

MAXIMUM PAINTING APPLICATION FOR EMPLOYMENT

MAXIMUM PAINTING is an Equal Opportunity Employer - All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law.

PERSONAL INFORMATION

Incomplete information could disqualify you from further consideration. Please complete all fields.

Name _____ Date _____

Address _____

E-mail Address _____

Phone # _____

Are you eligible to work in the U.S? (Circle one) Yes No

(If offered employment, you will be required to provide documentation to verify eligibility.)

Are you at least 18 years or older? (If no, you may be required to provide authorization to work.)(Circle one) Yes No

What is your availability to work?

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday

Are you available to work overtime? (Circle one) Yes No

Are you able to perform the essential functions of the job for which you are applying, with or without a reasonable accommodation? (Circle one) Yes No

EMPLOYMENT DESIRED

Date you can start _____ Hourly Rate/Salary desired _____

EDUCATION

Trade, Business or Correspondence School	No. of yrs. Attended	Subjects studied/Major

EMPLOYMENT HISTORY Include your employment history, including periods of unemployment, starting with the most recent and working backwards in time. *Incomplete information could disqualify you from further consideration.*

Employer Name		Dates	
Job Title		Phone	
Supervisor and title		Work Performed	
Reason for leaving			
Employer Name		Dates	
Job Title		Phone	
Supervisor and title		Work Performed	
Reason for leaving			
Employer Name		Dates	
Job Title		Phone	
Supervisor and title		Work Performed	
Reason for leaving			

REFERENCES Give the names of three persons not related to you, whom you have known at least three (3) years.

Name	Address, Phone, Email	Relationship	Years Known
1			
2			
3			

Please read carefully before signing.

APPLICANT'S CERTIFICATION AND AGREEMENT

I certify that the facts set forth in the above employment application are true and complete to the best of my knowledge and authorize Maximum Painting to verify their accuracy and to obtain reference information on my work performance. I hereby release Maximum Painting from any/all liability of whatever kind and nature which, at any time, could result from obtaining and having an employment decision based on such information.

I understand that, if employed, falsified statements of any kind or omissions of facts called for on this application shall be considered sufficient basis for dismissal.

I understand that should an employment offer be extended to me and accepted that I will fully adhere to the policies, rules and regulations of employment of the Employer. I also understand that neither the policies, rules, regulations of employment or anything said during the interview process shall be deemed to constitute the terms of an implied employment contract. I understand that any employment offered is for an indefinite duration and at will and that either I or the Employer may terminate my employment at any time with or without notice or cause.

Date _____ Signature _____

THIS APPLICATION IS VALID ONLY FOR 60 DAYS FROM THE DATE SIGNED/DATED ABOVE. CONSIDERATION FOR EMPLOYMENT AFTER 60 DAYS REQUIRES A NEW APPLICATION.

Maximum Painting, LLC

Job Description: Painter

The purpose of this job description is to communicate the responsibilities and duties associated with the position of PAINTER. While the following information should be considered a comprehensive description of this position, it should also be noted that some responsibilities and duties may not be specifically addressed. Every person is expected to perform any reasonable task or request that is consistent with fulfilling company objectives.

It is imperative that you review these duties, skills and physical requirements closely and that you understand that by signing, you are verifying that you can perform all the duties, have the skills and possess the physical abilities that are necessary to perform the job as described.

ESSENTIAL DUTIES AND RESPONSIBILITIES: (including, but not limited to the below):

- Conduct all business in accordance with company policies and procedures, state and federal laws; e.g., OSHA, ADA, etc.;
- Performs all tasks in a neat and efficient manner. This includes cleaning all brushes, rollers and equipment and returning said equipment to their designated storage facility at the end of each day;
- Uses protective equipment when necessary, following all safety procedures;
- Applies protective and decorative coats of paint, varnish, lacquer, and/or other related materials to interior and exterior surfaces of buildings, furniture, equipment, and other structures;
- Washes, scrapes, sands, torches, and/or smoothes interior and exterior surfaces prior to painting, varnishing, lacquering or applying other related materials;
- Operates compressors, striping machines, sandblasters, spray equipment, and other small power equipment;
- Erects various types of scaffolding, staging, ladders, and planks to reach surfaces of work area for Painters and others;
- Applies paints, stains, surface preparatory materials, and undercoating materials to a variety of surfaces, as appropriate, and according to Materials Safety Data Sheets ensuring compliance with hazardous materials guidelines;
- Identification, safe handling, and appropriate disposal of paints, stains, preparatory and undercoating materials, and other hazardous materials;
- Performs other work duties as directed by supervisor.

ESSENTIAL PHYSICAL REQUIREMENTS: Must meet all essential physical requirements and be able to take direction. (Including, but not limited to the below):

- Stand/be on feet for extended periods of time;
- Bend/Stoop/Squat/Kneel Perform routine painting;
- Pick up debris;
- Climb Stairs Routine painting duties require access;
- Push or Pull Move light furniture, appliances, open and close doors, etc.;
- Reach Above Shoulder Perform routine painting duties;
- Climb Ladders;
- Perform routine painting duties on ground and on ladders or scaffolding;
- Balance on ladders and scaffolding;
- Grasp/Grip/Turning Handle painting tools and equipment;
- Finger Dexterity Handle painting tools and equipment;
- Color vision;
- Lifting/carrying (supplies, paint, equipment, etc.):
 - Over 100 lbs. Rare need (less than 1% of the time);
 - 50 - 75 lbs. Occasional need (1% to 33% of the time);
 - 25 - 50 lbs. Frequent need (33% to 66% of the time);
 - 1 - 25 lbs. Constant need (66% to 100% of the time).

ESSENTIAL ENVIRONMENTAL DEMANDS ON THE JOB: These demands document the environment of specific job sites:

- Work both indoors and outdoors;
- Work in both heat and cold;
- Conditions will generally be dry;
- Hazards will include working above the ground, around hazardous materials;
- Fumes, dust and odors will occur with products used in painting;
- May be required to use safety equipment, such as mask or respirator, while working;
- Noise can be expected from spray guns and other small power equipment.

ESSENTIAL KNOWLEDGE, SKILLS and ABILITIES: (including, but not limited to the below)

- Knowledge of the tools, equipment, materials, and application techniques common to the painting trade.
- Knowledge and skill in hazardous materials handling, application, and disposal.
- Skill in the preparation and application of paints, stains, and surface preparation materials to a wide variety of surfaces

ACKNOWLEDGEMENT

I have read the foregoing job description and understand the responsibilities of the job. I agree that I am able to perform the essential duties of this position.

Employee Name

Employee Signature

Date Signed

The above is intended to describe the general content of and requirements for the performance of this job. It is not to be construed as an exhaustive statement of duties, responsibilities or physical requirements. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

CONSENT FOR DRUG TESTING

Notice and Authorization for Job Applicant Drug Testing

As a matter of policy and to help ensure a safe work environment free of the use of illegal drugs that may impair the ability to perform the essential functions of the position, Maximum Painting, LLC (**Name of prospective employer, hereafter known as “the Company”**) screens job applicants for the presence of illegal drugs. A negative drug test is a condition of employment and applicants refusing to take a pre-employment drug test will not be considered for employment at the Company. Furthermore, positive test findings will result in any offer of employment being withdrawn (or termination if the results are received after your start date).

A positive test result will disqualify you from employment or consideration from employment at the Company for a period of six(6) months from the date the notice of the positive result was received. Submitting an altered urine sample will be treated as a positive test result.

CONSENT AGREEMENT AND RELEASE OF LIABILITY

I have read, understand, agree, and consent to the above-stated policy of Maximum Painting, LLC.

I **authorize** the Company, its physician(s), nurses, technicians or agents to collect a specimen(s) of my urine for chemical analysis.

I **understand** that decisions regarding my application for employment at the Company will be made from the result of this test.

I **consent** to this test for drugs and authorize the attending physician and testing laboratory to provide test results to the Company.

In consideration for your review of my application, I **hereby release** the Company, its affiliates, agents and employees from any liability resulting from employment decisions made from the results of this test.

Applicant's Signature

Print Name

Date