



DCL, Inc. ▪ 8660 Ance Road ▪ P.O. Box 125 ▪ Charlevoix, Michigan 49720 ▪ 231-547-5600  
 Bay Shore Steel Works, LLC ▪ 6336 US Highway 31 N ▪ Charlevoix, Michigan 49720 ▪ 231-347-1160

DCL, Inc. provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws. DCL, Inc. complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities.

### Applicant Information

Full Name:    Date:   
*Last First M.I.*

Address:    
*Street Address Apartment/Unit #*

*City State ZIP Code*

Phone:  E-mail Address:

Position Applied for:  Date Available:

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?	<input type="text"/>	
Have you ever been convicted of a felony?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, explain:	<input type="text"/>	
Are there specific times you cannot work?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, when:	<input type="text"/>	
Do you have reliable transportation?	YES <input type="checkbox"/>	NO <input type="checkbox"/>			

### Education

High School:  City/State:

Did you graduate? YES  NO  Degree: Diploma  GED

College/University:  City/State:

Did you graduate? YES  NO  Degree:

Other/Technical:  City/State:

Did you graduate? YES  NO  Degree:

### Previous Employment

Company:  Phone:

Address:  Supervisor:

Job Title:  Starting Salary: \$  Ending Salary: \$

Responsibilities:

From:  To:  Reason for Leaving:

May we contact your previous Employer for a reference? YES  NO

Company:  Phone:   
 Address:  Supervisor:   
 Job Title:  Starting Salary: \$  Ending Salary: \$   
 Responsibilities:   
 From:  To:  Reason for Leaving:   
 May we contact your previous supervisor for a reference? YES  NO

Company:  Phone:   
 Address:  Supervisor:   
 Job Title:  Starting Salary: \$  Ending Salary: \$   
 Responsibilities:   
 From:  To:  Reason for Leaving:   
 May we contact your previous supervisor for a reference? YES  NO

**Military Service**

Branch:  From:  To:   
 Type of Training Received:

Tell us what skills or traits you would bring to our company that would make you our candidate of choice:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Disclaimer and Signature**

I hereby certify that all of the information provided by me in this application (or any other accompanying or required documents) is correct, accurate and complete to the best of my knowledge. I understand that the falsification, misrepresentation or omission of any facts in said documents will be cause for denial of employment or immediate termination of employment regardless of the timing or circumstances of discovery.

I understand that submission of an application does not guarantee employment. I further understand that, should an offer of employment be extended by DCL, Inc. or Bay Shore Steel Works (hereinafter referred to as "DCL") that such employment with DCL is at will, for no specified duration and may be terminated by either DCL or myself at any time, with or without cause or notice. Any litigation arising from a subsequent employment relationship must be filed within 180 days from the event giving rise to the claim.

I understand that if offered a position with DCL, I may be required to submit to a pre-employment medical examination, drug screening and background check as a condition of employment. I understand that unsatisfactory results from refusal to cooperate with, or any attempt to affect the results of these pre-employment tests and checks will result in withdrawal of any employment offer or termination of employment if already employed.

I hereby authorize any and all schools, former employers, references, courts and any others who have information about me to provide such information to DCL and/or any of its representatives, agents or vendors and I release all parties involved from any and all liability for any and all damage that may result from providing such information.

Signature:  Date: