EMPLOYMENT APPLICATION

Personal Information

Name	_ Date
Date of Birth	Home Phone
Current Address	
	—
	_
Are you legally authorized to work in the	United States: yes no
	ized aliens. All persons hired must submit satisfactory alid driver's license, soc. security card, birth certificate,
Desir	red Position
What type of position are you applying for	r?
Do you speak English:yesno Do you have a watch or cell phone to track What type of hours are you willing to wor Have you ever been employed by Verhaal Do you have any relatives employed at Ve Are you willing to work overtime, as nece Are you willing to work Saturdays, as nec Are you willing to work nights, as necessa If no to any of the above 3 questions, plea	k your time with? Yes No kFull TimePart TimeTemporary en Painting, Incyesno erhaalen Painting, Incyesno essaryyesno aryyesno
Have you ever been convicted of a felony (if yes, please explain)	yesno
Do you have a valid Driver's License	_yesno License#
Do you have your own transportation to/fr	
Are you willing to travel to out of town jo	b sites <u>yes</u> no
Date available to begin work	a you would accort
What is the minimum hourly starting wage	e you would accept

Pre-employment Consent Form

Applicant's Name

Date

By signing below, I am stating that I understand all applicants who are being considered for employment at Verhaalen Painting, Inc. are required, as a condition of employment, to take a drug screening test. I further understand that any applicant who refuses to take the test, alters, tampers or contaminates it in any way or interferes with the testing process, will be dropped from employment consideration from Verhaalen Painting, Inc.

I hereby consent to Verhaalen Painting, Inc. and its agent CDL Consortium/On-Site Drug Testing to collect a urine sample from me for testing to determine the presence of drugs or controlled substances. I authorize CDL Consortium/On-Site Drug Testing the permission to release my drug test results to the appropriate representatives of Verhaalen Painting, Inc.

I also understand that any candidate who fails a drug test will be dropped from further employment consideration and may not re-apply with Verhaalen Painting, Inc. for at least 6 months unless the applicant reapplies with proof that he/she has completed a substance abuse treatment program that is acceptable to Verhaalen Painting, Inc.

I further agree that if I am employed by Verhaalen Painting, Inc., and voluntarily quit in the first ten (10) days of work, then Verhaalen Painting, Inc. may withhold the \$25 drug test fee from any wages I have earned in that time period.

Applicant Signature

Date

CRIMINAL HISTORY VERIFICATION OF APPLICANTS

Please type or print clearly (As Appears on License):

Name:				
Last Name	First Name	Middle Name		
Date of Birth (MM/DD/YYYY):		Sex		
List other names previously used:				
Mailing address:				
City, State, Zip:				
A. Have you EVER been convicted of a set If yes, specify what state conviction was in:			Yes	_ No
If yes, did the crime involve force or minor			Yes	_No
B. Have you EVER been convicted of a crithreat of violence?	me involving viole	nce or	Yes	No
If yes, specify what state conviction was in:	: State			
C. Have you EVER been convicted of a cri in drugs or alcoholic beverages?	me involving crimi	nal activity	Yes	No
If yes, specify what state conviction was in:	State		105	_110
D. Have you EVER been convicted of any traffic violation (includes traffic crimes)	other crime except	a minor	Yes	No
	voore for o orige f	or which there	105	_ 110
E. Have you been arrested within the last 3 has not yet been an acquittal or dismissal?	years for a crime fo	л which there	Yes	_No

Advisory: A check of the applicant's criminal history will be made by Verhaalen Painting, Inc. to verify the responses to the preceding questions.

I hereby grant Verhaalen Painting, Inc. permission to check civil or criminal records to verify any statement on this form. Regardless of whether the applicant grants consent, Verhaalen Painting, Inc. will conduct a criminal offender record check of applicants for the position of crew supervisor, painter or painter's helper. The applicant is entitled to review his/her criminal history for inaccurate or incomplete information. Discrimination by an employer on the basis of arrest records alone may violate federal civil rights law. The applicant may obtain further information concerning the applicant's rights by contacting the Bureau of Labor and Industries, Civil Rights Division, State Office Building, Suite 1070, Portland, Oregon 97232, telephone (503) 971-673-0764.

Applicant's Signature: _____ Date: _____

PRE-EMPLOYMENT INTERVIEW QUESTIONS

- 1. What did you do at your last job and what were your responsibilities?
- 2. Why did you leave your last job?
- 3. Describe the best boss you ever had.
- 4. Describe the worst boss you ever had.
- 5. What are your career plans?
- 6. What do you consider your greatest strengths?
- 7. What kinds of things bother you the most?
- 8. Is there anything going on in your life that will require you to take time off from work during the next 6 months?
- 9. Please list your experience working on 28' or higher ladders.
- 10. Do you have any health issues we should be aware of (knee problems, back problems, etc)?
- 11. Do you have any medications you are currently taking or that you are allergic to?

Emergency Contacts

1.	Name Address	Years Known Phone	
2.	Name Address	Years Known Phone	

READ CAREFULLY BEFORE SIGNING:

I understand that the receipt of this application does not imply that I will be employed.

The statements and information furnished by me in this application are true and complete. I understand that I will be subject to immediate dismissal or refusal to hire if at any time Verhaalen Painting, Inc. discovers that I have omitted, misstated or falsified information on this application or at any time during the hiring process

I authorize Verhaalen Painting, Inc. to conduct a background inquiry to verify the statements and information on this application, other documentation that I have provided, and other areas that may include prior employment, consumer credit, criminal convictions, motor vehicle history and other reports. I authorize all previous employers or other persons who have knowledge of me, or my records to release such information to Verhaalen Painting, Inc. I hereby release any individual, agency, Verhaalen Painting, Inc. from all claims or liabilities whatever that may arise from the disclosure of such information.

I understand that any offer of employment with Verhaalen Painting, Inc. will be contingent upon my successful completion of any post offer pre-employment physical examination that Verhaalen Painting, Inc. may require. I also understand and agree that I may be required to undergo and successfully pass a screening for alcohol and/or drugs during the hiring process and if employed, as required by Verhaalen Painting, Inc.

I understand that I may be required, depending upon my position, to sign a non-compete, confidentiality, and/or business ethics agreement as a condition of my employment.

I understand that all employees of Verhaalen Painting, Inc. are employees at will. If hired, I will be free to resign at any time. Likewise, Verhaalen Painting, Inc. will have the right to terminate my employment at any time with or without any reason or notice, regardless of the date of payment of my wages or salary. Neither this application, the Employee Manual, or any other documents given to me is intended to create, nor should such documents be construed as creating an expressed or implied contract of employment for a definite term. I understand that no other company representatives have the authority to alter my at-will status without the written approval of the Verhaalen Painting, Inc. Board of Directors.

My signature certifies that I have read and agree with the above statements.

Signature of Applicant

Date

Verhaalen Painting, Inc. is an equal opportunity employer, dedicated to a policy of non-discrimination in employment on any basis including age, sex, color, race, creed, national origin, religion, marital status, sexual orientation, political belief or disability

Check the types of work you have experience in:

Exterior Painting	How Long	Interior Painting	How Long	Other	How Long
Preparation of surfaces		Caulking joints		Minor	8
				Construction	
Painting with a brush & roller		Cutting & rolling walls		Siding & dry	
		And ceilings		Rot repair	
Cutting in windows		Staining & varnishing			
Power washing		Skim coating			
Airless spraying		Sheetrock repair			
Previous Employment:					
1) Company Name:			Phone:		
Address:					
Supervisor's Name:		Emp	loyed from: _	to	
Hourly Rate:	Ma	ay we contact? Yes	No		
Duties/Responsiblilities:					
Reason for leaving:					
			Dhamai		
2) Company Name:	2) Company Name: Phone:				
Address:					
Supervisor's Name:		Emp	loyed from: _	to	
Hourly Rate:	Ma	ay we contact? Yes	No		
Duties/Responsibilities:					
·····					
Reason for leaving:					

Education:

	School Name/Location	Years Completed	Degree/Diploma
High School			
College			
Technical Training			
Other			