to determine whether your record may be job related	Yes	We will not be able to make determinations required by law.

Alexandria Pro-Fab is an EQUAL OPPORTUNITY EMPLOYER and encourages applications from all persons. Alexandria Pro Fab has a zero-tolerance policy for discrimination and will not discriminate or allow discrimination against individuals based on age, race (including hair texture and hair styles such as braids, locs, and twists and other traits associated with race), color, religion, creed, sex, gender identity, pregnancy, national origin, citizenship status, mental or physical disability, genetic information or characteristics, sexual orientation, marital status, familial status, military status, veteran status, membership on a local human rights commission, registration on the Minnesota Medical Cannabis Registry, or any other characteristic protected by law.

In accordance with the Immigration Reform and Control Act of 1986, Alexandria Pro-Fab hires only U.S. Citizens and lawfully authorized alien workers. If hired, you will be required to provide written documentation of citizenship or legalized alien program. Failure to provide said documentation will result in dismissal.

In accordance with the Minnesota "Employment at Will" policy, Alexandria Pro-Fab retains the right to terminate its employees at any time for any reason not prohibited by law, and the employee has the right to resign employment at any time for any reason, these mutual rights constitute the "employment at will" policy.

Alexandria Pro-Fab retains one or more Federal Firearms Licenses. To maintain these licenses, we must disqualify from certain employment those individuals with criminal and other histories specified by federal law. Disqualifying circumstances include, but are not limited to, felony convictions, unlawful use of or addiction to any controlled substance, dishonorable discharge from the Armed Forces, and/or convictions of a misdemeanor crime of domestic violence. Therefore, background checks will be performed on all applicants who have been selected for an interview or to whom a conditional job offer has been extended.

If you are hired for this position, you will be expected to sign a confidentiality agreement. This is an agreement to protect intellectual property rights and it is not an employment agreement. This does not modify what otherwise may be an “at will” employment relationship.

Alexandria Pro-Fab has the right to verify information provided in the application. False information may be grounds for rejecting this application or for dismissal following employment.



8210 State Highway 29 North
 Alexandria, MN 56308
 (320) 852-7918
An Equal Opportunity Employer

APPLICANT INFORMATION

Last Name		First	Date	
Street Address			Apartment/Unit #	
City		State	ZIP	
Phone		Alternative Phone		
Email				
Position Applying for		Date Available		Desired Salary
Are you 18 years or older?		YES <input type="checkbox"/>	NO <input type="checkbox"/>	If no, what is your birth date?
Are you a citizen of the United States?		YES <input type="checkbox"/>	NO <input type="checkbox"/>	If no, are you authorized to work in the U.S.? YES <input type="checkbox"/> NO <input type="checkbox"/>
Have you ever worked for this company?		YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, when?
Have you applied here before?		YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, when?

EDUCATION

High School		Location		
	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree
College		Location		
	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree
Other		Location		
	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree

REFERENCES

Please list three persons not related to you whom you have known for at least one year.

Full Name		Years Acquainted
Address		Phone ()
Full Name		Years Acquainted
Address		Phone ()
Full Name		Years Acquainted
Address		Phone ()

PREVIOUS EMPLOYMENT			
Company		Phone ()	
Address		Supervisor	
Job Title	Shift	Starting Salary \$	Ending Salary \$
Responsibilities			
From	To	Reason for Leaving	
May we contact your previous supervisor for a reference? YES <input type="checkbox"/> NO <input type="checkbox"/>			
Company		Phone ()	
Address		Supervisor	
Job Title	Shift	Starting Salary \$	Ending Salary \$
Responsibilities			
From	To	Reason for Leaving	
May we contact your previous supervisor for a reference? YES <input type="checkbox"/> NO <input type="checkbox"/>			
Company		Phone ()	
Address		Supervisor	
Job Title	Shift	Starting Salary \$	Ending Salary \$
Responsibilities			
From	To	Reason for Leaving	
May we contact your previous supervisor for a reference? YES <input type="checkbox"/> NO <input type="checkbox"/>			

MILITARY SERVICE	
Branch	From To
Rank at Discharge	Type of Discharge
If other than honorable, explain	

DISCLAIMER AND SIGNATURE	
<p>I certify that my answers are true and complete to the best of my knowledge. If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release. I understand that my employment may be terminated at any time for any reason not prohibited by law, and that I may resign employment at any time for any reason, and that these mutual rights constitute the employer's "at will" policy. I also understand and agree that the terms and conditions of my employment may be changed, with or without cause, and with or without notice at any time by the company. I recognize that any understandings and agreements between the employer and any employee to the contrary must be in writing and signed by the proper officer of the company.</p>	
Signature	Date