



Job Interest Questionnaire

Date: _____

LAST NAME: _____ FIRST NAME: _____

CONTACT NUMBER(s): _____ Location: _____

BEST TIME TO CALL: _____ AM PM Position Applying For: _____

I confirm that I carefully read and understand all of the information below, and have responded honestly and accurately.

Signature: _____ Date: _____

Carefully read and check the appropriate box		YES	NO			
A.	Are you willing to follow safety procedures?	<input type="checkbox"/>	<input type="checkbox"/>			
B.	Are you eligible to work in the United States?	<input type="checkbox"/>	<input type="checkbox"/>			
C.	Are you at least 18 years of age?	<input type="checkbox"/>	<input type="checkbox"/>			
D.	Do you have a high school diploma or equivalent?	<input type="checkbox"/>	<input type="checkbox"/>			
E.	Are you able and willing to work in a drug-free and tobacco-free [smoke and smokeless] environment?	<input type="checkbox"/>	<input type="checkbox"/>			
F.	As part of the selection process, candidates need to complete an unpaid 2 hour assessment. Are you willing and able to complete the unpaid 2 hour assessment as part of the selection process?	<input type="checkbox"/>	<input type="checkbox"/>			
G.	Are you willing to submit to a drug screening and physical function assessment as required for securing this position? [Note: Random drug screening is performed after employment]	<input type="checkbox"/>	<input type="checkbox"/>			
H.	Are you willing to agree to have background and reference checks conducted as required for securing this position?	<input type="checkbox"/>	<input type="checkbox"/>			
I.	Are you willing and able to work 8- to 12-hour work days (average of 10 hrs.), which may include weekends, nights, and holidays?	<input type="checkbox"/>	<input type="checkbox"/>			
J.	Are you willing and able to work overtime whenever the company requires [with little or no notice]?	<input type="checkbox"/>	<input type="checkbox"/>			
K.	Are you able and willing to work in and around conditions, which may include and are not limited to: exposure to chemicals, heat and high humidity [temperatures greater than 100 degrees F], outside temperatures, moving equipment, and loud noise [90 decibels along with hearing protection]?	<input type="checkbox"/>	<input type="checkbox"/>			
L.	Are you able and willing to work in a position that requires standing up to 10 hours during a shift and walking distances that may exceed a mile and be able to work in areas exceeding?	<input type="checkbox"/>	<input type="checkbox"/>			
M.	Are you able and willing to climb stairs or ladders repeatedly during a shift?	<input type="checkbox"/>	<input type="checkbox"/>			
N.	Are you able and willing to perform repetitive and physically demanding tasks for extended periods (lifting 45 pounds routinely, walking, climbing, pushing, twisting, and stooping) throughout the shift while maintaining a steady, high energy pace?	<input type="checkbox"/>	<input type="checkbox"/>			
O.	Are you able to hear and distinguish alarms?	<input type="checkbox"/>	<input type="checkbox"/>			
P.	Are you able to hear and follow verbal work instructions [in English]?	<input type="checkbox"/>	<input type="checkbox"/>			
Q.	Are you able to read and follow information written in English [e.g. Standard Operating Procedures, technical manuals, operator handbooks, company policies, etc.]?	<input type="checkbox"/>	<input type="checkbox"/>			
R.	Are you able and willing to work with fingers to manipulate small parts with precision and hands to manipulate medium sized objects, materials or tools?	<input type="checkbox"/>	<input type="checkbox"/>			
S.	Are you able and willing to wear required personal protective equipment, which may include and is not limited to: safety glasses, goggles, hearing protection, steel-toed boots, gloves, and other protective equipment/clothing as required for specific jobs?	<input type="checkbox"/>	<input type="checkbox"/>			
In advance of contacting your previous employers regarding your job performance and attendance:						
a)	How many days of scheduled work did you miss during the last 6 months of employment?	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2 - 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5+
b)	How many days were you late to work during the last 6 months of employment?	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2 - 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5+
c)	How many "warnings" did you receive during the last 6 months of employment?	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2 - 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5+
How many hours of overtime are you able and willing to work each week?		<input type="checkbox"/> None	<input type="checkbox"/> 5 hrs	<input type="checkbox"/> 10 hrs	<input type="checkbox"/> 15 hrs	<input type="checkbox"/> 20+ hrs
The following actions are requirements associated with job performance. Check the appropriate box confirming YES you are willing and able , or NO you are not willing or able to perform each action listed.						
1.	Maintain strict adherence to safety rules and regulations and quality standards.	<input type="checkbox"/>	<input type="checkbox"/>			
2.	Work in an environment where paying attention to the smallest details of a task are important.	<input type="checkbox"/>	<input type="checkbox"/>			
3.	Work in an environment where attendance and reporting to work on time are a requirement of employment.	<input type="checkbox"/>	<input type="checkbox"/>			

	YES	NO
4. Collect, organize and summarize information; check, compare, and copy numbers, etc.	<input type="checkbox"/>	<input type="checkbox"/>
5. Perform basic industrial math to add, subtract, multiply, or divide.	<input type="checkbox"/>	<input type="checkbox"/>
6. Learn on-the-job and cross train others on the job.	<input type="checkbox"/>	<input type="checkbox"/>
7. Frequently use problem-solving techniques on the job.	<input type="checkbox"/>	<input type="checkbox"/>
8. Work in an environment where priorities frequently change.	<input type="checkbox"/>	<input type="checkbox"/>
9. Adapt to effectively meet demanding production, repair and/or maintenance schedules.	<input type="checkbox"/>	<input type="checkbox"/>
10. Work with limited supervision.	<input type="checkbox"/>	<input type="checkbox"/>
11. Safely work with powered and non-powered tools and equipment.	<input type="checkbox"/>	<input type="checkbox"/>
12. Use various measuring/measurement instruments.	<input type="checkbox"/>	<input type="checkbox"/>
13. Distinguish different types and quality of materials and metals.	<input type="checkbox"/>	<input type="checkbox"/>
14. Perform other duties and tasks as assigned to the position.	<input type="checkbox"/>	<input type="checkbox"/>
15. Conduct housekeeping to maintain cleanliness of the overall plant, as well as work area.	<input type="checkbox"/>	<input type="checkbox"/>
16. Work productively with individuals of a diverse background and culture to support a high performance team environment.	<input type="checkbox"/>	<input type="checkbox"/>
17. Comply with and support a harassment free work environment.	<input type="checkbox"/>	<input type="checkbox"/>
18. Work in an environment that requires removal of all body jewelry for safety purposes while performing certain job duties.	<input type="checkbox"/>	<input type="checkbox"/>
19. Comply with all plant rules and all company HR policies and practices.	<input type="checkbox"/>	<input type="checkbox"/>
20. Comply with all governmental mandated rules and regulations (for example, OSHA).	<input type="checkbox"/>	<input type="checkbox"/>
21. Sign a non-disclosure and confidentiality agreement about the company, its products, processes, its customers and clients and work performed.	<input type="checkbox"/>	<input type="checkbox"/>

Manufacturing, Assembly and Production Environments [Indicate industry: _____]

1 yr. or less 1-3 yrs 3-5 yrs 5-10 yrs 10+ yrs Manufacturing Assembly Production

Manufacturing in Marine Industry

Off shore Large Boat Small Boat
 1 yr. or less 1-3 yrs 3-5 yrs 5-10 yrs 10+ yrs

Other:

CNC Machinist Experience QC Office Managerial
 1 yr. or less 1-3 yrs 3-5 yrs 5-10 yrs 10+ yrs

Reading Manual Drawing and Blueprints

1 yr. or less 1-3 yrs 3-5 yrs 5-10 yrs 10+ yrs

Fabrication [e.g., assembling small parts, metal working, etc.]

1 yr. or less 1-3 yrs 3-5 yrs 5-10 yrs 10+ yrs

Performing Measurements to the 1/16 of an inch

1 yr. or less 1-3 yrs 3-5 yrs 5-10 yrs 10+ yrs

Using Small Hand Tools (powered and non-powered)

1 yr. or less 1-3 yrs 3-5 yrs 5-10 yrs 10+ yrs

Welding Process

Tig Mig Steel Aluminum
 1 yr. or less 1-3 yrs 3-5 yrs 5-10 yrs 10+ yrs

Wiring Marine Electrical Systems

DC AC
 1 yr. or less 1-3 yrs 3-5 yrs 5-10 yrs 10+ yrs

Reading Welding Symbols

1 yr. or less 1-3 yrs 3-5 yrs 5-10 yrs 10+ yrs

Reading Electrical Diagrams

1 yr. or less 1-3 yrs 3-5 yrs 5-10 yrs 10+ yrs

Trimming and Fitting Plate and Extrusion

1 yr. or less 1-3 yrs 3-5 yrs 5-10 yrs 10+ yrs

Marine Electronics [e.g., installation, programming, etc.]

1 yr. or less 1-3 yrs 3-5 yrs 5-10 yrs 10+ yrs

Preparing Surfaces for Welding [e.g., gouging, grinding, etc.]

1 yr. or less 1-3 yrs 3-5 yrs 5-10 yrs 10+ yrs

Installation of Marine Engines and Associated Systems

1 yr. or less 1-3 yrs 3-5 yrs 5-10 yrs 10+ yrs

Inspecting Welds

1 yr. or less 1-3 yrs 3-5 yrs 5-10 yrs 10+ yrs

Installation of Marine Plumbing and Fuel Systems

1 yr. or less 1-3 yrs 3-5 yrs 5-10 yrs 10+ yrs

If you have a resume to attach to the questionnaire, please skip employer information and proceed to question 1.

Most Recent/Current Employer:	Last Position Held:	Employment Dates:	Reason for Leaving
Second Previous Employer:	Last Position Held:	Employment Dates:	Reason for Leaving
Third Previous Employer:	Last Position Held:	Employment Dates:	Reason for Leaving

1. From your overall experience, what job duties have you liked the most? Why?
2. What job duties have you liked the least? Why?
3. What technical education, training or experience do you have that could have a positive impact on performance at Metal Shark?
4. In advance of conducting reference and background checks, how will your past employers describe your punctuality and overall job performance?

CONTINUE TO NEXT PAGE.

5. Please explain fully all gaps in your employment history in excess of one month.

6. Have you ever been terminated or asked to resign from any job? NO YES If YES, how many times? _____

7. Has your employment ever been terminated by mutual agreement? NO YES If YES, how many times? _____

If you answered YES to either 6) or 7) above, please explain the circumstances of each occasion below.

8. In advance of conducting a reference check, how many on-the-job safety violations have you had in the last 2 years you worked?
 None 1 2 3 or more [If any, explain the circumstances of the safety violation(s).

INSTRUCTION FOR ANSWERING THE NEXT TWO QUESTIONS:

Do not include convictions that were sealed, eradicated, erased, annulled by a court, or expunged, or convictions that resulted in referral to a diversion program.

9. Have you ever plead guilty or no contest to, or been convicted of any felony/criminal offense other than the applicable exceptions listed above? NO YES

10. Have you ever been arrested for any matters for which you currently are out on bail or on your own recognizance pending trial? NO YES

CRIMINAL OFFENSES ONLY: If you answered YES, to either of the above two questions, please provide the date(s) and explain in accordance with the above instructions so that individual circumstances can be considered.

NOTE: Criminal convictions or arrests will not automatically disqualify an applicant from a particular job. The company will consider the nature of the crime, its seriousness, the substantial relation to the position's functions and qualifications, the number of occurrences, the applicant's age at the time of the crime, the time elapsed since the crime, the applicant's entire work and educational history, employment references and recommendations, and the business necessity of any exclusion when and as required by law.



METAL SHARK
METALSHARKBOATS.COM

Metal Shark Boats is an equal opportunity employer. As required by law, we must record certain information to be made a part of our affirmative action program.

Applicants for employment are invited to participate in the affirmative action program by reporting their status as a protected veteran or other minority. In extending this invitation, we advise you that: (a) workers (applicants) are under no obligation to respond but may do so in the future if they choose; (b) responses will remain confidential within the human resource department; and (c) responses will be used only for the necessary information to include in our affirmative action program. We are a company that values diversity. We actively encourage women, minorities, veterans and disabled employees to apply. Refusal to provide this information will have no bearing on your application and will not subject you to any adverse treatment.

Name: _____ **Position Applied for:** _____

Gender • Male • Female

Race or Ethnicity Identity* (select one, see back for definitions)

- Hispanic or Latino
- White (not Hispanic or Latino)
- Black or African American (not Hispanic or Latino)
- Native Hawaiian or Pacific Islander (not Hispanic or Latino)
- Asian (not Hispanic or Latino)
- American Indian or Alaskan Native (not Hispanic or Latino)
- Two or more races (not Hispanic or Latino)

{COMPLETE ON REVERSE}



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METALSHARKBOATS.COM

Veteran Status (see last page for definitions)**

- I am a protected veteran
- I am NOT a protected veteran
- I do not wish to self-identify

Date Completed: _____

How did you hear of our opening? • employee referral • company website

- job board • social media • advertisement (print/radio/TV) • recruiter
- other – please explain:

***EEOC RACE/ETHNIC IDENTIFICATION CATEGORIES**

Hispanic or Latino - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

White (*not Hispanic or Latino*) - A person having origins in any of the original peoples of Europe, the Middle East or North Africa.

Black or African American (*not Hispanic or Latino*) - A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander (*not Hispanic or Latino*) - A person having origins in any of the peoples of Hawaii, Guam, Samoa or other Pacific Islands.

Asian (*not Hispanic or Latino*) - A person having origins in any of the original peoples of the Far East, Southeast Asia or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.

American Indian or Alaska Native (*not Hispanic or Latino*) - A person having origins in any of the original peoples of North and South America (including Central America) and who maintain tribal affiliation or community attachment.

Two or more races (*not Hispanic or Latino*) - All persons who identify with more than one of the above races.



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****PROTECTED VETERAN DEFINITION**

Protected veteran means a veteran who may be classified as an active duty wartime or campaign badge veteran, disabled veteran, Armed Forces service medal veteran or recently separated veteran.

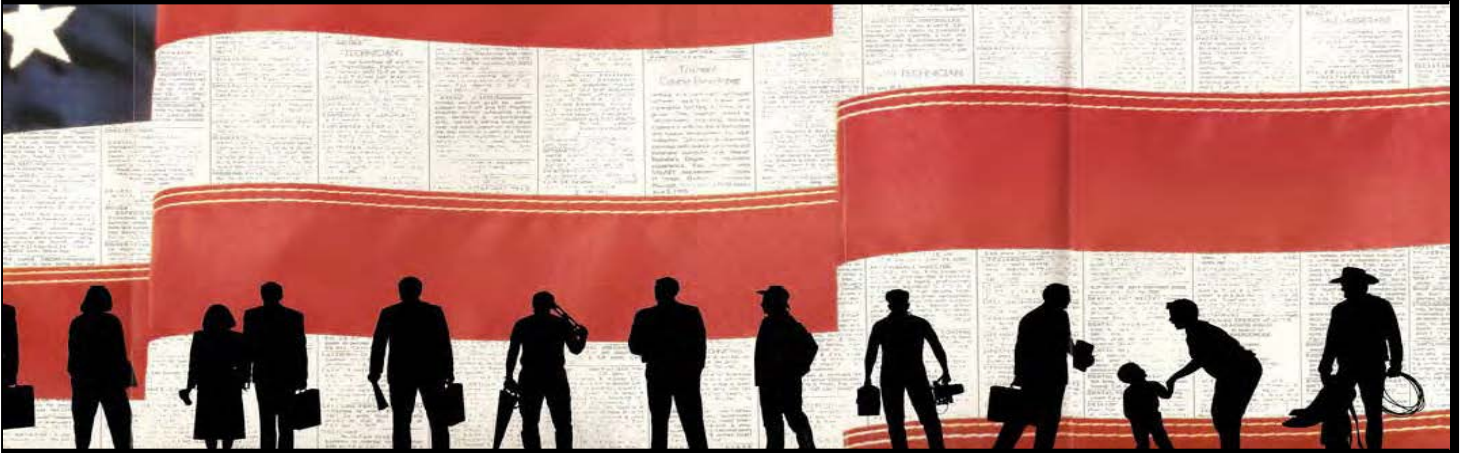
Active duty wartime or campaign badge veteran means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

Armed Forces service medal veteran means any veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 FR 1209, 3 CFR, 1996 Comp., p. 159).

Disabled veteran means (1) a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, *or* (2) a person who was discharged or released from active duty because of a service-connected disability.

Recently separated veteran means a veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service.

IF YOU HAVE THE RIGHT TO WORK



Don't let anyone take it away.

There are laws to protect you from discrimination in the workplace.

You should know that...

In most cases, employers cannot deny you a job or fire you because of your national origin or citizenship status or refuse to accept your legally acceptable documents.

Employers cannot reject documents because they have a future expiration date.

Employers cannot terminate you because of E-Verify without giving you an opportunity to resolve the problem.

In most cases, employers cannot require you to be a U.S. citizen or a lawful permanent resident.

Contact IER

For assistance in your own language
Phone: 1-800-255-7688
TTY: 1-800-237-2515

Email us
IER@usdoj.gov

Or write to
U.S. Department of Justice – CRT
Immigrant and Employee Rights – NYA
950 Pennsylvania Ave., NW
Washington, DC 20530

If any of these things happen to you, contact the Immigrant and Employee Rights Section (IER).



— DEPARTMENT OF JUSTICE —
IMMIGRANT & EMPLOYEE RIGHTS SECTION
— CIVIL RIGHTS DIVISION —

Immigrant and Employee Rights Section

U.S. Department of Justice, Civil Rights Division

www.justice.gov/ier

SI USTED TIENE DERECHO A TRABAJAR



No deje que nadie se lo quite.

Existen leyes que lo protegen contra la discriminación en el trabajo.

Usted debe saber que...

En la mayoría de los casos, los empleadores no pueden negarle un empleo o despedirlo debido a su nacionalidad de origen o estatus de ciudadanía, ni tampoco negarse a aceptar sus documentos válidos y legales.

Los empleadores no pueden rechazar documentos porque tengan una fecha de vencimiento futura.

Los empleadores no pueden despedirlo debido a E-Verify sin darle una oportunidad de resolver el problema

En la mayoría de los casos, los empleadores no pueden exigir que usted sea ciudadano estadounidense o residente legal permanente.

Comuníquese con la IER

Para ayuda en su propio idioma:
Teléfono: 1-800-255-7688
TTY: 1-800-237-2515

Mándenos un correo:
IER@usdoj.gov

O escribanos a:
U.S. Department of Justice – CRT
Immigrant and Employee Rights – NYA
950 Pennsylvania Ave., NW
Washington, DC 20530

Si alguna de estas cosas le ha sucedido, comuníquese con la Sección de Derechos de Inmigrantes y Empleados (IER, por sus siglas en inglés)



DEPARTAMENTO DE JUSTICIA DE LOS EE. UU.
SECCIÓN DE DERECHOS DE INMIGRANTES Y EMPLEADOS
DIVISIÓN DE DERECHOS CIVILES

Sección de Derechos de Inmigrantes y Empleados
Departamento de Justicia de los EE. UU., División de Derechos Civiles

www.justice.gov/ier
www.justice.gov/crt-about/espanol/ier

This Organization Participates in E-Verify



This employer will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each new employee's Form I-9 to confirm work authorization.

IMPORTANT: If the Government cannot confirm that you are authorized to work, this employer is required to give you written instructions and an opportunity to contact DHS and/or the SSA before taking adverse action against you, including terminating your employment.

Employers may not use E-Verify to pre-screen job applicants and may not limit or influence the choice of documents you present for use on the Form I-9.

To determine whether Form I-9 documentation is valid, this employer uses E-Verify's photo matching tool to match the photograph appearing on some permanent resident cards, employment authorization cards, and U.S. passports with the official U.S. government photograph. E-Verify also checks data from driver's licenses and identification cards issued by some states.

If you believe that your employer has violated its responsibilities under this program or has discriminated against you during the employment eligibility verification process based upon your national origin or citizenship status, please call the Office of Special Counsel at 800-255-7688, 800-237-2515 (TDD) or at www.justice.gov/crt/osc.

E-Verify Works for Everyone

For more information on E-Verify, please contact DHS:

888-897-7781

www.dhs.gov/E-Verify

NOTICE:

Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States.



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Esta organización participa en E-Verify



Este empleador proporcionará a la Administración del Seguro Social (SSA, por sus siglas en inglés) y, de ser necesario, al Departamento de Seguridad Nacional (DHS, por sus siglas en inglés) la información incluida en el Formulario I-9 de todo empleado nuevo con el propósito de confirmar su autorización de trabajo.

IMPORTANTE: Si el gobierno no puede confirmar que usted tiene autorización para trabajar, el empleador debe suministrarle las instrucciones por escrito y darle la oportunidad de ponerse en contacto con DHS o SSA antes de sancionarlo de cualquier forma o finalizar la relación laboral.

Los empleadores no pueden utilizar E-Verify para realizar preselecciones de solicitantes y no pueden limitar ni influenciar la selección de los documentos que usted presente para su inclusión en el Formulario I-9.

Para determinar si los documentos incluidos en el Formulario I-9 son válidos, este empleador utiliza la técnica de comparación fotográfica para comparar la fotografía que aparece en las Tarjetas de Residente Permanente, Tarjetas de Autorización de Empleo y pasaportes de los EE. UU. con la fotografía oficial del gobierno de los EE. UU. Asimismo, E-Verify verifica los datos incluidos en licencias de conducir y tarjetas de identificación emitidas por algunos estados.

Si considera que su empleador ha infringido sus responsabilidades en virtud de este programa o lo ha discriminado durante el proceso de verificación de la elegibilidad de empleo por su origen nacional o estatus de ciudadanía, comuníquese con la Oficina del Consejero Especial llamando al 800-255-7688, 800-237-2515 (para personas con impedimentos auditivos) o visitando www.justice.gov/crt/osc.

E-Verify funciona para todos

Para obtener más información sobre E-Verify, comuníquese con DHS al:

888-897-7781

www.dhs.gov/E-Verify

AVISO:

La ley federal exige a todos los empleadores que verifiquen la identidad y la elegibilidad de empleo de todas las personas contratadas en los Estados Unidos.



E-VERIFY IS A SERVICE OF DHS AND SSA

El logotipo y la marca de E-Verify son marcas registradas del Departamento de Seguridad Nacional. Queda estrictamente prohibida la venta comercial de este afiche.