



DSI Metals, Inc. Application & Hiring Process

Our process is designed to help us select the most qualified and experienced candidates. We strive to hire the best individuals and we expect the best from them. If you are selected and accept an employment offer to join the DSI Metals, Inc. Family, this represents a significant career moment.

Your completed application may be emailed to careers@dsimetals.com or sent via fax to 843-662-7005.

Step One

The hiring manager reviews your application. Based on your application, the hiring manager will decide whether or not you will be selected for an interview.

- Resumes of applicants who meet the pre-requisites for a position are forwarded to the hiring manager
- The hiring manager reviews the resumes of those who meet the position's minimum requirements

Step Two

If you are selected for an interview, you will be contacted with the date and time. Generally, this is a telephone or in-person interview. The hiring manager selects the candidates who will move forward in the process.

Step Three

The hiring manager evaluates you among all of the candidates who interviewed for the position. He or she decides who may receive an employment offer.

Step Four

If selected, you will receive an employment offer to join the DSI Metals, Inc. Family. Congratulations!!

*DSI Metals, Inc.
2710 Melon St. Florence, SC 29501*

Let's Build Together.



Let's Build Together...

All applicants are subject to a pre-employment drug and alcohol test, and a pre-employment physical examination as a condition of being considered for employment. Applicants for Department of Transportation regulated positions are subject to additional pre-employment screening in accordance with DOT guidelines and regulations, including Motor Vehicle Records, previous employer drug and alcohol testing verification, and supplemental physical fitness testing.

This document must be accurately completed by the applicant. Be sure to read over the application in entirety before starting and print legibly in ink. Incomplete applications will not be considered. For fields that do not apply, write "N/A" for that section.

I understand that DSI Metals, Inc. requires information about me to evaluate my qualifications for employment and to conduct its business if I become an employee. I understand that misleading statements or information is considered automatic denial for employment, or dismissal, if and when discovered. This application does not in any way obligate DSI Metals, Inc.

In consideration for potential employment, I agree and conform to the guidelines of DSI Metals, Inc. and will pass a pre and/or post-employment drug/alcohol test, if required. I understand that I have the right to terminate employment with DSI Metals, Inc., if hired (with or without cause), and DSI Metals, Inc. does not guarantee any position will be continued for any length of time.

This application was completed by me and all entries and information are true and complete to the best of my knowledge.

Signature of Applicant _____ **Date** _____

PERSONAL APPLICATION INFORMATION

NAME _____

ADDRESS	CONTACT INFORMATION	
	HOME	
	CELL	
	EMAIL	
	OTHER	
POSITION APPLYING FOR	FIRST AVAILABLE DATE	ANY WORK SCHEDULE RESTRICTIONS
ARE YOU 21 YRS OR OLDER?	CAN YOU SUBMIT PROOF OF RIGHT TO WORK IN THE US?	HAVE YOU EVER APPLIED OR PREVIOUSLY BEEN EMPLOYED AT DSI METALS OR A SUBSIDIARY OF DARLINGTON SHREDDING, INC?
YES <input type="checkbox"/> NO <input type="checkbox"/>	YES <input type="checkbox"/> NO <input type="checkbox"/>	YES <input type="checkbox"/> NO <input type="checkbox"/>

EDUCATION AND TRAINING

LEVEL	GRADE SCHOOL	HIGH SCHOOL	VOCATION/TECH	COLLEGE/UNIVERSITY
NAME OF SCHOOL				
CITY, STATE				
HIGHEST GRADE COMPLETED				
TYPE OF DEGREE/CERTIFICATE				

SPECIAL SKILLS, TRAINING COURSES, CONTINUING EDUCATION OR AWARDS THAT FURTHER QUALIFY YOU FOR EMPLOYMENT. (Example: Microsoft Excel, First Aid Certification, Welding School, etc)

COURSE NAME/AWARD	ISSUING INSTITUTION	LENGTH OF TRAINING/DATE OF AWARD	TYPE OF CERTIFICATE

MILITARY SERVICE

BRANCH OF SERVICE	DATE OF ENTRY	DATE OF DISCHARGE
RANK UPON ENTRY	HIGHEST RANK	UPON DISCHARGE
PRESENT MILITARY STATUS		

EMPLOYMENT HISTORY

Please complete a minimum of 3 years of work history. Commercial Driving positions must complete a 10 year work history. Please begin with your current job. Please use additional paper, if needed.

DSI Metals, Inc. reserves the right to contact previous employers. We will not contact your current employer without your permission.

CURRENT EMPLOYER	DATES OF EMPLOYMENT	JOB TITLE
CO. NAME	START / /	
SUPERVISOR NAME	END / /	LAST PAY RATE
ADDRESS	REASON FOR LEAVING	WERE YOU SUBJECT TO FMCSRs WHILE EMPLOYED? YES <input type="checkbox"/> NO <input type="checkbox"/>
CITY, ST, ZIP	MAY DSI CONTACT YOUR CURRENT EMPLOYER? YES <input type="checkbox"/> NO <input type="checkbox"/>	WAS YOUR JOB SUBJECT TO DRUG/ALCOHOL TESTING? YES <input type="checkbox"/> NO <input type="checkbox"/>
TELEPHONE		

PREVIOUS EMPLOYER	DATES OF EMPLOYMENT	JOB TITLE
CO. NAME	START / /	
SUPERVISOR NAME	END / /	LAST PAY RATE
ADDRESS	REASON FOR LEAVING	WERE YOU SUBJECT TO FMCSRs WHILE EMPLOYED? YES <input type="checkbox"/> NO <input type="checkbox"/>
CITY, ST, ZIP		WAS YOUR JOB SUBJECT TO DRUG/ALCOHOL TESTING? YES <input type="checkbox"/> NO <input type="checkbox"/>
TELEPHONE		

PREVIOUS EMPLOYER	DATES OF EMPLOYMENT	JOB TITLE
CO. NAME	START / /	
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ADDRESS	REASON FOR LEAVING	WERE YOU SUBJECT TO FMCSRs WHILE EMPLOYED? YES <input type="checkbox"/> NO <input type="checkbox"/>
CITY, ST, ZIP		WAS YOUR JOB SUBJECT TO DRUG/ALCOHOL TESTING? YES <input type="checkbox"/> NO <input type="checkbox"/>
TELEPHONE		

If one or more of the above listed positions resulted in termination, please explain the circumstances (violations to notate include safety violations, threatening behavior, disciplinary actions):

SAFETY INFORMATION

All applicants: List all traffic violations or license forfeitures for the past 3 years. Parking violations are exempt.

CITY/STATE ISSUED	DATE	CHARGE	PENALTY

Commercial vehicle applicants only: List all motor vehicle accidents within the past 3 years.

DATE	BRIEF DESCRIPTION	DEATH OR INJURIES	COMMERCIAL OR PERSONAL	PROPERTY DAMAGED

GENERAL TRUCK DRIVER QUALIFICATIONS AND EXPERIENCE

***COMMERCIAL VEHICLE APPLICANTS ONLY**

DRIVERS LICENSE	STATE	LICENSE NUMBER	TYPE/CLASS	EXPIRATION

Have you ever been denied a license, permit or privilege to operate a motor vehicle? YES NO

Has any license, permit or privilege been suspended or denied? YES NO

If you have answered YES to the above questions, please state the reasons:

WAREHOUSE & COMMERCIAL VEHICLE APPLICANTS- EXPERIENCE & QUALIFICATION

EQUIPMENT CLASS/TYPE	MODEL/SIZE	DATES OF OPERATION	APPROX MILES DRIVEN/HRS OPERATED	VEHICLE OPERATING STATES (5 YEARS)

PERSONAL REFERENCES

Please list 3 personal references (do not include former employers or family members). The references listed must have known you for at least 3 years.

FIRST, LAST NAME	TITLE/OCCUPATION	YEARS KNOWN	ADDRESS	TELEPHONE

Have you been convicted of a felony within the last 5 years? YES NO

If yes, please complete the following:

CASE #	ARREST DATE	JURISDICTION/COURT	CONVICTED CHARGE	CURRENT STATUS

Please note, a conviction does not necessarily disqualify an applicant. Each case is evaluated based upon the employment requirements.

EMERGENCY CONTACT: Please indicate the person you would like contacted in the event of an emergency.

CONTACT	NAME	RELATIONSHIP	ADDRESS	TELEPHONE	ALTERNATE PH #
PRIMARY					
ALTERNATE					

AUTHORIZATION TO RELEASE REFERENCE INFORMATION AND CONDUCT A BACKGROUND INVESTIGATION:

I understand that DSI Metals, Inc. will attempt to verify information on this application and during employment interviews. In consideration of the review of this application, I release DSI Metals, Inc. and all former employers from any liability as a result of supplying and receiving this reference information. I understand that failure to sign this authorization so that a reference check, full background check and verification of previous work history can be completed will be regarded as a withdrawal of my application for employment with DSI Metals, Inc. and that a consumer report may be achieved through reference checks. I have the right to request further information regarding the consumer report investigation and I authorize DSI Metals, Inc. to complete a such consumer report as part of the pre-employment background check process. DSI Metals, Inc. reserves the right to complete a consumer report at any time during my employment, if hired, with this signed authorization.

Signature of Applicant _____ Date _____