

EMPLOYMENT APPLICATION

Personal Information

Name _____ Date _____
Date of Birth _____ Home Phone _____
Current Address _____ Cell/Pager# _____

Are you legally authorized to work in the United States: ____ yes ____ no

Federal law prohibits the employment of unauthorized aliens. All persons hired must submit satisfactory proof of employment authorization and identity (valid driver's license, soc. security card, birth certificate, Green Card, etc.) before reporting to job site.

Desired Position

What type of position are you applying for?

Do you speak English: ____ yes ____ no Can you read English: ____ yes ____ no
Do you have a watch or cell phone to track your time with? Yes ____ No ____
What type of hours are you willing to work __ Full Time __ Part Time __ Temporary
Have you ever been employed by Verhaalen Painting, Inc ____ yes ____ no
Do you have any relatives employed at Verhaalen Painting, Inc ____ yes ____ no

Are you willing to work overtime, as necessary ____ yes ____ no
Are you willing to work Saturdays, as necessary ____ yes ____ no
Are you willing to work nights, as necessary ____ yes ____ no
If no to any of the above 3 questions, please explain:

Have you ever been convicted of a felony ____ yes ____ no
(if yes, please explain)

Do you have a valid Driver's License ____ yes ____ no License# _____
Do you have your own transportation to/from work ____ yes ____ no
Are you willing to travel to out of town job sites ____ yes ____ no
Date available to begin work _____
What is the minimum hourly starting wage 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

NOTE: By typing your name in the signature spot above, you are acknowledging this serves as your signature and that all information is true and correct and approved by you.

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 sex-related crime? ___ Yes ___ No

If yes, specify what state conviction was in: State _____

If yes, did the crime involve force or minors? ___ Yes ___ No

B. Have you **EVER** been convicted of a crime involving violence or threat of violence? ___ Yes ___ No

If yes, specify what state conviction was in: State _____

C. Have you **EVER** been convicted of a crime involving criminal activity in drugs or alcoholic beverages? ___ Yes ___ No

If yes, specify what state conviction was in: State _____

D. Have you **EVER** been convicted of any other crime except a minor traffic violation (includes traffic crimes) ___ Yes ___ No

E. Have you been arrested within the last 3 years for a crime for which there has not yet been an acquittal or dismissal? ___ 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: _____

NOTE: By typing your name in the signature spot above, you are acknowledging this serves as your signature and that all information is true and correct and approved by you.

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 _____ Years Known _____
Address _____ Phone _____

2. Name _____ Years Known _____
Address _____ 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

NOTE: By typing your name in the signature spot above, you are acknowledging this serves as your signature and that all information is true and correct and approved by you.

Check the types of work you have experience in:

Exterior Painting	How Long	Interior Painting	How Long	Other	How Long
<input type="checkbox"/> Preparation of surfaces		<input type="checkbox"/> Caulking joints		Minor Construction	
<input type="checkbox"/> Painting with a brush & roller		<input type="checkbox"/> Cutting & rolling walls And ceilings		Siding & dry Rot repair	
<input type="checkbox"/> Cutting in windows		<input type="checkbox"/> Staining & varnishing			
<input type="checkbox"/> Power washing		<input type="checkbox"/> Skim coating			
<input type="checkbox"/> Airless spraying		<input type="checkbox"/> Sheetrock repair			

Previous Employment:

1) Company Name: _____ Phone: _____

Address: _____

Supervisor's Name: _____ Employed from: _____ to _____

Hourly Rate: _____ May we contact? Yes No

Duties/Responsibilities: _____

Reason for leaving: _____

2) Company Name: _____ Phone: _____

Address: _____

Supervisor's Name: _____ Employed from: _____ to _____

Hourly Rate: _____ May we contact? Yes No

Duties/Responsibilities: _____

Reason for leaving: _____

Education:

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