



## EMPLOYMENT APPLICATION

**Notice:** Nickelson Painting, Inc. requires that applicants present themselves in person and personally complete and sign at our office (or specified project or job site hiring office) the Employer's original employment application form and will not accept photocopied, mailed, faxed, e-mailed or third-party applications or unsolicited employment referrals from any source.

Nickelson Painting, Inc. is an equal employment opportunity employer and will not discriminate against any applicant or employee on any grounds protected under federal, state, or local statute, ordinance or regulation, including race, color, creed, religion, age, sex, sexual orientation, national origin, ancestry, marital status, pregnancy, disability (including those related to pregnancy or childbirth), genetic information, status with regard to public assistance, membership or non-membership in a labor organization, military, National Guard or reserve service, complaining in good faith to the Employer or to a public authority, or any other characteristic or activity protected under federal, state or local statute, ordinance or regulation. None of the questions in this application are intended to elicit information regarding any protected characteristics, nor imply any limitation, illegal preferences or discrimination based upon non-job-related information or protected characteristics. Nickelson Painting, Inc. complies with all applicable legal requirements in its hiring process and related tests and background checks.

If you are hired by Nickelson Painting, Inc. you will be employed on an at-will basis. As an at-will employee, you may terminate your employment at any time, for any reason, with or without cause, notice or prior warning. Similarly, if you are hired, Nickelson Painting, Inc. will have the right to terminate your employment at any time, for any reason, with or without cause, notice or prior warning or discipline. No Nickelson Painting, Inc. supervisor or manager has the authority to offer or promise anything other than at-will employment, and no subsequent transfer, promotion or change in your employment will affect your at-will employment status.

## APPLICANT INFORMATION

**Please Print - Be sure to complete the entire application.**

Full Name: \_\_\_\_\_ Current Date: \_\_\_\_\_  
                    First                                    Middle                                    Last

Address: \_\_\_\_\_

Phone No: \_\_\_\_\_ Email: \_\_\_\_\_

Positions Applied For: \_\_\_\_\_ Desired Wage: \_\_\_\_\_

Date available to start: \_\_\_\_\_ Social Security No: \_\_\_\_\_

Have you ever used another name or alias in previous employment, education, or in connection with a criminal conviction or plea?  
 Yes  No If yes, what name(s)? \_\_\_\_\_

Have you applied for work or worked at our Company before?  Yes  No  
If yes, when, what position, and reason for leaving? \_\_\_\_\_

Have you ever worked in a position similar to the one for which you are applying?  Yes  No  
Where? \_\_\_\_\_

Are you acquainted with anyone who is or was employed by our Company?  Yes  No  
If yes, who, and how do you know them? \_\_\_\_\_

Are you available to work at any time of the day or week as needed?  Yes  No  
If no, please explain any work scheduling limitations: \_\_\_\_\_

Have you ever been convicted, pled guilty or pled no contest to a crime? (Minor traffic violations may be omitted.)  Yes  No  
If yes, provide offense, date of occurrence, location & circumstances. \_\_\_\_\_

**If you wish to be considered for the position(s) that require driving, please answer the following questions:**

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Do you have a current, valid & unrestricted driver's license?  Yes  No

State of Issue: \_\_\_\_\_ Driver's License No: \_\_\_\_\_

Have you received DWI, DUI or other driving violations within the last 3 years?  Yes  No

If yes, please explain: \_\_\_\_\_

Have you ever had auto insurance denied or canceled?  Yes  No

If yes, explain: \_\_\_\_\_

**EDUCATION**

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High School: \_\_\_\_\_ Address: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Did you graduate?  Yes  No Degree: \_\_\_\_\_

College: \_\_\_\_\_ Address: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Did you graduate?  Yes  No Degree: \_\_\_\_\_

Trade \_\_\_\_\_ Address: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Did you graduate?  Yes  No Degree: \_\_\_\_\_

**MILITARY**

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Branch: \_\_\_\_\_ From: \_\_\_\_\_ To: \_\_\_\_\_

Rank at Discharge: \_\_\_\_\_ Type of Discharge: \_\_\_\_\_

If other than honorable, explain: \_\_\_\_\_

**SKILLS & TOOL KNOWLEDGE**

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Please list and describe below tools & equipment you know how to use & operate efficiently. Also list any state journeyman licenses or equivalent (public or private), certificates of completion, or competency cards. Provide details including; issuing authority, expiration & identifying number of the certification or license: \_\_\_\_\_

**REFERENCES:**

**Give 3 professional references of people *not related to you*, whom you have known at least one year.**

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Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

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

Address: \_\_\_\_\_

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Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

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

Address: \_\_\_\_\_

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Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

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

Address: \_\_\_\_\_

**WORK HISTORY**

List all employers during last ten years. Most recent employer listed first. If more space is needed, use additional pages.

Are you on layoff status & eligible for recall or eligible for referral for hire by an employment agency?  Yes  No

Company: \_\_\_\_\_ Phone: \_\_\_\_\_  
 Address: \_\_\_\_\_ Supervisor: \_\_\_\_\_  
 Job Title: \_\_\_\_\_ Starting Salary: \_\_\_\_\_ Ending Salary: \_\_\_\_\_  
 Responsibilities: \_\_\_\_\_  
 From: \_\_\_\_\_ To: \_\_\_\_\_ Reason for Leaving: \_\_\_\_\_  
 YES NO  
 May we contact your previous supervisor for a reference?

Company: \_\_\_\_\_ Phone: \_\_\_\_\_  
 Address: \_\_\_\_\_ Supervisor: \_\_\_\_\_  
 Job Title: \_\_\_\_\_ Starting Salary: \_\_\_\_\_ Ending Salary: \_\_\_\_\_  
 Responsibilities: \_\_\_\_\_  
 From: \_\_\_\_\_ To: \_\_\_\_\_ Reason for Leaving: \_\_\_\_\_  
 YES NO  
 May we contact your previous supervisor for a reference?

Company: \_\_\_\_\_ Phone: \_\_\_\_\_  
 Address: \_\_\_\_\_ Supervisor: \_\_\_\_\_  
 Job Title: \_\_\_\_\_ Starting Salary: \_\_\_\_\_ Ending Salary: \_\_\_\_\_  
 Responsibilities: \_\_\_\_\_  
 From: \_\_\_\_\_ To: \_\_\_\_\_ Reason for Leaving: \_\_\_\_\_  
 YES NO  
 May we contact your previous supervisor for a reference?

**List all periods of unemployment since you finished school.**

From \_\_\_\_\_ To \_\_\_\_\_  
 From \_\_\_\_\_ To \_\_\_\_\_

How did you spend this time? (Please do not provide any specific information related to medical conditions.)

Nickelson Painting, Inc. requires that its employees be available for work throughout Minnesota and beyond as work requires. Are you prepared to work, including overnight stays on occasion, wherever Nickelson Painting, Inc. may assign you?

Yes  No if no, please explain; \_\_\_\_\_

Nickelson Painting, Inc. requires that each employee purchase a specified set of tools as a condition of employment. Each individual employee is responsible for having access to these tools each day, and the employee is responsible for transporting his/her own tools to each project or job site. Are you willing to purchase such tools and do you have a valid drivers license and access to a vehicle sufficient to transport tools to and between job sites on a daily basis?  Yes  No

If no, please explain \_\_\_\_\_

Do you plan to work for any other employer or engage in self-employment during your period of employment with Nickelson Painting, Inc.?  Yes  No If yes, please explain \_\_\_\_\_

Are there any employer policies, requirements, terms or conditions of employment or types of work which you are unwilling to accept if you are offered employment?  Yes  No If yes, please explain \_\_\_\_\_

Have you ever worked in our industry at any time not listed above?  Yes  No When? \_\_\_\_\_

You may be asked to provide a medical history, submit to a drug and/or alcohol test and/or physical/medical examination if you are made a conditional offer of employment. Are you willing to do so?  Yes  No

If hired, can you furnish proof that you are 18 years of age, or older?  Yes  No If no, explain: \_\_\_\_\_

If hired, do you have proof you are eligible to work in the U.S.?  Yes  No If no, explain: \_\_\_\_\_

Nickelson Painting, Inc. has policies on sexual harassment and equal employment opportunity, policies which require employees to perform all assigned work and mandatory overtime, policies requiring wage or salary deduction authorizations by employees for employer property, debts or monies not returned or repaid, an at-will employment policy, solicitation and distribution policies and policies requiring employees to observe all standards of conduct, policies and work rules of Nickelson Painting, Inc., and, for certain employees, confidentiality, non-solicitation and/or non-competition agreement requirements and a complaint policy. Applicants may review these policies at our office. Do you agree, if hired, to comply with these and all other current or subsequently adopted Nickelson Painting, Inc. policies and requirements?  Yes  No If not, please explain; \_\_\_\_\_

**ACKNOWLEDGMENT:**

By my signature below, I promise that the information provided in this employment application (and any related information provided by me) is true and complete, and I understand that any false or misleading information or significant omissions may disqualify me from further consideration for employment, and may lead to my dismissal from employment, if discovered at a later date, no matter how long I have been employed. I agree to immediately notify Nickelson Painting, Inc. if I should be convicted or plead guilty to any crime while my job application is pending, or during my period of employment if hired by Nickelson Painting, Inc.

I authorize Nickelson Painting, Inc. (the "Employer") to obtain and/or to provide any and all information and opinion which the Employer elects to obtain, use or provide in connection with my application for employment and/or any employment with the Employer, prior to, during and after my employment. Such information and opinion may be sought from any and all prior employers (except as noted above), schools or other persons or organizations who may have information the Employer deems relevant in connection with my application for employment and during my employment, and may be provided by the Employer in response to any request for information and opinion concerning my employment or my separation from employment with the Employer, to any and all banks or mortgage companies, governmental agencies, insurers, prospective employers or other schools, persons or organizations deemed appropriate for receipt of such information by the Employer. I understand that the Employer may provide any and all information and opinion, which may include, but are not limited to, opinions about my conduct, performance, attendance, or any other aspect of my reputation or character, which may be positive or negative. I agree to hold the Employer (including its principals, employees, agents, consultants, attorneys and insurers) and any such other employer, school, person or organization providing or receiving any such information and opinion, harmless and free of any and all claims or causes of action arising from any such provision or receipt of information and opinion, no matter what its character.

**I UNDERSTAND THAT THIS APPLICATION DOES NOT CREATE A CONTRACT OF EMPLOYMENT. I UNDERSTAND THAT, IF HIRED, I AM OBLIGATED TO COMPLY WITH ANY AND ALL CURRENT AND SUBSEQUENTLY ADOPTED NICKELSON PAINTING, INC.'S POLICIES, AND THAT NICKELSON PAINTING, INC. DOES NOT OFFER CONTRACTS, PROMISES OR REPRESENTATIONS RELATED TO EMPLOYMENT. I UNDERSTAND AND AGREE THAT, IF HIRED, MY EMPLOYMENT IS FOR NO DEFINITE PERIOD OF TIME, AND MAY, REGARDLESS OF THE DATE OF PAYMENT OF WAGES OR SALARY, BE TERMINATED AT ANY TIME FOR ANY REASON, WITH OR WITHOUT CAUSE, NOTICE OR PRIOR WARNING OR DISCIPLINE. I UNDERSTAND THAT NO PERSON IS AUTHORIZED TO CHANGE ANY OF THE TERMS MENTIONED IN THIS EMPLOYMENT APPLICATION.**

Applicant's Signature \_\_\_\_\_

Date \_\_\_\_\_