



Application for Employment

Glass and Mirror Craft, GMC, fabricates glass and metal products for numerous types of customers; window companies, furniture companies, glazing companies, and glass shops. GMC's success is based on the efforts, responsibility, and performance of its people. The following questions are meant to provide an assessment of your capabilities and insight into expectations of an Employer. The following application must be completed for consideration for Employment. Additionally, math and measuring are important to being successful at GMC and cell phones and calculators are not allowed to complete the application.

GMC's policy is to provide equal employment opportunity to all qualified persons without regard to race, creed, color, religious belief, sex, age, national origin, ancestry, physical or mental disability, or veteran status.

Candidates interested in Operations positions must be able to pick up heavy pieces of glass. Candidates should be comfortable picking up 50 pounds repeatedly during an 8 hour shift. All prospective employees are required to complete and successfully pass a drug test AND physical BEFORE starting employment by GMC's physician. Candidates are responsible for paying for the drug test and physical and will be reimbursed upon GMC hiring based on ability to pass the test.

Additionally, GMC operates multiple shifts and a candidate must be able to work an off shift and overtime. New Employees are assigned a position and partnered with a current GMC employee with the expectations to learn the position and GMC business during the first 90 days.

Safety and working safely is the first and most important requirement at GMC. GMC Employees do not get hurt. GMC fosters a safe working environment which is vital when handling glass. GMC cannot employ candidates that are not cautious and can manage themselves. Unsafe behavior and not following safe work practices will result in corrective action or termination.

GMC has a simple attendance policy. Be at and ready to work before your shift time. Clocking in at shift time or 1 minute late is late. Lateness and absences are unacceptable and will result in corrective action or termination. A probationary Employee will be terminated if late or absent during the probationary 90-day period.

GMC's compensation philosophy is based on attitude and personal responsibility. The more an Employee knows and contributes to the Company's safe practices, quality, and profitability through knowledge, responsibility, and results, the more responsibility and earning potential the Employee has. It is imperative that new Employees engage with Supervisors and employees during the 90 day probationary period to learn and understand the assigned responsibility. An Employee's success is based solely on her/his attitude, personal responsibility and ability to learn and contribute.

I have read and understand GMC's expectations for prospective candidates. I acknowledge that I am committed to working safely, being on-time, and will take on the responsibility to contribute to GMC's success. I understand that I must take, pay for, and pass a drug screen and physical to be considered for employment with GMC. GMC will reimburse new employees that pass the drug test and physical.

Name _____

Date _____

Today's Date _____ Phone Number _____

Last Name _____ First Name _____

Middle Name _____

Street Address _____

City _____ State _____ Zip Code _____

Position Applied For _____

How did you hear about this opening? _____

When can you start? _____ Desired Wage \$ _____

Are you a U.S. citizen or otherwise authorized to work in the U.S. on an unrestricted basis? (You may be required to provide documentation)
 Yes _____ No _____

Are you looking for full time employment? Yes _____ No _____

If no, what hours are you available? _____

Are you able to work any shift? Yes _____ No _____

Are you able to work overtime, Saturdays or Sundays? Yes _____ No _____

Have you ever been convicted of a felony? (This will not necessarily affect your application) Yes _____ No _____

If yes, please describe conditions. _____

Previous Places of Employment

Company Name _____

Address _____ Phone _____

Date Started _____ Starting Wage \$ _____

Starting Position _____ Date Ended _____

Ending Wage \$ _____ Ending Position _____

Name of Supervisor _____ May we contact them? Yes No _____

Responsibilities _____

Reason for Leaving _____

Company Name _____

Address _____ Phone _____

Date Started _____ Starting Wage \$ _____

Starting Position _____ Date Ended _____

Ending Wage \$ _____ Ending Position _____

Name of Supervisor _____ May we contact them? Yes No _____

Responsibilities _____

Reason for Leaving _____

I certify the facts set forth in this application for employment are true and complete to the best of my knowledge. I understand that if I am employed, false statements on this application shall be considered sufficient cause for dismissal. This company is hereby authorized to make any investigations of my prior educational and employment history.

I understand that employment at this company is "at will" which means that either I or this company can terminate employment relationship at any time, with or without prior notice, and for any reason not prohibited by statute. All employment is continued on that basis.

Signature _____ Date _____

Why are you applying for a position at GMC? _____

Are you Currently Working? Yes _____ No _____

If yes, why are you applying for a new position? _____

If no, how long have you been out of work and why did you leave your last employer? _____

Have you ever been fired from a position? Yes _____ No _____

Name of the Company you were fired from _____

Reason for Termination _____

What is the most important requirement at GMC? How do you achieve this?

What are the top four things that employers find important?
1 _____
2 _____
3 _____
4 _____

What type of vehicle do you drive? _____

Please note that you cannot use a cell phone or calculator on this or we will disregard your application.

Please answer the following questions.

$$9/16 - 1/4 =$$

$$3/4 - 5/16 =$$

Please answer the following questions.

$$\begin{array}{r} 1234 \\ +5678 \\ \hline \end{array}$$

$$\begin{array}{r} 18.7 \\ +35.7 \\ \hline \end{array}$$

$$\begin{array}{r} 89.725 \\ -14.609 \\ \hline \end{array}$$

$$\begin{array}{r} 3812 \\ \times 56.7 \\ \hline \end{array}$$

$$\begin{array}{r} 150 \\ \times .0025 \\ \hline \end{array}$$

Convert $3/16$ to a Decimal _____

Convert $1/8$ to a Decimal _____

Convert $5/32$ to a Decimal _____

Convert $.125$ to a Fraction _____

Convert $.75$ to a Fraction _____

Please measure the following line and write in the measurement

Please measure the following line and write the answer in inches and eighths, as well as inches and sixteenths, and inches and thirty seconds.

If a bottle and a cork cost \$1.10 together, and the bottle is \$1.00 more than the cork, how much does the cork cost?

Test:

If you were building a frame for a crate and you needed the inside dimensions to be 30"x30" and you had boards $5/8$ " thick, 2" wide and 12' long, what length would you have to cut the boards to have the inside dimensions to 30"x30"

