



**LIBERTY
STEEL**
INDUSTRIES, INC.

Liberty Steel Industries, Inc.
2207 Larchmont Avenue NE
Warren, OH 44483
(330)372-6363

APPLICATION FOR EMPLOYMENT

We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.

APPLICANT INFORMATION

PLEASE PRINT

Position(s) applied for:		Date ____/____/____	
Last Name:	First:	M.I.:	
Street Address:		Apartment/Unit #:	
City:	State:	Zip:	
Telephone:	Cell Phone:		
What is the best number to contact you to discuss this position?			
Please provide the best time to call:			
Date you would be available to start work:			
Type of employment desired?	Full Time	Part Time	Temporary
Will you relocate if job requires it?	Yes	No	
Will you travel if job requires it?	Yes	No	
If under the age of 18, and it is required, can you furnish a work permit?	Yes	No	
If no, please explain:			
Are you legally eligible for employment in the U.S.?	Yes	No	
Have you been convicted of a felony in the last seven (7) years?	Yes	No	
If yes, please explain:			
<i>Conviction will not necessarily be a bar to employment. Each instance and explanation will be considered in relation to the position for which you are applying.</i>			
Driver's License Number and State:			

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Rev. 10/21/2025

EMPLOYMENT HISTORY

<i>Provide the following information for your past and current employers, assignments, or volunteer activities, starting with the most recent.</i>			
Employer		Telephone	
City	State	Supervisor and Title	
Job Title	Salary: Starting \$_____per_____ Ending \$_____per_____		
Responsibilities			
Dates Employed From:		To:	Reason for Leaving
May we contact for a reference?		YES	NO LATER

Employer		Telephone	
City	State	Supervisor and Title	
Job Title	Salary: Starting \$_____per_____ Ending \$_____per_____		
Responsibilities			
Dates Employed From:		To:	Reason for Leaving
May we contact for a reference?		YES	NO LATER

Employer		Telephone	
City	State	Supervisor and Title	
Job Title	Salary: Starting \$_____per_____ Ending \$_____per_____		
Responsibilities			
Dates Employed From:		To:	Reason for Leaving
May we contact for a reference?		YES	NO LATER

SKILLS AND QUALIFICATIONS

<i>Summarize any special training, skills, licenses and/or certificates that may qualify you as being able to perform job-related functions in the position for which you are applying.</i>

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EDUCATIONAL BACKGROUND

	Name and Location of School	No. of Years Attended	Degree/Diploma	Course of Study
High School				
College/University				
Graduate				
Trade/Vocational				

REFERENCES

Please list name and telephone number of three business/work references that are not related to you and are not previous supervisors. If not applicable, list three school or personal references that are not related to you.

Name		Phone		Years Known		Liberty Steel Referral?	Yes	No
Name		Phone		Years Known		Liberty Steel Referral?	Yes	No
Name		Phone		Years Known		Liberty Steel Referral?	Yes	No

LIST ANY ADDITIONAL INFORMATION YOU WOULD LIKE US TO CONSIDER

Please summarize any additional information that may be helpful in performing job-related functions.



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*"Our commitment to quality and success begins with **YOU.**"*

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APPLICANT'S CERTIFICATION AND AGREEMENT

I hereby certify that the facts set forth in the above employment application are true and complete to the best of my knowledge. I give Liberty Steel Industries, Inc. the right to contact and obtain information including but not limited to work performance, disciplinary action and attendance from all references, employers, educational institutions and to otherwise verify the accuracy of the information contained in this application. I hereby release Liberty Steel Industries, Inc. and its representatives from any/all liability of whatever kind and nature which, at any time, could result from obtaining and having an employment decision based on such information.

Initial _____ Date ____/____/____

I understand that if I am employed, any misrepresentation or material omission made by me on this application will be sufficient cause for cancellation of this application or immediate termination from the employer's service, whenever it is discovered.

Liberty Steel Industries, Inc. is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by local, state, or federal law. It is this company's policy not to refuse to hire a qualified individual with a disability because of that person's need for a reasonable accommodation as required by the ADA.

I understand that any employment offered is for an unspecified duration of time and that either I or the employer may terminate my employment at any time, with or without notice or cause, except as may be required by law. I understand that this application, anything said during the interview process, or any verbal/electronic exchanges does not constitute an agreement or contract for employment. I also understand that no representative of the employer, other than an authorized officer, has the authority to make any assurances to the contrary. I further understand that any such assurances must be in writing and signed by an authorized officer.

This application is current and will be retained by the company for up to six (6) months; after that, if I have not heard from Liberty Steel Industries, Inc. and still want to be considered for employment, it will be necessary for me to complete a new application. If during this time any pertinent information contained in this application were to change, I understand it is my responsibility to inform Liberty Steel Industries, Inc. and to update the necessary information.

In compliance with federal law, I understand that if I am hired, I will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire.

I represent and warrant that I have read and fully understand the foregoing and seek employment under these conditions.

Signature of Applicant _____ Date ____/____/____

Internal Use Only

Date Received: ____/____/____

Reviewed by: _____

Date Filed: ____/____/____

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Equal Employment Opportunity (EEO)

Self-Identification Form (Completion of this form is voluntary)

Liberty Steel Industries, Inc. is an equal opportunity employer. We do not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.

The Equal Employment Opportunity Commission (EEOC) requires organizations with 100 or more employees to invite applicants to self-identify gender and race and complete an EEO-1 report each year. Completion of this data is voluntary and will not affect your opportunity for employment, or terms or conditions of employment. This form will be used for EEO-1 reporting purposes only and will be kept in a separate ***Confidential File*** from all other personnel records only accessed by the Human Resources department. Please return completed forms to the HR department.

Personal Information:

(Please Print)

Date: _____

Name: _____

Address: _____

Phone: _____

Position(s) Applied for: _____

Gender:

() Male () Female

(Please Finish Survey on Back of Page)

Race/Ethnic Identification:

Select **ONE** of the following categories:

- () **Hispanic or Latino** – A person of Cuban, Mexican, Puerto Rican, Central or South American, or other Spanish culture or origin, regardless of race.
- () **White** – A person having origins in any of the original peoples of Europe, North Africa, or the Middle East
- () **Black or African American** – A person having origins in any of the Black racial groups of Africa
- () **American Indian/Alaskan Native** – A person having origins in any of the original peoples of North America and South America (including Central America), and who maintains tribal affiliation or community attachment
- () **Asian** – 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
- () **Native Hawaiian or Other Pacific Islander** – A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands
- () **Two or More Races** – All persons who identify with more than one of the above

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, D.C. 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, D.C. 20580.**

- **You must be told if 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.
- **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.

- **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.
- **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.
- **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 reporting 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 1-888-5-OPTOUT (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:	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 Consumer Help (FRCH) P O Box 1200 Minneapolis, MN 55480 Telephone: 888-851-1920 Website Address: www.federalreserveconsumerhelp.gov Email Address: ConsumerHelp@FederalReserve.gov
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, Missouri 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

LIBERTY STEEL INDUSTRIES, INC.

DISCLOSURE REGARDING BACKGROUND INVESTIGATION

Liberty Steel Industries, Inc. ("the Company") may obtain information about you for employment purposes from a third party consumer reporting agency. Thus, you may be the subject of a "consumer report" and/or an "investigative consumer report" which may include information about your character, general reputation, personal characteristics, and/or mode of living, and which can involve personal interviews with sources such as your neighbors, friends, or associates. These reports may contain information regarding your credit history, criminal history, social security verification, motor vehicle records ("driving records"), verification of your education or employment history, or other background checks. You have the right, upon written request made within a reasonable time, to request whether a consumer report has been run about you, and disclosure of the nature and scope of any investigative consumer report and to request a copy of your report. Please be advised that the nature and scope of the most common form of investigative consumer report obtained with regard to applicants for employment is an investigation into your education and/or employment history conducted by **Corporate Screening Services, Inc., 16530 Commerce Court, Cleveland, OH 44130, (800) 229-8606, www.corporatescreening.com**, or another outside organization. The scope of this notice and authorization is all-encompassing, however, allowing the Company to obtain from any outside organization all manner of consumer reports and investigative consumer reports now and throughout the course of your employment to the extent permitted by law. As a result, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any investigative consumer report.

ACKNOWLEDGMENT AND AUTHORIZATION FOR BACKGROUND CHECK

I acknowledge receipt of the DISCLOSURE REGARDING BACKGROUND INVESTIGATION and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT and certify that I have read and understand both of those documents. I hereby authorize the obtaining of "consumer reports" and/or "investigative consumer reports" by Liberty Steel Industries, Inc. ("Employer") at any time after receipt of this authorization and throughout my employment, if applicable. To this end, I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, employer, or insurance company to furnish any and all background information requested by **Corporate Screening Services, Inc., 16530 Commerce Court, Cleveland, OH 44130, (800) 229-8606, www.corporatescreening.com**, another outside organization acting on behalf of the Company, and/or the Company itself. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original.

New York and Maine applicants or employees only: You have the right to inspect and receive a copy of any investigative consumer report requested by the Company by contacting the consumer reporting agency identified above directly. You may also contact the Company to request the name, address and telephone number of the nearest unit of the consumer reporting agency designated to handle inquiries, which the Company shall provide within 5 days.

New York applicants or employees only: Upon request, you will be informed whether or not a consumer report was requested by the Company, and if such report was requested, informed of the name and address of the consumer reporting agency that furnished the report. By signing below, you also acknowledge receipt of Article 23-A of the New York Correction Law.

Oregon applicants or employees only: Information describing your rights under federal and Oregon law regarding consumer identity theft protection, the storage and disposal of your credit information, and remedies available should you suspect or find that the Company has not maintained secured records is available to you upon request.

Washington State applicants or employees only: 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.

Name: _____
Please Print

Social Security Number _____ Date of Birth** _____

Current Address _____

City _____ / State _____ / Zip _____

Driver's License Number _____ State _____

Signature: _____ Date: _____

**Date of Birth is being requested in order to obtain accurate retrieval of records.



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General Mental Ability Test

Name: _____ **Date:** _____

Arithmetic Knowledge

Show how you arrived at your answer in the space provided. Please complete without the use of a calculator.

$$\begin{array}{r} 1252.28 \\ + 107.22 \\ \hline \end{array}$$

$$\begin{array}{r} 123 \\ + 93 \\ \hline \end{array}$$

$$\begin{array}{r} 14,100 \\ 28,250 \\ + 21,180 \\ \hline \end{array}$$

$$\begin{array}{r} 16,410 \\ - 85 \\ \hline \end{array}$$

$$\begin{array}{r} 871 \\ - 101 \\ \hline \end{array}$$

$$\begin{array}{r} 33 \\ \times 6 \\ \hline \end{array}$$

$$\begin{array}{r} 492 \\ \times 2 \\ \hline \end{array}$$

$$\begin{array}{r} 325 \\ \times 0.09 \\ \hline \end{array}$$

$$15 \overline{) 94.50}$$

$$300 \overline{) 16,500}$$

Arithmetic Reasoning

Show how you arrived at your answer in the space provided. Please complete without the use of a calculator.

1. 360 shovels are produced in 3 hours. How many shovels were produced per hour?
2. If a steel coil weighs 36,000 lbs. and 3% is scrapped during production, how much steel, by weight, is scrapped?
3. A box contains 2,500 widgets and weighs 8,750 lbs. How much does each widget weigh?
4. 1,000 parts are packed in 5 boxes. Each part weighs 2 lbs. Each box weighs 50 lbs. What is the combined total weight of parts and boxes?

Perceptual Speed

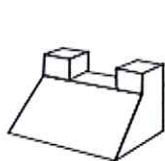
Look over the two lists to determine the number of **identical entries**. Place a check in the box next to identical entries.

	11-0223	11-0232
	11-0278	11-0278
	J 2501.2	J 2501.2
	\$501.00	\$505.00
	SBBS25	SBBJ25
	LANE CPA	LANE, CPA
	SYSTEM OPERATION	SYSTEM OPPERATION
	ADVERTISE	ADVERTIZE
	COOK-COOK	COOK-COOKE
	VALLEY INC	VALLEY INC

Spatial Relations

Determine which of the four choices is the only one that could be the original shape; rotated in any 360° direction.

1. _____



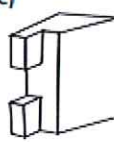
a)



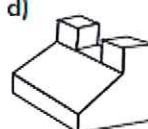
b)



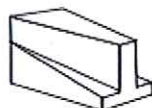
c)



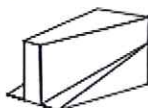
d)



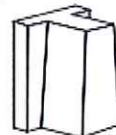
2. _____



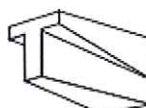
a)



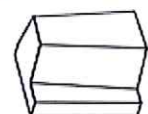
b)



c)



d)



Basic Shop Skills

Indicate where the given measurement is located on the scale by clearly circling that line.

Example:

