

COMPANY POLICY

It is the policy of this Company to take applications only when we have a specific position to be filled in the area of tuckpointing, guniting, and specialty sealant application.

We feel that it would be an unnecessary waste of an applicant's time to complete an application for employment unless they are advised that a position or positions are available and that the applicant has skill in the areas listed above.

However, if the applicant feels that he or she has the necessary skills to be considered for employment, we would welcome his or her completion of the employment form attached.

Further, it is the policy of this Company to retain employment applications for a period of 12 months from the date of completion. After 12 months, the application shall be discarded. If the applicant has not been contacted during that 12-month period and wishes to reapply, he or she must come to this Company's office and complete a new form.

It is also the policy of this Company to provide a **"Drug Free Work-Place"** for our employees. In keeping with this policy, a condition of employment is that every applicant for employment who has successfully completed the initial screening process through receipt of a job offer will be required to consent to and participate in and pass a Substance Abuse Screen (drug test). The results of the Substance Abuse Screen will be evaluated. Failure to pass the screen or failure to submit to the screen will result in withdrawal of the conditional job offer and denial of employment.

JOB DESCRIPTION

REQUIREMENTS: Have a current and valid driver's license and/or dependable way of getting to work at the assigned time. Be available for the Company's out of town and out of area work, which may require staying out of town overnight.

GENERAL DUTIES: To perform or assist in the performance of all painting, caulking, sandblasting, tuckpointing, guniting, specialty coating, epoxy and foam injection, operating and maintaining machinery and equipment, worksite clean-up, and rigging in observance and compliance with Occupational Safety and Health Administration regulations and Company rules and direction. The job also includes other duties as may be assigned by the Company from time to time.

ESSENTIAL JOB FUNCTIONS: The job description and duties require the employee to be in generally good health and able to perform all, but not limited to, the following: lifting up to 100 pounds, frequent bending, stooping, twisting, squatting, sitting, standing, climbing and reaching. Employee must be able and willing to comfortably work at various heights, both inside and outside as the work demands. The work, on occasion, is on narrow scaffolding (both powered and manual) and requires repetitive use of electric/air grinders, hammers, hand tools, specialized equipment, and personal wearing of a respirator, etc. The employee must be able to understand and follow verbal and written instructions related to job duties and functions.

RESTORATION & WATERPROOFING CONTRACTORS, INC.

APPLICATION FOR EMPLOYMENT

** An Equal Opportunity Employer*

1. Identifying Data

Name: _____
Last First Middle

Current Address:

Number Street City State Zip

How long have you lived at your current address? _____

What was your previous address?

Number Street City State Zip

What is your telephone number? _____

If hired, can you furnish proof of age? Yes _____ No _____

Are you legally eligible for employment in the United States? Yes _____ No _____

What hours and days can you work? _____

Do you have responsibilities, other than work, that will interfere with specific job requirements (such as traveling out of town which may require staying out of town overnight)?

Yes _____ No _____

Date you could be available for work: _____

Job position(s) applied for: _____

Rate of pay (per week) desired: \$ _____

Were you previously employed by this Company? Yes _____ No _____

If "Yes", when? _____

***As an equal opportunity employer, this Company will not discriminate against any employee or applicant for employment because of race, color, religion, sex (including pregnancy), sexual orientation, gender identity, genetic information, age, national origin, ancestry, disability, veteran status, or any other category protected by federal, state, and or local law.**

2. Education

Do you have a high school diploma or equivalent? Yes _____ No _____

Do you have a Vocational College, Vocational Institute, Community College, College, or University degree that provided training to you that would assist you in performing the duties of the job or jobs for which you are applying?

Yes _____ No _____ If "Yes", describe the training you received:

3. United States Military Service Record

Are you a veteran of the U.S. Armed Forces? Yes _____ No _____

If you are a veteran, did you receive any training that would assist you in performing the duties of job or jobs for which you are applying?

Yes _____ No _____ If "Yes", describe the training you received:

4. Job Functions

*SEE ATTACHED JOB DESCRIPTION

Do you have the ability to perform the duties (the essential job functions) of the job or jobs for which you are applying?

Yes _____ No _____

5. Employment

List below all present and past employment, beginning with your most recent.
(use additional sheet if necessary).

Name and Address of Employer	Employed				Pay when hired	Pay when terminated	Reason for Leaving
	From		To				
	Month	Year	Month	Year			

Name and Address of Employer	Employed				Pay when hired	Pay when terminated	Reason for Leaving
	From		To				
	Month	Year	Month	Year			

Name and Address of Employer	Employed				Pay when hired	Pay when terminated	Reason for Leaving
	From		To				
	Month	Year	Month	Year			

Name and Address of Employer	Employed				Pay when hired	Pay when terminated	Reason for Leaving
	From		To				
	Month	Year	Month	Year			

How long have you been performing work like or similar to the duties of the job or jobs for which you are applying?

Are there any other experiences, skills, or qualifications which you feel qualify you to work for this Company?

Yes

No

If "Yes", describe the other experiences, skills, or qualifications which you feel qualify you to work for this Company:

6. Personal Data

Have you ever been convicted of a felony?* Yes _____ No _____

If "Yes", describe in detail:

* A conviction record will not necessarily be a bar to employment and factors such as age and time of the offense, the seriousness and nature of the offense, the applicant's rehabilitation, and the nature of the job sought will be considered in the hiring decision.

Personal References: List below the names, addresses and telephone numbers of two personal references other than relatives or former employers:

Name

Address

Telephone Number

READ CAREFULLY BEFORE SIGNING

In signing and submitting this application for employment to you (the Company), I clearly understand and agree:

(1) I certify that the information contained in this application is correct and complete to the best of my knowledge, and I understand that any omission, misrepresentation or falsification of information made herein or in any interviews is grounds for refusal to employ me or for my dismissal if I am employed.

(2) I authorize the references listed above, and my current and past employers, to give the Company any and all information concerning my previous employment and any information they may have regarding myself, be it personal or otherwise, and I release all parties from all liability for any damage or claim that may result from furnishing the same to the Company.

(3) If I am employed by the Company, I agree to abide by all of the rules, regulations and policies of the Company. I acknowledge that I understand my employment and compensation can be terminated at any time, with or without cause and with or without notice, at the option of either the Company or myself.

(4) I understand that no representative of the Company, other than the President of the Company, has any authority to enter into any agreement for employment for any specified period of time, or to make any agreement contrary to the foregoing.

Date: _____

Signature of Applicant