

Do you have experience in:
 lifting up to 100 lbs? _____ Yes _____ No
 working in inclement weather conditions? _____ Yes _____ No
 hand tools required for position (access to)? _____ Yes _____ No
 our industry or one similar? _____ Yes _____ No
 flooring work? _____ Yes _____ No
 a management/supervisory capacity? _____ Yes _____ No

Please list any additional skills you feel relevant to the job you are applying for:

GENERAL INFORMATION

Are you currently involved with a Union (for purpose of benefits only)? ___ Yes ___ No
 Have you ever been employed by Santarossa Mosaic & Tile Co., Inc. before? __ Yes __ No
 If yes, dates of employment: From ___/___/___ to ___/___/___
 Do you have any friends or family who are currently employed by us? ___ Yes ___ No
 If yes, Name(s):

Have you ever been convicted of a felony? _____ Yes _____ No
 If Yes, state the crime(s), court(s), and sentence(s):

WORK REFERENCES

Please list three individuals (other than relatives) whom we may contact for work related references:

Name	Title	Organization	Telephone Number
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

ADDITIONAL COMMENTS

**INVITATION TO SELF IDENTIFICATION FOR
Persons With Handicaps - Special Disabled Veterans - And Veterans of the Vietnam Era**

Santarossa Mosaic & Tile Co., Inc. is a Federal Contractor, subject to the requirements of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (38 USC 4212), and implementing regulations. These Acts and regulations require that Santarossa Mosaic & Tile Co., Inc. take affirmative action to employ, and to advance in employment, qualified persons with handicaps, special disabled veterans, and veterans of the Vietnam Era.

If you are a person with a handicap, a special disabled veteran, or veteran of the Vietnam Era, and would like to be considered under the Affirmative Action Program, please tell us. Provision of this information is voluntary. If you do not wish to identify yourself at this time as a person with a handicap, special disabled veterans, or a veteran of the Vietnam Era, you will not be subject to any adverse treatment. If you do not wish to identify yourself, the information provided will be used only in accordance with the Acts and the regulations. This means that the information provided will be:

1. Kept confidential, except that:
 - a. Supervisors and managers may be informed of any restrictions on work or duties of persons with handicaps or special disabled veterans, and of any necessary accommodations.
 - b. First aid and safety personnel may be informed, when and to the extent appropriate, if a particular handicap or disability may require emergency treatment.
 - c. Government officials investigating compliance with the Acts shall be informed.

2. Used only in accordance with the Acts and their implementing regulations; and

3. Used to ensure proper placement. In order to assist us in making proper placement, we ask that if you have a handicap or disability which might affect your job performance or create a hazard to yourself or other in connection with the job for which you are applying, you tell us:
 - a. What skills and/or procedures you use or intend to use to perform the job notwithstanding the disability, and
 - b. What accommodations we could make which would enable you to perform the job properly and safely. This might include special equipment, changes in the physical layout of the job, elimination of certain non-essential duties, or other accommodations.

I CERTIFY THAT I HAVE READ THE ABOVE "INVITATION TO SELF IDENTIFICATION" AND THAT I UNDERSTAND THE TERMS. I further attest, by checking the appropriate line and signing below, that I am:

- _____ A person with a handicap
- _____ A Special Disabled Veteran
- _____ A Veteran of the Vietnam Era
- _____ None of the above

Signature

Printed Name

Date