

APPLICATION FOR EMPLOYMENT

Hawai'i applicants

The Zelinsky Company is an equal opportunity employer. Employment decisions are made without unlawful discrimination based on race, sex (including gender identity or expression), sexual orientation, age, religion, color, ancestry, disability, marital status, arrest and court record, reproductive health decision, domestic or sexual violence victim status, veteran status, genetic information, or any other status protected by law.

APPLICANT INFORMATION

Full legal name

Preferred name

Street address

Unit

City

State

ZIP code

Phone

Email

POSITION AND AVAILABILITY

Position applied for

Application date

Employment type

☐ Full-time ☐ Part-time ☐ Temporary / project

Date available

Union status (if applicable)

☐ Journey worker ☐ Apprentice ☐ Not currently a member

Trade / craft

Local number

Apprentice bracket / level

Work location and schedule

☐ Available for interisland work ☐ Available for out-of-state work ☐ Available overtime

Can you provide reliable transportation to assigned jobsites?

☐ Yes ☐ No

Are you legally authorized to work in the United States?

☐ Yes ☐ No

Will you now or in the future require employment sponsorship?

☐ Yes ☐ No

REFERRAL SOURCE

☐ Advertisement / job site ☐ Employee referral ☐ Union ☐ Walk-in ☐ Other

Please identify source or referring employee

ACCOMMODATION FOR THE APPLICATION PROCESS

To request a reasonable accommodation for the application or interview process, contact the Company. Do not include medical information here.

QUALIFICATIONS AND TRADE EXPERIENCE

EDUCATION AND TRAINING

High school / GED - school and city

Diploma / GED earned

Year

College / technical school

Degree / certificate

Field of study

Apprenticeship, safety, or other relevant training

LICENSES AND CERTIFICATIONS

☐ First Aid☐ CPR / AED☐ Forklift☐ MEWP / aerial lift☐ Respirator fit test☐ Other certification

CONSTRUCTION BACKGROUND

Level

☐ Superintendent☐ Foreman☐ Journey worker level☐ Apprentice level☐ Helper / laborer

Total construction years

Commercial painting years

Industrial painting years

PAINTING AND ACCESS SKILLS

☐ Brush and roller☐ Airless spray☐ Plural-component spray☐ Abrasive blasting☐ Specialty / protective coatings☐ Concrete coatings☐ Wallcovering☐ Drywall finishing / taping☐ Scaffolding☐ Swing stage☐ Rigging☐ Confined-space work

Describe coating systems, equipment, projects, or other job-related skills

EMPLOYMENT HISTORY

List your three most recent employers, beginning with the most recent. Do not include prior salary or wage information. You may attach a resume, but please complete the authorization questions below.

EMPLOYER 1

Employer 1 name	Employer 1 phone	
Employer 1 address	Employer 1 from	Employer 1 to
Employer 1 job title	Employer 1 supervisor	
Employer 1 primary duties		
Employer 1 reason for leaving	May we contact?	
	☐ Yes ☐ No	

EMPLOYER 2

Employer 2 name	Employer 2 phone	
Employer 2 address	Employer 2 from	Employer 2 to
Employer 2 job title	Employer 2 supervisor	
Employer 2 primary duties		
Employer 2 reason for leaving	May we contact?	
	☐ Yes ☐ No	

EMPLOYER 3

Employer 3 name	Employer 3 phone	
Employer 3 address	Employer 3 from	Employer 3 to
Employer 3 job title	Employer 3 supervisor	
Employer 3 primary duties		
Employer 3 reason for leaving	May we contact?	
	☐ Yes ☐ No	

PROFESSIONAL REFERENCES

Reference 1 name	Reference 1 relationship	Reference 1 phone/email
Reference 2 name	Reference 2 relationship	Reference 2 phone/email

JOB-RELATED SKILLS CHECKLIST

Check only items you can safely use or tasks you have performed. Ownership of tools is not a condition of employment unless separately stated for the position.

TOOLS AND EQUIPMENT EXPERIENCE

- | | | |
|---|--|--|
| ☐ Brushes / rollers | ☐ Airless sprayer | ☐ Conventional sprayer |
| ☐ Plural-component equipment | ☐ Pressure washer | ☐ Abrasive blast equipment |
| ☐ Respirator | ☐ Fall-protection equipment | ☐ Swing stage |
| ☐ Scaffold | ☐ Scissor lift | ☐ Boom lift |
| ☐ Forklift | ☐ Rigging equipment | ☐ Hand and power tools |
| ☐ Laser / transit / level | ☐ Drywall finishing tools | ☐ Concrete surface-prep tools |

WORK PERFORMED

- | | | |
|--|--|--|
| ☐ Surface preparation | ☐ Coating application | ☐ Containment setup |
| ☐ Lead-safe work practices | ☐ Industrial steel coating | ☐ Concrete repair / coating |
| ☐ Fireproofing | ☐ Drywall hanging | ☐ Drywall finishing |
| ☐ Metal framing | ☐ EIFS / stucco / plaster | ☐ Wallcovering |
| ☐ Blueprint reading | ☐ Daily reports / timekeeping | ☐ Crew supervision |
| ☐ Quality-control inspections | ☐ Job hazard analysis | ☐ Material / equipment planning |

PROJECT TYPES

- | | | |
|---|---|--|
| ☐ Residential | ☐ Schools | ☐ High-rise |
| ☐ Hotels / resorts | ☐ Hospitals | ☐ Office buildings |
| ☐ Shopping centers | ☐ Stadiums / event centers | ☐ Refineries / industrial |
| ☐ Water / wastewater | ☐ Military / federal | ☐ Marine |

COMMUNICATION

Languages used for work communication - optional

Additional job-related equipment, tasks, or project experience

APPLICANT CERTIFICATION AND ACKNOWLEDGMENTS

- 1. I certify that the information I provided in this application and during the hiring process is true, complete, and accurate to the best of my knowledge. I understand that a material misrepresentation or omission may result in rejection of my application or, if hired, corrective action up to and including termination, subject to applicable law.
- 2. I understand that submitting this application does not create a contract of employment or guarantee employment for any period. If hired, my employment will be at will to the fullest extent permitted by law: I or the Company may end the employment relationship at any time, with or without notice or cause, subject to any applicable collective bargaining agreement and applicable law. Only a written agreement authorized by the Company's Board of Directors may alter at-will status.
- 3. I authorize the Company to contact the employers, schools, and professional references identified by me to verify job-related information. I release those persons and organizations, and the Company, from liability arising from a good-faith disclosure or receipt of such information, to the extent permitted by law. This authorization does not request salary history, medical information, or other information prohibited by law.
- 4. If I receive a conditional offer, I understand the offer may be subject to lawful, uniformly administered post-offer requirements applicable to the position, which may include verification of identity and authorization to work, a job-related background review, a drug or alcohol test under Company policy and applicable law, and a post-offer medical evaluation where permitted. Medical information will be maintained confidentially and separately as required by law.
- 5. I understand that project assignments, schedules, and staffing levels may change based on business and project needs. If hired into a bargaining-unit position, the applicable collective bargaining agreement may govern terms and conditions of employment, including union-security requirements.
- 6. The Company will not ask about conviction history before a conditional offer except where a specific legal exception applies. A conviction does not automatically disqualify an applicant. The Company will consider only information it may lawfully consider and will evaluate whether it bears a rational relationship to the duties and responsibilities of the position.

Applicant typed or handwritten signature

Date

FOR COMPANY USE ONLY

Interviewer

Interview date

Proposed position

Proposed start date

Rate / classification

Supervisor

Interview notes

BACKGROUND CHECK DISCLOSURE AND AUTHORIZATION

Separate FCRA document

DISCLOSURE

The Zelinsky Company may obtain a consumer report about you for employment purposes from a consumer reporting agency. A consumer report may include information about your criminal history, motor vehicle record, employment or education history, and other background information permitted by law. If the Company requests an investigative consumer report, it may include information obtained through personal interviews concerning your character, general reputation, personal characteristics, or mode of living.

You may request, in writing and within a reasonable time after receiving this disclosure, information about the nature and scope of any investigative consumer report. The Company will provide the name and contact information of the consumer reporting agency used. Additional notices and a copy of the report will be provided before any adverse action as required by law.

AUTHORIZATION

I authorize The Zelinsky Company to obtain consumer reports and, where applicable, investigative consumer reports about me for employment purposes. I understand that I may revoke this authorization in writing for future reports, subject to applicable law.

Background check full legal name

Other names used

Background check current address

Background check city

Background check state

Background check ZIP

Background check county

Background check email

Background check phone

The following information is requested only to help accurately match records. It will be kept confidential and used only as permitted by law.

Date of birth

Social Security number

Driver license number if required

Driver license state

Applicant typed or handwritten signature

Date

Important: Complete this page only when the Company requests authorization for a background check. For Hawai'i positions, criminal-history inquiries generally occur only after a conditional offer, unless a statutory exception applies. Credit information will be requested only when lawfully related to the position.