

Aulick Industries
Corporate Office
730 Ave I
Scottsbluff, NE 69361



Phone (308) 632-6197
Fax (308) 632-7345
www.Aulick.com



***BUILDING THE BEST FOR THE AGRICULTURE COMMUNITY
SINCE 1952!***



Aulick Industries is a family-owned subsidiary of Original Equipment Corporation, founded in 1952 by Harry Aulick. Our primary manufacturing site is located in Scottsbluff, NE consisting of 30 acres with an 84,000 ft facility. A second manufacturing site is located in Uvalde, Texas. Our company specializes and is a recognized leader in the Agricultural and Structural Steel Industry. Our business has steadily grown, every year, due to our dedicated employees and loyal customers. We take great pride in the products and services we provide.

Interview scheduled for: _____ at _____: _____ a.m. or p.m.
With _____ at location _____.



If you are interested in joining a company that values their employees as much as they do their customers, please fill out the attached application.

After you have completed the application in full, please return it with the position or positions circled that you are interested in. Examples: Office, Fab, Manufacturing, Paint, Over the Road Driver, Parts, Repair, Mechanic, or Uniforms. This ensures your application is received by the correct department and can speed along the hiring process. See Descriptions below.

Office:

Responsible for performing clerical and administrative duties in an office setting. Assists in sorting mail, filing, answering phones, greeting clients, and restocking supplies.

Fabrication:

Fabrication employees are responsible for the handling and forming of raw metal into finished parts. Duties include shearing, forming, punching, drilling, material handling, forklift, and overhead crane operation.

Manufacturing:

Assembly of individual parts into finished products. Proficiency in the ability to read and understand blueprints, execute detailed instructions, assemble parts in a precise placement and sequence, and welding.

Paint:

Painting and Sandblasting all sizes of items and equipment. Operate pneumatically controlled spray gun, surface preparation, and perform sandblasting.

OTR Drivers:

Class A CDL required. 3+ years' experience preferred. Home weekends. See our Freight page on our website for more details.

Parts:

Maintain/stock/inventory parts room of 2,500+ parts. Assist customers in the diagnosis and purchase of parts as needed.

Repair:

Repairing of the live bottom trailer. Experience in electrical, hydraulic, and pneumatic systems. Welding in both steel and aluminum applications.

Uniforms:

Responsible for laundering and embroidery for employee uniforms. Tasks include washing/drying/ironing, embroidery, order placing, and employee interaction.

Mechanic:

Diesel mechanic knowledge. Skills required: welding, problem-solving, electrical, and hydraulic.

**AULICK INDUSTRIES
APPLICATION FOR EMPLOYMENT**

It is the policy of Aulick Industries (the "Company") to provide equal employment opportunities to all qualified persons without regard to race, color, religion, sex, national origin, age, disability, genetic information, military obligations or status in any other group protected by local, state or federal law.

Personal Information

Date _____

Name _____
Last First Middle

Previous Name(s) _____

Address _____
Street City State ZIP

Phone Number () _____

Alternate or Work Phone () _____

Are you 18 years or older? Yes No

Are you a U.S. citizen or otherwise authorized to work in the U.S. on an unrestricted basis? Yes No

Have you ever been convicted of any crime, including misdemeanors and felonies? Yes No If yes, please state the nature of the offense(s) and the date of the conviction(s).

NOTE: Answering "yes" to the above question does not constitute an automatic bar from employment. Consideration will be given to the nature of the crime, its seriousness, age at the time of the offense, the date of the offense, and the position for which you are applying.

Employment Desired

Position _____ Date you can start _____ Salary desired _____

Are you available to work _____ Full-Time _____ Part-Time _____ Temporary _____ What days? S M T W T F S

Can you perform the essential functions of the job(s) for which you are applying, as you understand them, with or without reasonable accommodation? Yes No

Have you ever been employed by the Company before? Yes No If yes, when _____

Have you filed an application with the Company? Yes No When? _____ Where? _____

Referral Source ___ Advertisement ___ Friend ___ Relative ___ Walk-In ___ Employment Agency ___ Other _____

Are you employed now? Yes No If so, may the Company contact your present employer? Yes No

Employment History Please describe your entire employment history starting with your current or last job. Include military assignments if applicable and list any periods of unemployment or self-employment. Use the back of this sheet if necessary.

From ___ / ___ / ___ To ___ / ___ / ___ Employer _____ Supervisor _____
 Employer Address _____ Telephone Number () _____
 Position _____ Wage/Salary _____
 Reason for Leaving _____

From ___ / ___ / ___ To ___ / ___ / ___ Employer _____ Supervisor _____
 Employer Address _____ Telephone Number () _____
 Position _____ Wage/Salary _____
 Reason for Leaving _____

From ___ / ___ / ___ To ___ / ___ / ___ Employer _____ Supervisor _____
 Employer Address _____ Telephone Number () _____
 Position _____ Wage/Salary _____
 Reason for Leaving _____

Education

	Name & Location	Number of years completed	Did you graduate?	Subject(s) studied & Degree(s) received
High School			Yes <input type="checkbox"/> No <input type="checkbox"/>	
College			Yes <input type="checkbox"/> No <input type="checkbox"/>	
Other			Yes <input type="checkbox"/> No <input type="checkbox"/>	

References (Please give the names of three persons not related to you, whom you have known at least one year.)

Name	Address	Telephone	Relationship to You

Miscellaneous

Please list any additional information you would like the Company to consider (i.e. specialized skills, certifications, etc.):

Have you ever been discharged from a job? Yes No

If yes, please explain why: _____

May the Company telephone you to follow-up on this application at home? Yes No

If yes, what is the best time to call? _____

May the Company telephone you to follow-up on this application at work? Yes No

If yes, what is the best time to call? _____

If yes, what is your business telephone number? _____

Authorizations

Background Check, Drug, and Alcohol Testing: I understand that the Company may require me to undergo a background check and/or pre-employment drug and alcohol testing after receiving a conditional offer of employment. Applicants will receive additional information about the foregoing and may be required to sign additional authorizations regarding the same. I understand and acknowledge that any offer of employment will be conditioned upon my successful completion of any background check or drug and/or alcohol test that is conducted.

EMPLOYMENT AT WILL

I understand that nothing contained in this employment application or in the granting of an interview is intended to create a contract between the Company and me for either employment or the provision of any benefits. I further understand that if an employment relationship subsequently is established, I will have the right to terminate my employment at any time and the Company will have a similar right.

Acknowledgment

I hereby certify that this application was completed by me and that all entries on it and information in it are true and complete to the best of my knowledge. I authorize the references listed above or in a related employment resume to provide the Company with any and all information concerning my previous employment. Further, I release all parties and persons from any and all liability and from any damages that may result from furnishing this information to the Company as well as from the use or disclosure of this information by the Company or any of its agents, employees or representatives. I understand that any representation, falsification or material omission of information on this application, in a related employment resume or in a personal interview may result in my failure to receive an offer or, if I am hired, in the termination of my employment.

Applicant Signature

Date

CONSUMER DISCLOSURE AND AUTHORIZATION FORM

Disclosure Regarding Background Investigation

Aulick Industries/Aulick Manufacturing may request, for lawful employment purposes, background information about you from a consumer reporting agency in connection with your employment or application for employment (including independent contractor assignments, as applicable). This background information may be obtained in the form of consumer reports and/or investigative consumer reports (commonly known as "background reports"). These background reports may be obtained at any time after receipt of your authorization and if you are hired or engaged by the Company, throughout your employment or your contract period.

HireRight Solutions, Inc., or another consumer reporting agency, will prepare or assemble the background reports for the Company. HireRight Solutions, Inc. is located at 4500 S. 129th East Avenue, Suite 200, Tulsa, OK 74134-9175. HireRight Solutions, Inc. can be contacted by mail at P.O. Box 33181, Tulsa, OK, 74153, and HireRight can be contacted by phone at (800) 381-0645. Information about HireRight's privacy practices is available at www.hireright.com/Privacy-Policy.aspx.

The background report may contain information concerning your character, general reputation, personal characteristics, mode of living, and credit standing. The types of information that may be obtained include, but are not limited to: social security number verifications; address history; credit reports and history; criminal records and history; public court records; driving records; accident history; worker's compensation claims; bankruptcy filings; educational history verifications (e.g., dates of attendance, degrees obtained); employment history verifications (e.g., dates of employment, salary information, reasons for termination, etc.); personal and professional references checks; professional licensing and certification checks; drug/alcohol testing results, and drug/alcohol history in violation of law and/or company policy; and other information bearing on your character, general reputation, personal characteristics, mode of living and credit standing.

This information may be obtained from private and public record sources, including, as appropriate: government agencies and courthouses; educational institutions; former employers; personal interviews with sources such as neighbors, friends, and associates; and other information sources. If the Company should obtain information bearing on your creditworthiness, credit standing or credit capacity for reasons other than as required by law, then the Company will use such credit information to evaluate whether you would present an unacceptable risk of theft or other dishonest behavior in the job for which you are being evaluated.

You may request more information about the nature and scope of any investigative consumer reports by contacting the Company. A summary of your rights under the Fair Credit Reporting Act is also being provided to you.

ADDITIONAL STATE LAW NOTICES

If you are a California, Maine, Massachusetts, New York or Washington State applicant, employee or contractor, please also note:

CALIFORNIA: Pursuant to section 1786.22 of the California Civil Code, you may view the file maintained on you by HireRight during normal business hours. You may also obtain a copy of this file, upon submitting proper identification and paying the costs of duplication services, by appearing at HireRight's offices in person, during normal business hours and on reasonable notice, or by certified mail. You may also receive a summary of the file by telephone, upon submitting proper identification and written request. HireRight has trained personnel available to explain your file to you, including any coded information, and will provide a written explanation of any coded information contained in your file. If you appear in person, you may be accompanied by one other person, provided that person furnishes proper identification. "Proper identification" includes documents such as a valid driver's license, social security account number, military identification card, and

credit cards. If you cannot identify yourself with such information, HireRight may require additional information concerning your employment and personal or family history to verify your identity.

MAINE: You have the right, upon request, to be informed of whether an investigative consumer report was requested, and if one was requested, the name and address of the consumer reporting agency furnishing the report. You may request and receive from the Company, within five business days of our receipt of your request, the name, address and telephone number of the nearest unit designated to handle inquiries for the consumer reporting agency issuing an investigative consumer report concerning you. You also have the right, under Maine law, to request and promptly receive from all such agencies copies of any such reports.

MASSACHUSETTS: If we request an investigative consumer report, you have the right, upon written request, to a copy of the report.

NEW YORK: You have the right, upon written request, to be informed of whether or not an investigative consumer report was requested. If an investigative consumer report is requested, you will be provided with the name and address of the consumer reporting agency furnishing the report. You may inspect and receive a copy of the report by contacting that agency. Attached below is additional information about New York law.

WASHINGTON STATE: If the Company requests an investigative consumer report, you have the right, upon written request made within a reasonable period of time after your receipt of this disclosure, to receive from the Company a complete and accurate disclosure of the nature and scope of the investigation requested by the Company. You also have the right to request from the consumer reporting agency a written summary of your rights and remedies under the Washington Fair Credit Reporting Act.

Authorization of Background Investigation

I have carefully read and understand this Disclosure and Authorization form and the attached summary of rights under the Fair Credit Reporting Act. By my signature below, I consent to preparation of background reports by a consumer reporting agency such as HireRight, Inc., and to the release of such background reports to the Company and its designated representatives and agents, for the purpose of assisting the Company in making a determination as to my eligibility for employment (including independent contractor assignments, as applicable), promotion, retention or for other lawful employment purposes. I understand that if the Company hires me or contracts for my services, my consent will apply, and the Company may obtain background reports, throughout my employment or contract period.

I understand that information contained in my employment or contractor application or otherwise disclosed by me before or during my employment or contract assignment, if any, may be used for the purpose of obtaining and evaluating background reports on me. I also understand that nothing herein shall be construed as an offer of employment or contract for services.

I hereby authorize law enforcement agencies, learning institutions (including public and private schools and universities), information service bureaus, credit bureaus, record/data repositories, courts (federal, state and local), motor vehicle records agencies, my past or present employers, the military, and other individuals and sources to furnish any and all information on me that is requested by the consumer reporting agency.

By my signature below, I also certify the information I provided on and in connection with this form is true, accurate and complete. I agree that this form in original, faxed, photocopied or electronic (including electronically signed) form, will be valid for any background reports that may be requested by or on behalf of the Company.

D California, Minnesota or Oklahoma applicants only: Please check this box if you would like to receive (whenever you have such right under the applicable state law) a copy of your background report if one is obtained on you by the Company.

Applicant Last Name _____ First _____ Middle _____
Applicant Signature _____ Date _____

Para Informacion en Espanol, visite www.ftc.gov/credit o escribe a la FTC Consumer Response Center, Room 130-A 600 Pennsylvania Ave., N.W., Washington, DC 20580

**A SUMMARY OF YOUR RIGHTS
UNDER THE FAIR CREDIT REPORTING ACT**

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. **For more information, including information about additional rights, go to www.ftc.gov/credit or write to: Consumer Response Center, Room 130-A, Federal Trade Commission, 600 Pennsylvania Ave. N.W., Washington, DC 20580.**

- o **You must be told if the information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment - or to take another adverse action against you - must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- o **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your "file disclosure"). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - a person has taken adverse action against you because of information in your credit report;
 - you are the victim of identity theft and place a fraud alert in your file;
 - your file contains inaccurate information as a result of fraud;
 - you are on public assistance;
 - you are unemployed but expect to apply for employment within 60 days.

In addition, by September 2005 all consumers will be entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.ftc.gov/credit for additional information.

- o **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- o **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.ftc.gov/credit for an explanation of dispute procedures.
- o **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer agency may continue to report information it has verified as accurate.

- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need - usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.ftc.gov/credit.
- **You may limit "prescreened" offers of credit and insurance you get based on information in your credit report.** Unsolicited "prescreened" offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt-out with the nationwide credit bureaus at 1-888-567-8688.
- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.ftc.gov/credit.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. Federal enforcers are:

TYPE OF BUSINESS:	PLEASE CONTACT:
Consumer reporting agencies, creditors and others not listed below	Federal Trade Commission: Consumer Response Center-FCRA Washington, DC 20580 1-877-382-4357
National banks, federal branches/agencies of foreign banks (word "National" or initials "N.A." appear in or after bank's name)	Office of the Comptroller of the Currency Compliance Management, Mail Stop 6-6 Washington, DC 20219 800-613-6743
Federal Reserve System member banks (except national banks, and federal branches/agencies of foreign banks)	Federal Reserve Board Division of Consumer & Community Affairs Washington, DC 20551 202-452-3693
Savings associations and federally chartered savings banks (word "Federal" or initials "F.S.B/" appear in federal institution's name)	Office of Thrift Supervision Consumer Complaints Washington, DC 20552 800-842-6929
Federal credit unions (words "Federal Credit Union" appear in institution's name)	National Credit Union Administration 1775 Duke Street Alexandria, VA 22314 703-519-4600
State-chartered banks that are not members of the Federal Reserve System	Federal Deposit Insurance Corporation Consumer Response Center 2345 Grand Avenue, Suite 100 Kansas City, MO 64108-2638 1-877-275-3342
Air, surface, or rail common carriers regulated by former Civil Aeronautics Board or Interstate Commerce Commission	Department of Transportation, Office of Financial Management Washington, DC 20590 202-366-1306
Activities subject to the Packers and Stockyards Act, 1921	Department of Agriculture Office of Deputy Administrator- GIPSA Washington, DC 20250 202-720-7051