

Dear Applicant,

Thank you for your interest in the painting position offered by B&K Painting. Please be aware, we will require pre-employment drug testing as well as background check. We also require you to provide Motor Vehicle Record that should be enclosed with your application. This can be obtained from the DMV for a minimal fee.

- Please **accurately and completely** fill out the enclosed job application.
- Submit an up-to-date resume relating your work experience, education, and personality traits.
- Please complete the Pre-Employment Exam
- Submit all the above mentioned information to:

10235 W. Cayuse Ln.
Boise, ID 83714
Fax: 208-939-2278
Email: chris@idahopainter.com

After receiving and evaluating the application packet, you will be contacted to schedule an interview. Thank you very much for your interest in B&K Painting.

Sincerely,

Chris Berry

President

Application For Employment

B&K Painting 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, political belief or disability. B&K Painting is also a drug free working environment.

Date _____

Personal Information

First Name Middle Last

Home Phone Number Cell Phone Social Security Number

Email Address

Street Address City State Zip Code How Long?

Previous Address City State Zip Code How Long?

Position Applying For: _____ Salary Required _____

Currently employed? Yes _____ No _____ Availability _____

Previous Employment:

Current Employer: _____

Address _____

City and State _____

Telephone Number _____

Supervisor's Name and Title _____

Reason for Leaving _____

Dates of Employment: From: _____ To: _____

Salary _____ Can we contact them? Yes _____ No _____

Previous Employer: _____
Current Employer: _____
Address _____
City and State _____
Telephone Number _____
Supervisor's Name and Title _____
Reason for Leaving _____
Dates of Employment: From: _____ To: _____
Salary _____ Can we contact them? Yes _____ No _____

Previous Employer: _____
Current Employer: _____
Address _____
City and State _____
Telephone Number _____
Supervisor's Name and Title _____
Reason for Leaving _____
Dates of Employment: From: _____ To: _____
Salary _____ Can we contact them? Yes _____ No _____

Previous Employer: _____
Current Employer: _____
Address _____
City and State _____
Telephone Number _____
Supervisor's Name and Title _____
Reason for Leaving _____
Dates of Employment: From: _____ To: _____
Salary _____ Can we contact them? Yes _____ No _____

For office use only:

Date of interview _____ Referred by: _____

Notes: _____

Wage: _____

Education:

High School: _____ Years Completed: _____
Technical School: _____ Years Completed: _____
College: _____ Years Completed: _____

Formal Training:

Have you received any formal painting in the painting industry? Yes _____ No _____

If Yes, please identify _____

_____ Date of Hire: _____

References:

List 3 references names, telephone numbers, and years known (do not include relatives or employers):

General Information:

How were you referred to B&K Painting? _____

Do you have a valid driver's license? Yes _____ No _____

License No. Issuing State

Have you ever been convicted of a felony? Yes _____ No _____ If Yes, please list convictions that are a matter of public record.

Do you have any physical or emotional limitations that may affect your job performance?

Yes _____ No _____ Yes, please explain. _____

Do you have any objection to working overtime if necessary? Yes _____ No _____

Do you have any limitations getting to and from work? Yes _____ No _____ If Yes, please explain
Please explain why you are qualified for a job with this company.

Pre-Employment Exam

Name of Applicant _____ Date _____

Please use an "X" to indicate your answer

1. One Mil equals .001 of an inch. True ____ False ____
2. Oak is a common softwood. True ____ False ____
3. The most common reason for paint failure is moisture. True ____ False ____
4. Green is a primary color. True ____ False ____
5. The MSDS is the state-of-the-art surface preparation tool. True ____ False ____
6. "Cutting in" is generally done with a roller. True ____ False ____
7. The device used to adapt ladders for use as a scaffold is called a ladder jack. True ____ False ____

Multiple Choice

8. Nylon brushes are best used to apply
a. ___ oil paint b. ___ latex paint c. ___ epoxy paint d. polyurethane paint
9. Acrylic paint
a. ___ has good color retention b. ___ adheres better than epoxy
c. ___ has superior abrasive resistance d. ___ all of the above
10. A "lanyard" is generally used
a. ___ for deep sea fishing b. ___ to apply fiberglass linings
c. ___ to attach a "safety harness" to a rope grab d. ___ to secure scaffold anchor
11. What is a natural bristle brush normally used for?
a. ___ cleaning off wood before painting b. ___ latex paints
c. ___ oil based paints d. ___ for cleaning tools and equipment
12. What is "Painters Holiday?"
a. ___ a day missed b. ___ 1st Friday of each month
c. ___ something not completely painted d. ___ a job well done
13. What is 220 grit sandpaper normally used for?
a. ___ for cleaning equipment b. ___ for sanding fine finishes
c. ___ for sanding drywall surfaces d. ___ for automotive finishes

14. The technical term for a surface to which a paint is applied
a. ___ house b. ___ substrate c. ___ wood d. ___ plaster
15. The thickness of a coat of paint is measured in
a. ___ mils b. ___ liters c. ___ centimeters d. ___ grams
16. How many quarts are in one U.S. gallon?
a. ___ eight b. ___ sixteen c. ___ two d. ___ four
17. One gallon of latex paint will cover approximately how many square feet?
a. ___ 1,00 sq. ft. b. ___ 800 sq. ft. c. ___ 500 sq. ft. d. ___ 250 sq. ft.
18. The most common solvent used today for thinning alkyd paint is
a. ___ water b. ___ mineral spirits c. ___ MEK d. ___ lacquer thinner
19. A white deposit on a masonry surface is known as
a. ___ lead b. ___ bleed c. ___ efflorescence d. ___ chipping
20. Etching a concrete surface does what?
a. ___ adds water b. ___ provides "tooth" c. ___ nothing d. ___ chalking
21. Flash point refers to the temperature at which a material becomes
a. ___ volatile b. ___ flammable c. ___ poisonous d. ___ liquid
22. An extension ladder's distance from the base of a building should be what proportion of its total extension?
a. ___ 1/8 b. ___ 1/3 c. ___ 1/2 d. ___ 1/4
23. Shellac is thinned with
a. ___ mineral spirits b. ___ zylol c. ___ water d. ___ alcohol
24. The government agency that establishes national construction safety standards is:
a. ___ ASA b. ___ OSHA c. ___ PDCA d. ___ SSPC
25. If a room is 14 ft. by 10 ft. how many square feet will the ceiling have?
a. ___ 24 sq. ft. b. ___ 1400 sq. ft. c. ___ 140 sq. ft. d. ___ 80 sq. ft.

Releases and Applicant's Signature

In connection with my application for employment and as a condition of continuing employment, I understand that investigative inquiries may be made on me including previous employers, schools, consumer credit, criminal convictions, motor vehicle, and other reports. The reports will include information as to my character, work habits, performance, education, compensation, and experience along with reasons for termination of employment from previous employers.

Furthermore, I understand that the company may be requesting information from various federal, state, and other agencies which maintain records concerning my past activities relating to my driving, credit, criminal, civil and other experiences as well as claims involving me in the files of insurance companies. I authorize without reservation, any party or agency contacted to furnish the above mentioned information and release all parties involved from liability and responsibility for doing so. I hereby consent to obtain the above information from B&K Painting, and/or any of their agents. This authorization and consent shall be valid in original, fax, or copy form. All applications will be kept on file for ninety (90) days.

Initials

All hiring and employment at B&K Painting is at will. I understand this application is not an employment contract, nor can be used to create one. Employment by B&K Painting has no specific term and may be terminated by the employees or B&K Painting with or without notice. I acknowledge that B&K Painting has not made any promises or representations that differ from those contained in this paragraph.

I understand, that if hired, I must provide satisfactory documents within 3 days to establish my identity and right to work in the United States, if I am offered a position with B&K Painting, and that failure to provide this evidence will result in the termination of my employment.

I release and agree to hold harmless any individual, company, business institution or government agency from all liability with regard to furnishing information to B&K Painting. I agree to release and hold harmless B&K Painting from all liability with respect to the receipt of such information.

I certify that the information I have furnished on this application form is true and complete. I understand that if any misrepresentation has been made by me verbally or in writing, any offer of employment made to me may be withdrawn or my subsequent employment with B&K Painting may be terminated.

Applicant's Signature

Date