In-Line Fence & Railing Co., Inc.
1307 Walnut St · P.O. Box 2637, Ramona, CA 92065

EMPLOYMENT APPLICATION

Lic. #769516 · DIR #1000002605 · CAGE 3TBE4
Certified DBE / SBE / MBE · HUBZone
(760) 789-0282 · controller@inlinerail.com
Union · LIUNA Laborers Local 89

Before you begin: Please read our three statements below — our Mission, Vision, and Core Values. They are who we are. At In-Line, alignment isn't a nice-to-have; it's the job. Read all three before you apply, and again before your interview — come ready to talk about how they resonate with you.

STATEMENT 1 · OUR MISSION

We Build With Purpose — So Our Clients Become Unstoppable.

Our mission is simple, serious, and non-negotiable: we exist to elevate our clients — personally, professionally, and financially — by delivering excellence so consistently that we become the reason they win their next opportunity. When our clients shine in front of *their* clients — schools, cities, communities — everyone involved wins.

Behind every project we complete is a deep commitment: to make our clients look exceptional, to help them secure the next contract, to protect their name and reputation, and to exceed what's expected — every time. We don't chase transactions; we build long-term partnerships. We don't aim to satisfy; we aim to be impossible to replace. We don't just build fences and railings — we build the foundation of our clients' next promotion, their next project, their next success story.

If our clients win, we win. The Client Is Everything.

STATEMENT 2 · OUR VISION

We're Not Just Building Projects — We're Building a Movement.

We create impact, build legacy, and shape lives through every job we touch. Our work protects children, empowers businesses, and strengthens communities — because *how* we build matters as much as *what* we build. We refuse to follow the industry — we set the standard. Mediocrity doesn't live here; integrity, accountability, and purpose do.

We build more than fences, handrails, and structures — we build people. We grow, train, stretch, and challenge one another, because growth isn't optional — it's the lifeblood of who we are. Over the next decade we will grow, expand, and multiply opportunity, raise new leaders, and create prosperity that outlasts us. In-Line is where people come to stay, to grow, to create stability for their families, and to build lives they're proud of — a place where you can retire with purpose. We are a home for doers, problem solvers, and people who take ownership: people who show up hungry, on time, and all in.

Building the Next Decade of Opportunity — On Purpose and With Purpose.

STATEMENT 3 · OUR CORE VALUES

We Build with Purpose. We Lead with Excellence. We Win as One.

Our work carries purpose, and our performance reflects who we are. We don't show up to be average — we show up to set the standard.

> **These standards are how we hire, how we promote, and how we part ways** with those who don't align. If you choose to be here, you choose to live by them — no exceptions, no excuses.

Ownership

We own our actions, our words, our deadlines, our mistakes, and our results. We don't blame and we don't make excuses — we fix it, learn from it, and rise. Only ownership.

Results

Our clients depend on us; we depend on each other. When we perform with integrity and precision, our clients win. Results aren't goals — they're requirements.

Communication

We speak with honesty, clarity, and respect. Silence kills businesses. We stay loud, clear, and aligned — always.

Excellence

From first call to final closeout — patience, integrity, and excellence. Average effort has no place here. Excellence is our minimum standard.

What We Expect of Everyone

- Show up on time, ready to serve the team and the client
- Finish strong — give the client a winning project
- Go the extra mile without being asked
- Be honest, take ownership, and commit to growth
- Support your team and be the reason the client wins

Growth

We don't just build projects — we build people. Growth is required, not optional. When our people grow, In-Line grows.

Win As A Team

One team, one mission. We don't compete against each other — we complete each other. We win together or not at all.

Alignment

Zero room for ego, agendas, or division. If you're not aligned with our Mission, Vision, and Core Values, you're in the wrong place. Alignment is non-negotiable.

Purpose

Our purpose begins and ends with our people. We create opportunity, stability, and security for everyone willing to grow and lead. This is our legacy.

Who We Are

Inspirational. Disciplined. Accountable. Transparent. Aligned. Results-oriented. These aren't slogans — they're the standards that define how we operate and what it takes to belong here.

Alignment is a requirement, not a preference. If you step out of alignment with our Mission, Vision, and Core Values — and you're not willing to correct it — you're choosing to exit yourself from the organization.

Employment Application

Please print clearly. Complete every section. Prefer to apply online? Visit our Careers page and submit it there — it comes straight to our team.

In-Line Fence & Railing Co. is an Equal Opportunity Employer. We consider all qualified applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, ancestry, age, disability, medical condition, marital status, military or veteran status, genetic information, or any other characteristic protected by law. Need a reasonable accommodation to complete this application or take part in the hiring process? Contact us at controller@inlinerail.com or (760) 789-0282.

1 · Applicant Information

Full Name _____ **Position Applying For** _____

Email _____ **Phone** _____

Street Address _____

City, State, ZIP _____ **Social Security No.** _____

Authorized to work in the U.S.? ☐ Yes ☐ No Are you 18 or older? ☐ Yes ☐ No

Our job sites change by project. Can you reliably get to work and to changing job-site locations on time?

☐ Yes ☐ No

Do you have friends / family working for In-Line? ☐ Yes ☐ No

If yes, name(s) and relation _____

Have you worked for this company before? ☐ Yes ☐ No

If yes, when — and what was the reason for leaving?

_____

_____

2 · Position & Experience

We self-perform every part of the work, in-house. Under each department, check the positions you have experience in — or want to grow into.

Estimating

☐ Take-Offs ☐ Read Blueprints ☐ Read & Understand Specs ☐ Prepare Proposals

Shop

☐ Cutter ☐ Grinder ☐ Welder ☐ Shop Superintendent ☐ CAD Drawings

Field

☐ Apprentice ☐ Installer ☐ Project Manager

Business Administration

☐ Accounting ☐ Contracts ☐ Office Manager

Give a few examples for the areas you checked (equipment, systems, projects, certifications):

Any training or continuing education beyond high school? Please explain:

Experience in any other employment fields, or anything else that fits your application?

3 · Employment History

List your most recent employers first.

Employer 1 (most recent)

Employer Name **Supervisor**

Position Held **Dates of Employment**

Contact Phone **Contact Email**

Employer Address

Reason for Leaving

May we contact this employer? ☐ Yes ☐ No

Employer 2

Employer Name **Supervisor**

Position Held **Dates of Employment**

Contact Phone **Contact Email**

Employer Address

Reason for Leaving

May we contact this employer? ☐ Yes ☐ No

Employer 3

Employer Name _____ **Supervisor** _____

Position Held _____ **Dates of Employment** _____

Contact Phone _____ **Contact Email** _____

Employer Address _____

Reason for Leaving _____

May we contact this employer? ☐ Yes ☐ No

4 · Union Standing — Field positions only

Field positions are covered by our collective bargaining agreement with LIUNA, Laborers' Local 89. Field employees must be in good standing with the union before they can work. Applying for a shop, estimating, or business-administration role? Skip this section.

☐ Current member in good standing ☐ Not a member, but willing to join per the agreement

☐ Not applying for a field role

☐ **Other — what you're applying for** _____

5 · Alignment

In your own words: how do our Mission, Vision, and Core Values line up with who you are — and how will you live them here, every day?

_____

_____

_____

INITIALS _____ I have read In-Line's Mission, Vision, and Core Values, and I'll come to my interview ready to talk about how they resonate with me. I'm all-in — I understand In-Line hires people who are in alignment, and that's exactly what I'll bring.

6 · Certifications & Acknowledgments

Please read each statement and add your initials to acknowledge.

INITIALS _____ I certify I have not knowingly withheld any information and that my answers are true and correct to the best of my knowledge. I understand any omission or misstatement of material fact is grounds for rejection of this application or immediate discharge if employed, regardless of when it is discovered.

INITIALS _____ I authorize In-Line to investigate my references, work record, education, and suitability for employment, and I release In-Line and my former employers from any and all claims arising out of that investigation or disclosure.

INITIALS _____ I understand nothing in this application or any interview creates an employment contract, and that any employment is at-will — for no definite period and terminable at any time by either party — unless agreed in writing and signed by the company's designated representative.

INITIALS _____

I understand any offer of employment may be contingent on verification of my eligibility to work in the United States (Form I-9) and, where job-related and permitted by law, on completion of screening that In-Line arranges and pays for — conducted only after a conditional offer, with my separate written consent, and in compliance with applicable law.

Fair Chance: In-Line complies with the California Fair Chance Act. We do not ask about criminal history on this application, and we consider qualified applicants with arrest or conviction records. If a conviction-history check is ever conducted, it happens only after a conditional job offer and includes an individualized assessment, as the law requires.

7 · Signature

By signing below, I confirm that everything in this application is true and complete to the best of my knowledge.

_____ _____

Applicant's Signature Date

_____

Print Full Legal Name