



# APPLICATION FOR AT WILL EMPLOYMENT

For application status please call (605) 965-4270 or email at [hr@siouxsteel.com](mailto:hr@siouxsteel.com)

We are an equal employment opportunity company dedicated to a culture of that does not discriminate because of race, color, religion, sex, age, national origin, disability, military service, LGBTQ, or any other protected characteristic as established by law.

## **PERSONAL INFORMATION**

Name \_\_\_\_\_ Date \_\_\_\_\_  
Last First Middle

Home Phone Number: \_\_\_\_\_ Cell Phone Number: \_\_\_\_\_

Address \_\_\_\_\_  
Street City State Zip

Permanent Address \_\_\_\_\_  
Street City State Zip

Email Address \_\_\_\_\_

Give the name(s) of any relatives currently employed by Sioux Steel Company or Koyker \_\_\_\_\_

Referral Source \_\_\_\_\_

## **EMPLOYMENT DESIRED**

Lennox, SD Divisions: Koyker-- Livestock--ProTec—Fusion

Sioux Steel -Sioux Falls

First Shift  Second Shift  Any Shift

Full Time  Temporary  Summer Work  Part-time

Position \_\_\_\_\_ Date you can start \_\_\_\_\_

Are you employed now?  Yes  No If so, may we contact your employer?  Yes  No

If hired, can you provide proof you are eligible to work in the United States? \_\_\_\_\_

Although management makes every effort to accommodate individual preferences, business needs may at times make the following conditions mandatory: overtime, shift work, a rotating schedule other than Monday through Friday. I understand and accept these as conditions of employment.

**EDUCATION/TRAINING**

	Post Secondary School	Circle Last Year Completed	Subjects Studied and Degree(s) Received	Did you graduate?
High School		1 2 3 4		
College		1 2 3 4		
Trade, Business or Correspondence School		1 2 3 4		

Other special training you have received that make you suited for work at our companies (welding, painting, shipping, etc.)

Training	Place	Date

Are you an Armed Forces Veteran?  Yes  No      Length of Service: \_\_\_\_\_ Years  
 Have you ever been convicted of a felony?  Yes  No      If, yes, please explain: \_\_\_\_\_

**EMPLOYMENT RECORD**

Have you previously been employed at Sioux Steel or Koyker? \_\_\_\_\_ Which company? \_\_\_\_\_  
 Date of employment \_\_\_\_\_ Position \_\_\_\_\_

List below your last four employers, starting with most recent or current position.

Date: Month and Year	Name and Address of Employer	Salary	Duties of Position	Reason for Leaving
From		\$		
To				
From		\$		
To				
From		\$		
To				
From		\$		
To				

**REFERENCES**

Below give the names of three employers whom we may contact.

1. \_\_\_\_\_  
Employer/Supervisor \_\_\_\_\_ Company \_\_\_\_\_ Telephone \_\_\_\_\_
2. \_\_\_\_\_  
Employer/Supervisor \_\_\_\_\_ Company \_\_\_\_\_ Telephone \_\_\_\_\_
3. \_\_\_\_\_  
Employer/Supervisor \_\_\_\_\_ Company \_\_\_\_\_ Telephone \_\_\_\_\_

**PERSONAL RECORD**

I hereby consent to a medical exam as requested by Sioux Steel Companies or Koyker as a condition of potential or continuing employment.

I hereby consent to alcohol and drug testing as a condition of potential or continuing employment. I agree that Sioux Steel Company and/or Koyker Manufacturing may conduct alcohol or drug screening at its discretion with or without notice. I also understand that refusal to submit to an alcohol/drug screening may result in disciplinary action up to and including termination.

I authorize investigation of all statements contained in this application. I understand that misrepresentation or omission of facts called for is cause for dismissal. Further, I understand and agree that my employment is for no definite period and may be terminated at any time without any previous notice. I also understand that any employment-related claims against OEM must be filed within six months of the disputed action.

Another number at which I may be reached: Name \_\_\_\_\_ Phone \_\_\_\_\_

Date \_\_\_\_\_ Signature \_\_\_\_\_



**NOTICE OF PHYSICAL REQUIREMENTS FOR EMPLOYMENT**

Position: Entry Level Plant Worker

Manufacture farm equipment. Employee must operate various machine equipment. Extensive handling requirements are included in this position.

PHYSICAL REQUIREMENTS INCLUDE:

- Walking/ Standing: Up to 8-10 hours per day
- Lifting: Frequently lift 50 pounds.
- Frequent simple grasping, bending, carrying and kneeling
- Occasional climbing and reaching above shoulder level.

The physical requirements of an ENTRY LEVEL PLANT WORKER have been explained to me. I know of no reason why I cannot work in this job without injuring myself. I realize that providing false information is grounds for termination.

I understand that my employment with Sioux Steel Companies and Koyker Manufacturing is contingent upon the successful completion of a pre-placement physical.

NAME: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## **NOTICE OF DRUG and ALCOHOL TESTING**

I understand that my employment with Sioux Steel Companies and/ or Koyker Manufacturing is contingent upon the successful completion of a pre-placement drug/alcohol test.

I understand that my continuing employment with Sioux Steel Companies and/or Koyker Manufacturing is contingent upon submission to and successful completion of drug/alcohol tests as required by the company. The company participates in random, post accident and reasonable suspicion drug testing.

I understand that if I am employed by Sioux Steel Companies and/or Koyker Manufacturing any positive drug/alcohol test for reasonable suspicion, post accident, or random, at any time after hire will result in disciplinary action up to and including termination.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_