

**P & A METAL FAB, INC.**  
**PRE-EMPLOYMENT CONSENT FORM**

At **P & A METAL FAB, INC.**, a part of the hiring process for all employees includes testing for "controlled substances" defined as narcotics, depressants, stimulants, hallucinogens and cannabis. If you wish to complete the application process, you must consent to such testing by completely filing and signing this form.

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**EMPLOYEE CONSENT**

I do hereby, freely agree, consent and permit **P & A METAL FAB, INC.** to arrange for a laboratory test on a specimen provided by me to determine the presence of "controlled substances". I recognize, understand and agree that the results of an analysis of such specimen may be reported to **P & A METAL FAB, INC.**, and will be used to determine my suitability for continued employment.

I further recognize and understand the testing may detect the presence of "controlled substances" which may be properly taken pursuant to a doctor's prescription. Therefore, I acknowledge that it is important for the testing laboratory to know of such substances, and that it is my sole responsibility to inform the testing laboratory whether I am currently using such medication and the nature of such medication.

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I hereby certify that I understand and agree with the intent and purpose of this form, and agree with the terms and conditions thereof, I further agree to hold P & A Metal Fab, Inc. harmless of any liability whatsoever which may arise from any legitimate internal use of the information gained from the tests, whether known or unknown suspected or unsuspected. I understand that P & A Metal Fab, Inc. shall take reasonable precautions to protect the confidentiality of such information, I agree, however, that the results of the test may be introduced as evidence in any proceedings that is in any way related to my employment with P & A Metal Fab, Inc., and to which P & A Metal Fab, Inc., is a party.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Failure to consent, in writing, to testing or positive test results will disqualify an applicant from consideration for employment. Applicants who are thus disqualified for employment may reapply in 6 months time.



EDUCATIONAL HISTORY--Languages spoken

School level	Name and location of school	Years Attended	Date Graduated	Subjects studied/majors
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High School

College

Trade or Business Professional School

Job related Licenses, Certificates awarded

**PREVIOUS EMPLOYMENT** Please explain any Gap in employment History below.

Please list most recent	Name and Address	Position held	Salary	Reason for Leaving Employment
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From _____ To _____	_____	_____	Salary _____ Phone # _____	Reason _____
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From _____ To _____	_____	_____	Salary _____ Phone # _____	Reason _____
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From _____ To _____	_____	_____	Salary _____ Phone # _____	Reason _____
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From _____ To _____	_____	_____	Salary _____ Phone # _____	Reason _____
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From _____ To _____	_____	_____	Salary _____ Phone # _____	Reason _____
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From _____ To _____	_____	_____	Salary _____ Phone # _____	Reason _____
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From _____ To _____	_____	_____	Salary _____ Phone # _____	Reason _____
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From _____ To _____	_____	_____	Salary _____ Phone # _____	Reason _____
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From _____ To _____	_____	_____	Salary _____ Phone # _____	Reason _____
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Reason for gap in employment History:

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What are your job goals at P & A Metal Fab, Inc. ?

\_\_\_\_\_  
\_\_\_\_\_

What do you expect of P & A Metal Fab, Inc. ?

\_\_\_\_\_  
\_\_\_\_\_

I authorize investigation of all statements contained in this application. I understand that misrepresentation or omission of facts called for is cause for dismissal. Further, I understand and agree that my employment is for no definite period and may, regardless of the date of payment of my wages and salary, be terminated at any time without any previous notice.

Date \_\_\_\_\_ Signature \_\_\_\_\_

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**DO NOT WRITE BELOW THIS LINE**

Interviewed By: \_\_\_\_\_ Interview Date: \_\_\_\_\_

REMARKS: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Neatness \_\_\_\_\_ Character \_\_\_\_\_

Personality \_\_\_\_\_ Tardiness \_\_\_\_\_

Blue print reading \_\_\_\_\_ Welding skill test \_\_\_\_\_

Welding symbol reading \_\_\_\_\_ Computer skills \_\_\_\_\_

Communication skills \_\_\_\_\_ Basic Math knowledge \_\_\_\_\_

Overall qualifications: \_\_\_\_\_

Hire Date \_\_\_\_\_ Reporting Date \_\_\_\_\_ Dept \_\_\_\_\_ Position \_\_\_\_\_ Salary \_\_\_\_\_

Approved By:  
Supervisor                      Manager                      Vice President                      President

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