Solid - Employees LLC is an equal employment opportunity employer and will not discriminate against any applicant or employee on any grounds protected under federal, state, or local law, including race, color, creed, religion, age, sex, national origin, ancestry, marital status, disability, including disability related to pregnancy or childbirth, membership or activity in any local commission, status regarding public assistance, membership or non-membership in any labor organization, sexual or affectional preference, or any other characteristic protected under federal, state or local law. None of the questions in this application are intended to elicit information regarding any protected characteristics, nor imply any limitation, illegal preference, or discrimination based upon non-job-related information or protected characteristics. If you are hired by Solid - Employees LLC, 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, without notice. Similarly, if you are hired, Solid - Employees LLC will have the right to terminate your employment at any time, for any reason, without prior notice. No Solid - Employees LLC supervisor or manager has the authority to offer or promise anything other than at-will employment.

FOR Starting Wage: Skill Level: Answer ALL Questions Completely Please Print OFFICE USE ONLY: _____ Date _____ / _____ / _____ Name _ Middle Last First Have you ever been known by another name or by an alias? Yes No If yes, explain:_____ Mailing Address: city state zip Permanent Address (If different):_____ citv state zip Interview Date: Home Phone ()______ Mobile ()______ Start Date: Interviewed by Email address: Are you currently licensed, without restriction, to drive a motor vehicle? Yes □ No If yes, provide State and license number: _____ Can you furnish proof that you are at least 18 years of age and eligible to work in the United States? ☐ Yes No If no, explain: Have you applied for employment with Solid - Employees LLC before? Yes No When?_____ Have you worked for Solid - Employees LLC before? Yes No If yes, when? Reason for leaving? How did you first learn about employment with Solid - Employees LLC? Newspaper:_____ Solid Employee Name: _____ Internet Site: Other: (please specify) Radio. Station: Other: (please specify) Have you ever been convicted of a crime? (Only minor traffic violations should be omitted.) If yes, provide the date, location, & circumstances and identify the offense(s) and jurisdiction(s). Have you served in the Military? Yes | No If yes: Branch Rank Dates of Service

Briefly describe your military duties if any may be related to position applied for: _____

Present Membership in National Guard or Reserves?		🗌 Yes 🗌 No	
Date Available to Start:	//		
Desired Wage: \$	per hour		

EMPLOYMENT APPLICATION

Please provide education information to be considered now or in the future for a supervisory or office position:

Education	Name and Location of School	Years	Graduate?	Major Areas of Study
High School			□Yes □No	
College			□Yes □No	
Trade			□Yes □No	

WORK HISTORY -- List employers during last five years in sequential order, with present or last employer first.

Employer Name:	Supervisor:		
Address: Phone #: () Starting Date: / / Starting Wage: \$ per hour Ending Wage:			
Describe the work you did:			
Reason for leaving:			
Employer Name: Address:	Supervisor:		
Phone #: () Starting Date: / Starting Wage: \$ per hour Ending Wage:			
Describe the work you did:			
Reason for leaving:			
Employer Name: Address:			
Phone #: () Starting Date: // Starting Wage: \$per hour Ending Wage:			
Describe the work you did:			
Reason for leaving:			
May we contact the employers listed above? \Box Yes \Box No If no, p	olease explain		
Have you ever been discharged by an employer? Yes No If yes, please explain.			
Have you signed any agreements or forms with your previous emplo customers, or use business information?	oyer(s) that limits your ability to compete, solicit res, please provide copy and explain.		
Employment Application: Part 1 Effective Date: Ma	ay 1, 2013 Page 2 of 4		

EMPLOYMENT APPLICATION

List all Periods of Unemployment				
	How did you spend this time?			
From: To: I	How did you spend this time?			
From: To: I	How did you spend this	s time?		
REFERENCES: Give the names of three person	s not related to you wh	nom vou have known at lea	ast one vear.	
INDIVIDUAL'S NAME	PHONE	OCCUPATION	YEARS	
INDIVIDUALS NAME	FHONE	OCCOPATION	ACQUAINTED	
			ACQUAINTED	
1.				
2.				
3.				
Solid - Employees LLC may require that each employee possess a specified minimum 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 jobsite. Are you willing to purchase such tools, if you do not already have them, and do you have access to a vehicle sufficient to transport tools to and between job sites on a daily basis?				
Are you available for overtime work in the evening		may be required?		
Do you plan to work for any other employer or engage in self-employment during your period of employment with Solid - Employees LLC? Yes No If yes, please explain:				
Are you fluent in any languages besides English?				
Solid - Employees LLC requires that each employee be prepared to accept changes in their job description, duties, work sites and projects, location of work, and specific assignments, at any time for any reason, with or without notice, cause, or prior warning. Are you prepared to accept these conditions if you are employed? Yes No				
ACKNOWLEDGMENT: PLEASE READ AND SIGN (if you agree)				
By my signature below, I promise that the information provided in this employment application (and in any related documentation or interview) is true and complete, and I acknowledge that any false or misleading information or significant omission will disqualify me from further consideration for employment, and will result in my dismissal from employment, if discovered at a later date. I promise to immediately notify Solid - Employees LLC 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.				
I authorize any person, school, current employer (except as previously noted), past employer, the State of Minnesota Department of Motor Vehicles, and any other organization named in this application form (or related documentation or interview) to provide Solid - Employees LLC with any information and opinion requested by Solid - Employees LLC in connection with my application, or employment if hired, and I release such persons, schools, current and past employers and organizations and agree to hold them harmless from any legal liability in responding to such requests, irrespective of the circumstances or the nature or content of their responses.				
I understand that this application does not create a contract of employment. I understand that, if hired, I will be subject to any and all current and subsequently adopted Solid - Employees LLC policies. 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 notice. I understand that no person is authorized to change any of the terms mentioned in this employment application or in any offer of employment I may receive, except in a written employment agreement signed by an Officer of Solid - Employees LLC.				
Applicant's Signature Date				

Pre-Hire Self Evaluation

Name:

Please indicate (\mathbf{X}) your personal knowledge and skill level for the job skills listed below using the following guidelines:

Future >> I have no experience with this particular skill, but would be interested in training opportunities.

Minimal >> I have seen this done or I have helped someone else with this task.

General >> I have performed this skill at least five times, and am familiar with related codes and terminology.

Expert >> I have mastered this skill. I have successfully bid, completed, and trained others in this area.

Not Interested >> I have no interest in learning or performing this task.

Framing

Stick Frame Wall Panels Steel Studs Windows / Doors Stairs	() Future () Future () Future () Future () Future	() Minimal () Minimal () Minimal () Minimal () Minimal	() General () General () General () General () General	 () Expert () Expert () Expert () Expert () Expert 	 () Not Interested
<u>Millwork</u> Base & Case Cabinets Stair Railings Commercial Hardware	()Future ()Future ()Future ()Future	() Minimal () Minimal () Minimal () Minimal	() General () General () General () General	() Expert () Expert () Expert () Expert	 () Not Interested () Not Interested () Not Interested () Not Interested
Drywall Hang Tape Textures Boxes	()Future ()Future ()Future ()Future	() Minimal () Minimal () Minimal () Minimal	() General () General () General () General	() Expert () Expert () Expert () Expert	 () Not Interested () Not Interested () Not Interested () Not Interested
<u>Painting</u> Roll Spray Enamel Varnish Faux / Textures	() Future () Future () Future () Future () Future	() Minimal () Minimal () Minimal () Minimal () Minimal	() General () General () General () General () General	 () Expert () Expert () Expert () Expert () Expert () Expert 	 () Not Interested
<u>Concrete</u> Footings Forms Flatwork	()Future ()Future ()Future	()Minimal ()Minimal ()Minimal	()General ()General ()General	()Expert ()Expert ()Expert	() Not Interested() Not Interested() Not Interested() Not Interested
Other Skills or Certifie Siding Structural Steel Roofing Rough Terrain Forklift Class A / CDL Lead Abatement First Aid / CPR	 () Cedar () Layout () Shingles () Certified by: () State: () Certified by: 	() Vinyl () Connector () Shakes Exp.	() Steel Exp. Dat Date: Exp. Dat	() Steel () Flat - Men te: te: te:	

Signature

Date