

## Pacific Northwest Painting Inc.

### Pre-Employment Application

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Thank you for your interest in joining Pacific Northwest Painting Inc. As a leader in the painting contracting industry, we are committed to providing exceptional service and maintaining the highest standards of quality and professionalism. Please complete the following application thoroughly and honestly so we can accurately assess your qualifications. All information provided will remain confidential and will be used solely for the purpose of evaluating your suitability for employment with our company.

- **Application Screening**

Applications are reviewed for relevant painting experience, certifications, and alignment with company values and requirements.

- **Initial Interview**

Selected candidates participate in an initial phone or in-person interview to discuss their experience, skills, and interest in the position.

- **Skills Assessment**

Candidates may be asked to demonstrate their painting techniques, knowledge of materials, surface preparation, and attention to safety.

- **Reference**

Professional references are contacted to verify work history, reliability, and workmanship.

- **Verification of Credentials**

Verification of any claimed certifications, licenses, and eligibility to work.

- **Second Interview (if applicable)**

A follow-up interview may be conducted to further evaluate technical skills, teamwork, and cultural fit.

- **Job Offer and Onboarding**

Successful candidates receive a formal job offer outlining terms of employment. Upon acceptance, the onboarding process begins, including orientation, safety training, and an introduction to company policies.

- **Probationary Period**

New hires may be subject to a probationary period to assess performance, reliability, and integration with the team.

These features help ensure Pacific Northwest Painting Inc. hires qualified, reliable, and skilled employees who contribute to the company's reputation and success.

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## Personal Information

- Last Name: \_\_\_\_\_ First Name: \_\_\_\_\_ M.I. \_\_\_\_\_
- Address: \_\_\_\_\_
- City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_
- Phone Number: \_\_\_\_\_
- Email Address: \_\_\_\_\_
- **Position Applied For:** \_\_\_\_\_
- **Date Available to Start:** \_\_\_\_\_
- **Desired Rate of Pay:** \_\_\_\_\_
- **Are you legally eligible to work in the United States?** Yes ☐ No ☐
- **Are you at least 18 years of age?** Yes ☐ No ☐
- **Do you have a valid driver's license?** Yes ☐ No ☐
- If no, please explain why: \_\_\_\_\_
- If yes, please provide your driver's license #: DL#: \_\_\_\_\_ State: \_\_\_\_\_
- **Do you have any driving infractions?** Yes ☐ No ☐
- If yes, please describe: \_\_\_\_\_

- **Are you able to pass a drug test?** Yes ☐ No ☐

- If not, please explain why:

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- **Do you have a criminal record?** Yes ☐ No ☐

- If yes, please explain:

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- **Are any of your relatives or members of your household currently employed by Pacific Northwest Painting Inc?** Yes ☐ No ☐

- If yes, please provide their names:

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- **Do you have any prior commitments or obligations that may require you to be absent from work during the next 12 months?** Yes ☐ No ☐

- If yes, please explain:

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- **Are you currently, or do you anticipate in the future, being engaged in any other business or employment outside of Pacific Northwest Painting Inc?** Yes ☐ No ☐

- If yes, please explain:

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- **Are you able to perform the essential duties of this position, with or without reasonable accommodation?** Yes ☐ No ☐

- If no, please explain:

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## Employment History

- **Are you currently employed?** Yes ☐ No ☐
- If yes, can we contact your current employer? Yes ☐ No ☐

### 1. Most Recent Employer:

- Company Name: \_\_\_\_\_
- Position Held: \_\_\_\_\_
- Dates of Employment: \_\_\_\_\_
- Supervisor Name & Phone: \_\_\_\_\_
- Reason for Leaving: \_\_\_\_\_

### 2. Previous Employer: (Painting Experience Only if Applicable)

- Company Name: \_\_\_\_\_
- Position Held: \_\_\_\_\_
- Dates of Employment: \_\_\_\_\_
- Supervisor Name & Phone: \_\_\_\_\_
- Reason for Leaving: \_\_\_\_\_

- **Have you applied here before?:** Yes ☐ No ☐
- **Have you worked here before?:** Yes ☐ No ☐

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### Experience & Skills

- Do you have previous painting experience? Yes ☐ No ☐

If yes, please describe:

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- List any additional construction or trade experience:

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### Education

- **High School or Equivalent:**

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- Did you graduate? Yes ☐ No ☐ Year Graduated: \_\_\_\_\_

- **College/University Name:** \_\_\_\_\_

- Degree or Certificate: \_\_\_\_\_ Year Graduated: \_\_\_\_\_

- **Other Training, Certifications, or Trade Schools:**

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## Eligibility Assessment Form

- Able to stand for long periods of time? Yes ☐ No ☐
- Can you lift 50 lbs or more? Yes ☐ No ☐
- Are you comfortable working at heights or on ladders? Yes ☐ No ☐
  
- Familiarity with safe ladder and scaffold use - Excellent ☐ Average ☐ Poor ☐
- Knowledge of surface prep. (cleaning, sanding, patching, priming) - Excellent ☐ Average ☐ Poor ☐
- Experience with various painting tools (brushes, rollers, sprayers) - Excellent ☐ Average ☐ Poor ☐
- Understanding of different paint types and finishes - Excellent ☐ Average ☐ Poor ☐
- Ability to professionally mask jobs - Excellent ☐ Average ☐ Poor ☐
- Paint application by brush and roll - Excellent ☐ Average ☐ Poor ☐
- Ability to operate an airless paint sprayer - Excellent ☐ Average ☐ Poor ☐
- Paint application by spray and back-roll methods - Excellent ☐ Average ☐ Poor ☐
- Knowledge of stain application - Excellent ☐ Average ☐ Poor ☐
- Knowledge of clear finishes, lacquers, varnish oils, etc. - Excellent ☐ Average ☐ Poor ☐
- Knowledge of safe material handling and disposal - Excellent ☐ Average ☐ Poor ☐
  
- Punctuality and reliable attendance - Excellent ☐ Satisfactory ☐ Unsatisfactory ☐
- Teamwork and communication skills - Excellent ☐ Satisfactory ☐ Unsatisfactory ☐
- Positive attitude and willingness to learn - Excellent ☐ Satisfactory ☐ Unsatisfactory ☐
- Clean and professional appearance on the job - Excellent ☐ Satisfactory ☐ Unsatisfactory ☐
  
- Forklift Certified? (If yes, attach certification) Yes ☐ No ☐
- Lift Certified? (If yes, attach certification) Yes ☐ No ☐

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**References (Work-related)**

1. Name: \_\_\_\_\_

Relationship: \_\_\_\_\_

Phone: \_\_\_\_\_

2. Name: \_\_\_\_\_

Relationship: \_\_\_\_\_

Phone: \_\_\_\_\_

3. Name: \_\_\_\_\_

Relationship: \_\_\_\_\_

Phone: \_\_\_\_\_

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**Applicant Statement**

I hereby certify that all information provided in this application is true, accurate, and complete to the best of my knowledge and belief. I understand that any misrepresentation, falsification, or omission of facts may result in the denial of employment or, if discovered after hire, immediate termination from Pacific Northwest Painting Inc. I further authorize Pacific Northwest Painting Inc. to verify any and all information contained in this application, including contacting references, previous employers, and educational institutions as necessary to assess my qualifications and suitability for employment. I acknowledge and agree that this authorization shall remain in effect throughout the hiring process and, if employed, during the course of my employment.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_