
Date

Location

First Name

Last Name

Position applied for

MILLER



PAINT CO. SINCE 1890

An Employee Owned Company

At Miller Paint Company, our employees are our most valuable asset. Because of this, we strive to offer a great work environment, opportunities to grow as we do, and a strong benefits and compensation program. We've been doing business in the Northwest since 1890.

We are proud of our 117 year heritage as a family owned Company, and recent conversion to an employee owned Company. If you would like to be a part of the Miller team, please fill out this application completely and mail to our Support Office or drop off at any store.

Miller Paint Company also values employees by providing equal employment opportunities for all qualified applicants for employment regardless of gender; race; color; national origin; religion; age; veteran's status; marital status; pregnancy; physical, mental or sensory disability; sexual orientation or any other basis protected by federal, state or local law.

To be considered, this application must be filled out completely by the applicant. Typed applications will not be accepted unless previously arranged.

www.millerpaint.com
careers@millerpaint.com
Support Office at: 12812 NE Whitaker Way, Portland, OR 97230 Attn: Human Resources

<p>FOR OFFICE USE ONLY</p> <p><i>Received Date</i> <i>Postcard Sent</i></p>
--

PLEASE COMPLETE ALL SECTIONS OF THIS APPLICATION

The application must be filled out completely and legibly **by the applicant** unless arrangements are made in advance.

Last Name	First Name	M.I.
-----------	------------	------

Have you been employed or attended school using another name? Yes No If Yes, please Indicate Names previously used:

Position Applied for	Salary Desired	Date you can Start
----------------------	----------------	--------------------

Street Address	City	County	State	Zip Code
----------------	------	--------	-------	----------

Best Phone Number to Contact	E-mail Address
------------------------------	----------------

How did you hear about us?

Have you been employed by Miller Paint before? If yes, where? When?

Are you legally able to work in the United States? Yes <input type="checkbox"/> No <input type="checkbox"/>	Were you referred by a Miller Paint employee? Yes <input type="checkbox"/> No <input type="checkbox"/> If so-please state their name here:
--	---

Are you 18 years of age or older? Yes No Note: If you are age 14 through 17, you will be asked to provide proof of age.
 Can you work 40 hours a week? Yes No If not, how many hours can you work?
 Are you planning on holding another job while working at Miller Paint Company? Yes No
 Additional outside employment may be considered a conflict of interest. Approval may be required before hired.

Why are you choosing to make a job change at this time?

Why are you interested in employment with Miller Paint?

Have you ever been convicted of a felony or any crime involving dishonesty or acts against a person? Yes No
 Nature of offense? Where did offense occur? Date of Offense:

Have you ever been involved in a work situation which involved yelling, fighting or physical contact? Yes No
 If yes, please explain.

Have you ever been fired? Yes No If more than once, please describe
 If yes, please explain.

In case of emergency, I want Miller Paint to notify:
 Name Phone Number
 ()

TRAINING / EDUCATION / OFFICE SKILLS

School	Name and Address of school	Yr. Completed	Graduated?	Degree Earned
High School		1 2 3 4	Yes No	
College		1 2 3 4	Yes No	
Other				

Do you have office, clerical, computer or information services skills you believe relate to the position in which you are interested?
 If so, please list

PERSONAL REFERENCES

List three character references, other than relatives or former employers who have known you for the past three years

Name	Address	Occupation	Phone Number
1			()
2			()
3			()

PLEASE COMPLETE ALL SECTIONS OF THIS APPLICATION

IMPORTANT INFORMATION FOR YOU

Please read the following carefully. Your initials by each paragraph and signature below is required to be considered for employment. It also acknowledges you have read, understand and agree to the information below.

Please read carefully, initial each paragraph and sign below:

_____ I certify that I have answered the above questions truthfully and have not withheld any information relative to my application. I understand that any falsification, misrepresentation, or omission, as well as any misleading statements or omissions of the application information, attachments, and supporting documents generally will result in denial of employment or immediate termination, if discovered after hire.

_____ I authorize Miller Paint Company to thoroughly investigate my references, work record, education and other matters related to my suitability for employment, and further authorize the references I have listed to disclose to the company any and all letters, reports, and other information related to my work records, without giving me prior notice of such disclosure. In addition, I release Miller Paint Company, my former employers and all other persons, corporations, partnerships and associations from any and all claims, demands or liabilities arising out of or in any way related to such investigation or disclosure.

_____ I authorize Miller Paint Company to investigate whether I have a criminal record of convictions, and, if so, the nature of such convictions and all the surrounding circumstances of the conviction. Miller Paint Company has advised me that any criminal background check will focus on convictions, and that a criminal record will not necessarily disqualify me from employment.

_____ I agree to provide proof of meeting any minimum age requirements of the position(s) I am applying for if required by law. I also consent, if hired, to provide proof of the right to work in the United States as is required by the Immigration Reform and Control Act of 1986.

_____ If hired, I recognize the rules and policies of Miller Paint Company. I understand that my employment and compensation can be terminated at any time, with or without cause, and with or without notice, at the option of Miller Paint Company or myself. Miller Paint is an "at will" employer. I understand that the CEO / President of the company is the only person who will ever have the authority to create any other terms of employment and/or to enter into any employment contract and that all such contracts must be in writing and signed by both parties. However, I also understand that unless otherwise state in an employment contract, the company may change, withdraw and interpret other policies (including wages, hours and working conditions) as it deems appropriate.

_____ I understand and acknowledge that I may be required to submit to a physical examination, including drug test. Additionally, I hereby authorize the release of the results of such an examination to Miller Paint Company for their use in evaluating my suitability for employment. Further, I release the examining facility and Miller Paint Company from any and all liability, and from any damage that may result from the release of such information. Miller Paint Company maintains drug free workplaces. Job offers are conditioned upon the applicants successful completion of pre-employment drug screen at the Company's expense. All applicants testing positive for illegal substances will be disqualified from consideration. Upon hire, employees are expected to abide by the Company's drug policy.

**Application for Employment With
MILLER PAINT COMPANY**

1. *All areas of the application must be filled out completely and accurately. Please fill in the required information directly on the application and do not indicate "see resume."*
2. *If you are offered a position with Miller Paint Company be aware that we may verify all of the information that you have written on the application, as well as your resume. If there is a discrepancy in your information, the job offer may be withdrawn. It is important to be sure that what you have written is correct.*
3. *If you have any questions about completing the application, it is important to please ask the Miller Paint representative who has been assisting you.*

Thank you for your cooperation

Applicant Acknowledgement

My signature below indicates that I have read and understand the importance of supplying accurate information on the application. I am also aware of the possibility of an offer of employment being withdrawn if any of the information is not correct.

Signature _____ Print Name _____ Date _____