



CHISM BROTHERS

P A I N T I N G

bringing color to life since 1982

Dear Applicant,

Thank you for your interest in the painting position offered by our company. Please be aware, we will require pre-employment drug testing as well as a background check. We also require you to provide a 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 :
7958 Convoy Court
San Diego, CA 92111
Fax: # 858-571-0681
Email: cbpoffice@chismbrothers.com

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

Sincerely,
Michael M. Chism
President

APPLICATION FOR EMPLOYMENT

Chism Brothers 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. CBP is also a drug free working environment.

Date _____

Personal Information

First Name Middle Last

Home Telephone Number Cell Telephone Number 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: _____

Address _____

City and State _____

Telephone Number _____

Supervisor's Name and Title _____

Your Position Title _____

Dates of Employment: From: _____ To: _____

Salary _____ Can we contact them? Yes _____ No _____

Notes: _____

Wage: _____ Date of Hire: _____

Education:

High School: _____ Years Completed: _____

Technical School: _____ Years Completed: _____

College: _____ Years Completed: _____

Formal Training:

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

If Yes, please identify _____

References:

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

General Information:

How were you referred to CBP? _____

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

License No. Issuing State

Does this license qualify you to operate vehicles other than a normal passenger vehicle?

Yes ____ No ____ If yes, Please give details _____

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 limitations getting to and from work? Yes ____ No ____ If Yes, please explain

Please explain why you are qualified for a job with this company.

For Office Use Only:

Date of Interview: _____ Referred by: _____

Releases and Applicant's Signature

In connection with my application for employment and as a condition of continuing employment, I understand that investigative background inquiries may be made on me including previous employers, schools, consumer credit, criminal convictions, motor vehicle, and other reports. These 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 Chism Brothers 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 Chism Brothers Painting is at will. I understand this application is not an employment contract, nor can it be used to create one. Employment by Chism Brothers Painting has no specific term and may be terminated by the employee or Chism Brothers Painting with or without notice. I acknowledge that Chism Brothers 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 Chism Brothers 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 Chism Brothers Painting. I agree to release and hold harmless Chism Brothers 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 Chism Brothers Painting may be terminated.

Applicant's Signature

Date

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 role 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 "Painter's 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 paint is applied is
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. ___ 1,000 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. ___ paint thinner c. ___ acetone 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. ___ paint thinner b. ___ acetone c. ___ water d. ___ alcohol
24. Which government agency establishes national construction safety standards?
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.