

**APPLICATION FOR EMPLOYMENT
MODERN MANUFACTURING & ENGINEERING, INC.**

Notice: Modern Manufacturing & Engineering, Inc. (“MME”) requires that applicants present themselves in person and personally complete and sign at our office the Employer’s original employment application form and will not accept photocopied, mailed, faxed, e-mailed or third-party applications or unsolicited employment referrals from any source.

MME is an equal employment opportunity employer and will not discriminate against any applicant or employee on any grounds protected under federal, state, or local law, including race, color, religion, creed, age, sex, national origin, ancestry, familial status, marital status, pregnancy, disability (including those related to pregnancy or childbirth), sexual orientation, genetic information, complaining in good faith to the Employer or to a public authority, status with regard to public assistance, membership or non-membership in a labor organization, military, National Guard or reserve service, or any other characteristic or activity protected under federal, state or local law. None of the questions in this application is intended to elicit information regarding any protected characteristic(s), nor imply any limitation, illegal preference or discrimination based upon non-job-related information or protected characteristic(s). MME complies with all applicable legal requirements in its hiring process and related tests and background checks.

If you are hired by MME you will be employed on an at-will basis. As an at-will employee, you may terminate your employment at any time, for any reason. Similarly, if you are hired, MME will have the right to terminate your employment at any time, for any reason, with or without cause, notice or prior warning or discipline. No MME supervisor or manager has the authority to offer or promise anything other than at-will employment, and no subsequent transfer, promotion or change in your employment will affect your at-will employment status.

NOTICE: THE LAW AND/OR POLICIES OF MME MAY DISQUALIFY AN INDIVIDUAL WITH A PARTICULAR CRIMINAL HISTORY BACKGROUND FROM EMPLOYMENT IN PARTICULAR POSITIONS.

Answer All Questions Completely and Accurately - Please Print

Positions Applied For _____ Date of Application _____

Name _____ Current Date _____
 First Middle Last

Present Address _____

Primary Phone No. _____ Other phone at which you can be reached: _____

If hired, can you furnish proof that you are 18 years of age, or older? Yes No

If hired, can you furnish proof that you are eligible to work in the United States? Yes No

If hired, will you require, now or in the future, sponsorship for an employment visa? Yes No

Have you applied for work or worked at MME before? Yes No If yes, when, what position, and reason for leaving?

Date You Can Start _____ Desired Wage or Salary \$ _____

IF YOU WISH TO BE CONSIDERED FOR POSITIONS THAT REQUIRE DRIVING, PLEASE ANSWER THE FOLLOWING QUESTIONS. IF YOU WISH TO BE CONSIDERED FOR POSITION THAT REQUIRES DRIVING OF A COMMERCIAL VEHICLE, YOU MUST ALSO COMPLETE A (SEPARATE) CMV DRIVER APPLICATION.

Do you have a current, valid and unrestricted driver’s license(s)? Yes No If yes, what class of license(s) and which state(s)?

Have you ever had auto insurance denied or canceled?

Yes No

AS A MANUFACTURER OF MUNITIONS, MME MUST COMPLY WITH U.S. EXPORT CONTROL LAWS INCLUDING THE EXPORT ADMINISTRATION REGULATIONS (EAR) AND THE INTERNATIONAL TRAFFIC IN ARMS REGULATIONS (ITAR).

Have you ever worked in a position that required access to information governed by ITAR or EAR? Yes No

Please provide education information if you wish to be considered now or in the future for a supervisory or office position:

| Education | Name and Location of School | Did you Graduate? | Major |
|-------------|-----------------------------|-------------------|-------|
| Elementary | | | |
| High School | | | |
| College | | | |
| Trade | | | |
| Business | | | |

Have you served in the Military? Yes No If Yes, which Branch and rank? _____

Briefly describe any military training or experience related to position applied for _____

Have you ever worked in a position similar to the one for which you are applying? _____

If experienced in using tools or equipment which might be helpful on this job, or if you hold a state journeyman or any related public or private licenses, certificates or competency cards, please provide details, including issuing authority and any identifying license or other numbers _____

Where have you gained this experience? _____

WORK HISTORY -- List all employers during last ten years, with present or last employer first. If more space is needed, use additional pages. Do not omit any employment.

| EMPLOYER NAME, ADDRESS, & TELEPHONE | POSITION & DUTIES | SUPERVISOR | DATES OF EMPLOYMENT |
|-------------------------------------|---|--|---|
| | Position: Duties: <input type="checkbox"/> Part-time <input type="checkbox"/> Full-time | Name: Is the supervisor still there? <input type="checkbox"/> Yes <input type="checkbox"/> No Telephone (w/area code): | From: To: Check One: 1. <input type="checkbox"/> Laid off 2. <input type="checkbox"/> Resigned 3. <input type="checkbox"/> Discharge What reason were you given, if 1 or 3: |
| | Position: Duties: <input type="checkbox"/> Part-time <input type="checkbox"/> Full-time | Name: Is the supervisor still there? <input type="checkbox"/> Yes <input type="checkbox"/> No Telephone (w/area code): | From: To: Check One: 1. <input type="checkbox"/> Laid off 2. <input type="checkbox"/> Resigned 3. <input type="checkbox"/> Discharge What reason were you given, if 1 or 3: |

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List all Periods of Unemployment Since You Finished School.

From: _____ To: _____
 From: _____ To: _____

How did you spend this time? (Do not provide any specific information related to medical conditions. Do not provide information related to incarceration.)

Have you ever been fired, laid off or asked to resign by an employer? Yes No If yes, please explain _____

May we contact the employers listed above? Yes No If no, please explain _____

Are you on layoff status and eligible for recall or eligible for referral for hire by a hiring hall or employment service? Yes No

REFERENCES: Give the names of three persons not related to you, whom you have known at least one year, as references we can contact.

| INDIVIDUAL'S NAME | PHONE | COMPLETE ADDRESS | TYPE OF BUSINESS | YEARS ACQUAINTED |
|-------------------|-------|------------------|------------------|------------------|
| 1. | | | | |
| 2. | | | | |
| 3. | | | | |

Do you plan to work for any other employer or engage in self-employment during your period of employment with MME?

Yes No If yes, please explain _____

Are there any employer policies, requirements, terms or conditions of employment or types of work which you are unwilling to accept if you are offered employment?

Yes No If yes, please explain _____

You may be asked to submit to a drug and/or alcohol test if you are made a conditional offer of employment. Are you willing to do so?

Yes No

MME has policies on sexual harassment and equal employment opportunity, policies which require employees to perform all assigned work and mandatory overtime, policies requiring wage or salary deduction authorizations by employees for employer property, debts or monies not returned or repaid, an at-will employment policy, a complaint policy, solicitation and distribution policies and policies requiring employees to observe all standards of conduct, policies and work rules of MME, and, for certain employees, confidentiality, non-solicitation and/or non-competition agreement requirements. Applicants may review these policies at our office. Do you agree, if hired, to comply with these and all other lawful current or subsequently adopted MME policies and requirements?

Yes No If not, please explain _____

ACKNOWLEDGMENT: PLEASE READ AND SIGN (if you agree)

By my signature below, I promise that the information provided in this employment application (and any related information provided by me) is true and complete, and I understand that any false or misleading information or significant omissions may disqualify me from further consideration for employment, and may lead to my dismissal from employment, if discovered at a later date, no matter how long I have been employed. I agree to immediately notify MME if I should be convicted of or plead guilty to any crime during my period of employment if hired by MME

I authorize MME (the "Employer") to obtain and/or to provide any and all information and opinion which the Employer elects to obtain, use or provide in connection with my application for employment and/or any employment with the Employer, prior to, during and after my employment. Such information and opinion may be sought from any and all prior employers (except as noted above), schools or other persons or organizations who may have information the Employer deems relevant in connection with my application for employment and during my employment, and may be provided by the Employer in response to any request for information and opinion concerning my employment or my separation from employment with the Employer, to any and all banks or mortgage companies, governmental agencies, insurers, prospective employers or other schools, persons or organizations deemed appropriate for receipt of such information by the Employer. I understand that the Employer may provide any and all information and opinion, which may include, but is not limited to, opinions about my conduct, performance, attendance, or any other aspect of my reputation or character, which may be positive or negative. I agree to hold the Employer (including its principals, employees, agents, consultants, attorneys and insurers) and any such other employer, school, person or organization providing or receiving any such information and opinion, harmless and free of any and all claims or causes of action arising from any such provision or receipt of information and opinion, no matter what its character.

I UNDERSTAND THAT THIS APPLICATION DOES NOT CREATE A CONTRACT OF EMPLOYMENT. I UNDERSTAND THAT, IF HIRED, I AM OBLIGATED TO COMPLY WITH ANY AND ALL CURRENT AND SUBSEQUENTLY ADOPTED MME POLICIES, AND THAT MME DOES NOT OFFER CONTRACTS, PROMISES OR REPRESENTATIONS RELATED TO EMPLOYMENT. I UNDERSTAND AND AGREE THAT, IF HIRED, MY EMPLOYMENT IS FOR NO DEFINITE PERIOD OF TIME, AND MAY, REGARDLESS OF THE DATE OF PAYMENT OF WAGES OR SALARY, BE TERMINATED AT ANY TIME FOR ANY REASON, WITH OR WITHOUT CAUSE, NOTICE OR PRIOR WARNING OR DISCIPLINE. I UNDERSTAND THAT NO PERSON IS AUTHORIZED TO CHANGE ANY OF THE TERMS STATED IN THIS EMPLOYMENT APPLICATION.

Applicant's Signature _____

Date _____