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### **Kaukauna**

P: (920) 766-7600 • F: (920) 766-7604  
P.O. Box 204  
1700 Progress Way  
Kaukauna, WI 54130

### **Waukesha**

P: (262) 522-6800 • F: (262) 522-6802  
1901 A South Prairie Ave.  
Waukesha, WI 53189

Email: [office@profilefinishing.com](mailto:office@profilefinishing.com)

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# PROFILE FINISHING SYSTEMS, INC. EMPLOYMENT APPLICATION

Date \_\_\_\_\_

Name (Last, First, Middle) \_\_\_\_\_

Address/City \_\_\_\_\_ Phone \_\_\_\_\_

Month/Day of Birth \_\_\_\_\_

## JOB INTEREST-EDUCATION-MILITARY SERVICE

Position Desired \_\_\_\_\_

Location            Kaukauna            Waukesha

Shifts You Can Work:            1st            2nd            3rd            Date Available \_\_\_\_\_

I Have My Own:            Car/Truck \_\_\_\_\_ Steel Toed Shoes \_\_\_\_\_ Safety Glasses \_\_\_\_\_

Do You Drive Forklift? \_\_\_\_\_ Gas \_\_\_\_\_ Electric \_\_\_\_\_ Certified \_\_\_\_\_

High School \_\_\_\_\_ Years Attended \_\_\_\_\_

Highest Grade Completed \_\_\_\_\_ Diploma: GED HSED Date Received \_\_\_\_\_

Tech School \_\_\_\_\_ Years Attended \_\_\_\_\_

Course Work In \_\_\_\_\_

College \_\_\_\_\_ Years Attended \_\_\_\_\_

Course Work In \_\_\_\_\_

Military Branch \_\_\_\_\_ Year Entered \_\_\_\_\_ Year Discharged \_\_\_\_\_

Rank \_\_\_\_\_ Primary Job \_\_\_\_\_

Have you ever been convicted of any violations other than minor traffic violations? Yes No  
 For what have you been convicted, when, and where?  
 Answering "Yes" to any of the above questions will not prohibit you from working with Profile unless the offense or conviction is substantially related to the position for which you are applying.

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**EMPLOYMENT HISTORY**

From: \_\_\_\_\_ Company \_\_\_\_\_ Phone Number \_\_\_\_\_  
 To: \_\_\_\_\_ City/State \_\_\_\_\_  
 Position \_\_\_\_\_ Supervisor \_\_\_\_\_  
 Type of Work \_\_\_\_\_ Wage Earned \_\_\_\_\_  
 Reason for Leaving \_\_\_\_\_  
 May we contact this employer Yes or No \_\_\_\_\_

From: \_\_\_\_\_ Company \_\_\_\_\_ Phone Number \_\_\_\_\_  
 To: \_\_\_\_\_ City/State \_\_\_\_\_  
 Position \_\_\_\_\_ Supervisor \_\_\_\_\_  
 Type of Work \_\_\_\_\_ Wage Earned \_\_\_\_\_  
 Reason for Leaving \_\_\_\_\_  
 May we contact this employer Yes or No \_\_\_\_\_

From: \_\_\_\_\_ Company \_\_\_\_\_ Phone Number \_\_\_\_\_  
 To: \_\_\_\_\_ City/State \_\_\_\_\_  
 Position \_\_\_\_\_ Supervisor \_\_\_\_\_  
 Type of Work \_\_\_\_\_ Wage Earned \_\_\_\_\_  
 Reason for Leaving \_\_\_\_\_  
 May we contact this employer Yes or No \_\_\_\_\_

SKILLS	ALOT	SOME	NONE	REMARKS
Brush/Roller				
Conventional Spray				
Airless Spray				
Sandblasting				
Tank Lining				
Industrial Painting				
Supervising				
Automotive Mechanics				
Forklift				

**REFERENCES**

Please list three references other than co-workers.

Name	Phone Number	Relationship	Years Known

How did you find out about job openings at Profile Finishing Systems?

- Walk-in \_\_\_\_\_
- Newspaper Ad \_\_\_\_\_
- JobNet - Dept. of Workforce Development \_\_\_\_\_
- Temporary Employment Agency \_\_\_\_\_
- Referral from current employee \_\_\_\_\_
- Employee Name \_\_\_\_\_

**IMPORTANT PLEASE READ & SIGN**

Do you have any physical condition that may limit your ability to perform the particular job for which you are applying (back, knee, ect.)? If yes, describe condition and explain how you can perform the job for which you are applying in spite of it.

For some positions, it may be required that employees posses certain physical capabilities.

Check the appropriate boxes which you feel reflect the physical activities in which you can routinely engage without harm to you or fellow employees. Please answer all the following questions.

ARE YOU ABLE TO LIFT/MOVE                      25 Lbs. or less                      50 Lbs.                      75 Lbs.                      100 Lbs.

Do you have difficulty:		
Bending or Stooping	YES	NO
Standing for Long Periods of Time	YES	NO
Working in Temperature Extremes	YES	NO
With Heights (Up to 18 feet)	YES	NO
Sitting for Long Periods of Time	YES	NO
Repetitive Movement	YES	NO

Do you have any physical defect which precludes you from performing certain kinds of work?

YES                      NO

IF YES, Describde defects and specific work limitations.

Have you had a mjor illness in the past 5 years? \_\_\_\_\_ If yes, describe \_\_\_\_\_

Have you received compensation for injuries? \_\_\_\_\_ If yes, describe \_\_\_\_\_

**READ AND UNDERSTAND BEFORE SIGNING**

- \* As an equal opportunity employer, our company policy, as well as State and Federal Laws, prohibits discrimination based on race, creed, color, religion, sex, national origin, disability, or age.
- \* I understand that an offer of employment with Profile Finishing Systems does not constitute a contract of employment for any definite duration. I understand that if I become employed by Profile Finishing Systems, such employment is "at will" and can be terminated with or without cause at any time at the discretion of Profile Finishing Systems.
- \* I authorize an investigation of all matters concerning my past employment, credit, criminal convictions, character or other activities; and the issuance of any information by any person, company or corporation with respect to any of the above, including the issuance of credit reports or other statements which may be furnished or obtained concerning my background at any time.  
I release from any and all liability and responsibility all persons, companies and corporations supplying such information and Profile and its agents in obtaining and using the same.
- \* I understand that I am required to abide by all policies, rules and regulations of Profile Finishing Systems including all applicable safety rules and regulations and further acknowledge that my failure to follow such shall be grounds for my immediate termination. I understand that Profile Finishing Systems rules and regulations may be modified at any time, with or without notice.
- \* I Understand and agree that any false, misleading or incomplete information given in my application, resume, interview(s) or other pre-employment questionnaires or procedures, regardless of when discovered by Profile Finishing Systems, may disqualify me for employment or, if employed, may result in my immediate termination.  
I agree that Profile shall not be liable in any respect if I am not hired or my employment is terminated as result of providing such false, misleading or incomplete information.
- \* I understand that if I am offered a position at Profile Finishing Systems, I will be required to take a pre-employment physical. I understand that if I refuse to take the test, I will receive no further consideration for employment.
- \* I hereby certify that I am able to perform, with or without reasonable accommodations, the essential job functions of the position for which I am apply. Any time after a conditional offer of employment or during employment if hired, I authorize any physician or health care provider to release information advising Profile Finishing Systems: (i) what reasonable accommodations, if any, are required to meet the essential job functions of the position and (ii) whether I can perform the job without posing a direct threat to the health or safety of myself or others.
- \* I understand that employment is subject to verification of all information contained in this application or other pre-employment questionnaires or interviews, including, but not limited to, verification of applicable lawful age and legal right to remain permanently in, and to work in, the United States, as provided under applicable law. I agree to furnish such additional information and complete such examinations as may be required to complete my employment file and to verify the information contained therein.
- \* I hereby acknowledge that I have read and understand all of the information written above and agree to the terms therein. I certify that the facts contained in this application are true and complete to the best of my knowledge and understand that, if employed, falsified statements on this application shall be grounds for dismissal.

**Signature of Applicant**

**Date**

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Applications will be kept active until the position for which you are applying is filled.  
(If you are not applying for a specific opening, the application will be kept active for not more than 30 days.)