

APPLICANT
DATA RECORD

Union Local # _____
District Council # _____
State _____

Applicants are considered for all positions, and employees are treated during employment without regard to race, color, religion, sex, national origin, age, marital or veteran status, medical condition or handicap, or any other legally protected status. As employers/governmental contractors, we comply with government regulations, including affirmative action responsibilities where they apply. Solely to help us comply with government record keeping, reporting and other legal requirements, we request that you please fill out the Application Data Record. We appreciate your cooperation. This data is for periodic government reporting and will be kept in a Confidential File separate from the Application for Employment. YOUR COOPERATION IS VOLUNTARY.

(PLEASE PRINT) SSN: _____ - _____ - _____ Application Date: _____

Name: _____ Phone: (____) _____
FIRST MIDDLE LAST

Address: _____
NUMBER STREET CITY STATE ZIP CODE

Position(s) Applied For: _____ Union Journey Worker: ____ Union Apprentice: ____

Referral Source: Advertisement Friend Relative Walk-In Union Other
 Employment Security Other Employment Agency: _____
Please Specify

Voluntary Survey

Government agencies at times require periodic reports on the sex, ethnicity, disabled, veteran and other protected status of applicants. This data is for analysis and possible affirmative action only. SUBMISSION OF INFORMATION IS VOLUNTARY.

Check One: Female Male

Race: Asian/Pacific Islander Black Hispanic American Indian/Alaskan Native White

Caucasian: (Not of Hispanic Origin) – All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
Black: (Not of Hispanic Origin) – All persons having origins in any of the Black racial groups of Africa.
Hispanic: All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
Asian or Pacific Islander: All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands and Samoa.
American Indian/Alaskan Native: All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

Physical Nature of Work: An Industrial Painter is required, to stand and squat for long periods; regularly lift, carry & control objects in excess of 80 lbs, occasionally lift, carry and control objects in excess of 110 lbs, precisely control tools with over 120 PSI of backpressure, climb vertically & diagonally, work odd hours & long shifts. Are you able and willing to perform all of these tasks? Yes No

If no, please state specifically which functions of the position you are unable to perform. If you are able to partially perform the function, state the extent of your limitation:

Veteran: Have you served in the United States Armed Forces? Yes No

If yes, please advise which branch and years served: _____

Veterans Preference: Are you entitled to any preference or special consideration under any statute dealing with Veterans? Yes No

HARTMAN WALSH PAINTING COMPANY

INDUSTRIAL PAINTER APPLICATION FOR EMPLOYMENT

Qualified applicants receive consideration for employment without discrimination because of sex, marital status, sexual preference, race, color, creed, national origin, age, or the presence of a non-job related handicap.

Conditions of employment are stated at the end of this form. Please read carefully before you sign this application. False statements on this application form shall be considered sufficient cause for termination.

DATE: _____

NAME: _____

SOCIAL SEC. #: _____

PRESENT ADDRESS: _____
No. Street City State Zip Code

TELEPHONE: () _____

POSITION/TYPE OF EMPLOYMENT DESIRED: _____

Are you a member of a Union? Yes No If yes, what trade? _____ Local #: _____

**If No: Field personnel must join within 7 days of being hired.

Have you worked for us before? Yes No If yes, when? _____

Have you applied for work with us before? Yes No If yes, when? _____

Why did you apply with this company? _____

Employee Referral? (Name of Employee) _____

Name of relatives employed by this company: _____

Are you willing to work out of State? _____

EDUCATIONAL BACKGROUND (Circle last year attended) Major

High School (Name): _____ 1 2 3 4 Graduated? _____

College (Name): _____ 1 2 3 4 Graduated? _____

Other Training (Include Apprenticeship): _____

Are you willing to do: High Work? Swingstage? Confined Space?

Do you have a current First Aid Card? Yes No CPR Card? Yes No If yes to either, please provide.

Do you have reliable transportation? Yes No

Have you worked for a Department of Transportation (DOT) regulated company within the past two (2) years?

Yes No

APPLICANT DO NOT WRITE INSIDE THIS BOX.

Interviewer's Comments:

Starting Date: _____ Pay Rate Assigned _____ Supt. Signature _____

INDUSTRIAL PAINTER APPLICATION FOR EMPLOYMENT, CONTINUED

PAINTERS Professional Background: Journeyman Apprentice, Bracket # _____

Check areas in which you have had experience:

- | | |
|--|---|
| <input type="checkbox"/> Residential & Light Commercial _____ Years Experience | <input type="checkbox"/> Industrial _____ Years Experience |
| <input type="checkbox"/> Heavy Commercial _____ Years Experience | <input type="checkbox"/> Marine/Ships _____ Years Experience |
| <input type="checkbox"/> Lead Man _____ Years Experience | <input type="checkbox"/> Foreman _____ Years Experience |
| <input type="checkbox"/> Own Business _____ Years Experience | <input type="checkbox"/> Auto body _____ Years Experience |
| <input type="checkbox"/> Forklift _____ Years Experience | Current Certification? <input type="checkbox"/> Yes <input type="checkbox"/> No |

Check areas in which you are skilled:

- | | |
|--|---|
| <input type="checkbox"/> Brush _____ Years Experience | <input type="checkbox"/> Roller _____ Years Experience |
| <input type="checkbox"/> Spray, Type? _____ | _____ Years Experience |
| <input type="checkbox"/> Sandblasting _____ Years Experience | <input type="checkbox"/> Sign Painting _____ Years Experience |
| <input type="checkbox"/> Containment Erection _____ Years Experience | <input type="checkbox"/> Estimating _____ Years Experience |
| <input type="checkbox"/> Plural Component Application _____ Years Experience | <input type="checkbox"/> Fireproofing _____ Years Experience |
| <input type="checkbox"/> Spider Work _____ Years Experience | <input type="checkbox"/> Machine Taping _____ Years Experience |
| <input type="checkbox"/> Scaffold Erection _____ Years Experience | <input type="checkbox"/> Cable Rigging _____ Years Experience |
| <input type="checkbox"/> Paint Manufacturing _____ Years Experience | <input type="checkbox"/> Pump Rebuilding _____ Years Experience |
| <input type="checkbox"/> Special Coatings _____ Years Experience | Types _____ |

- Other _____, _____ Years Experience
_____, _____ Years Experience

Describe non-paint-related skills: _____

Do you smoke? _____ Do you chew? _____

Are there any other issues or factors we need to know about to assist us in placement? _____

If yes, please describe: _____

While Hartman Walsh Painting Company provides protective equipment for you, the work of industrial painting can expose to you thinners, solvents, epoxies, and other toxic vapors and dusts. Are you able to perform the job in the presence of these hazardous chemicals while using personal protective equipment? _____

Regular attendance is an essential function of any position with the Company. When assigned to a project you may be required to work away from home, up to 12 hours per day, 7 days per week. Are you able to satisfy these attendance requirements? Yes No

If you are restricted in some manner in the location or scheduling of your work, please state in detail the specific restrictions as to location and/or schedule _____

INDUSTRIAL PAINTER APPLICATION FOR EMPLOYMENT, CONTINUED

PREVIOUS EMPLOYERS

(Please list your most recent employer first)

1. Name _____
Address _____

Phone Number _____

Job Title _____ From _____ / To _____
Hourly Rate/Salary \$ _____ Per _____
Reason for Leaving _____
Name of Supervisor _____

2. Name _____
Address _____

Phone Number _____

Job Title _____ From _____ / To _____
Hourly Rate/Salary \$ _____ Per _____
Reason for Leaving _____
Name of Supervisor _____

3. Name _____
Address _____

Phone Number _____

Job Title _____ From _____ / To _____
Hourly Rate/Salary \$ _____ Per _____
Reason for Leaving _____
Name of Supervisor _____

PERSONAL REFERENCES: (Not Relatives)

Phone Number

1. _____
2. _____

Many of our customers, including Government agencies, require full disclosure of criminal convictions and may restrict access to their site based on this information. A conviction will not necessarily bar you from employment. Failure to disclose convictions, however, is cause for immediate termination.

Have you ever been convicted of a felony? Yes No If yes, describe in full _____

Have you tested positive, or refused to test, on any pre-employment drug or alcohol test administered by a company to which you applied for in the past two (2) years? Yes No

If yes, describe in full _____

INDUSTRIAL PAINTER APPLICATION FOR EMPLOYMENT, CONTINUED

PLEASE READ THE FOLLOWING STATEMENTS CAREFULLY:

Applicant agrees to the following conditions of employment:

1. A pre-placement health evaluation, if required, including laboratory testing for drug or alcohol use prior to employment.
2. Submitting proof of citizenship or immigration status upon employment.
3. Completing and executing surety bond application, if required.
4. Meeting attendance and performance requirements.
5. Conforming to the policies and procedures of the company rules, regulations and instructions.
6. Testing for illicit substances as per the policy statement published by the Company.
7. Applicant understands that employment is based on specific project needs and may be terminated or require layoff as the project work force needs dictate.
8. Applicant understands that any employee who personally or as a result of instructions to his/her subordinate(s) pollutes or causes the possibility of injury or damage to the environment, persons or property, in complete disregard of common sense and/or applicable company, local, state and/or federal laws or regulations shall be subject to immediate dismissal.

I certify that all the facts and statements in this application are true and complete to the best of my knowledge. I understand that any falsified statements on this application or omission of fact either on this application or during the pre-employment process will result in my application being rejected, or, if I am hired, in my employment being terminated.

I understand that in accepting this application, the company is in no way obligated to provide me with employment and that I am not obligated to accept employment if offered. I understand that acceptance of an offer of employment does not create a contractual obligation upon the employer to continue to employ me in the future. **I hereby understand and acknowledge that, unless otherwise defined by applicable law, and subject to the terms of any applicable collective bargaining agreement, any employment relationship with Hartman Walsh Painting Company is an "at will" nature, which means that I may resign at any time and Hartman Walsh Painting Company may discharge me at any time with or without cause.** It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by the board of directors.

I understand that the Company's office is located in Missouri and I understand that I may be assigned to work in various States for various periods of time, but that all essential details regarding my employment are developed and administered in Missouri and that wherever I am assigned to work, my ultimate reporting location is in Missouri. Therefore, I acknowledge that if employed by the Company, I will be considered to be employed in the State of Missouri irrespective of the location of the particular job on which I am working.

I have been advised that Hartman Walsh Painting Company may request an investigative consumer report to be prepared on all information contained herein. I hereby give consent for a consumer report for employment purposes. I hereby authorize, without reservation, any law enforcement agency, administrator, state agency, state repository, former employer, corporation, credit agency, educational institution, city, state, federal court, military institution, information service bureau, or employer contacted by Hartman Walsh Painting Company to furnish any and all information. I do understand the investigation will include information from former employers, law enforcement agencies, state agencies and public records information, such as credit, criminal, and motor vehicle. This report will include information as to my character, work habits, performance and experience, along with the reasons for termination or past employment from previous employers. My signature below releases any aforesaid parties from any liability and responsibility for collecting the above information at any time.

If an investigative consumer report is obtained you must provide, at my request, the name of the agency so I may obtain from them the nature and substance of the information contained in the report.

Signature of Applicant: _____

Date: _____