

JOB APPLICATION

D&R PAINTING LLC
10 CR 3127, Booneville, Mississippi 38829
6623720560

D&R PAINTING LLC is an equal opportunity employer. This application will not be used for limiting or excluding any applicant from consideration for employment on a basis prohibited by local, state, or federal law. Should an applicant need reasonable accommodation in the application process, he or she should contact a company representative.

Please fill out all of the sections below:

Applicant Information

Applicant Name: _____

Address: _____

City, State and Zip Code: _____

Telephone Number: _____

Email Address: _____

Date of Application: _____

Employment Position

Position(s) applying for: PAINTER General Labor (full time)

How did you hear about this position? _____

On what date can you start working if you are hired? _____

Do you have reliable transportation to and from work? _____

Personal Information

| | | |
|--|-------|----|
| Are you 18 years of age or older? | Yes | No |
| Are you a U.S. citizen or approved to work in the United States? | Yes | No |
| What document can you provide as proof of citizenship or legal status? | _____ | |

| | | |
|---|-------|----|
| Will you consent to a mandatory controlled substance test? | Yes | No |
| Do you have any condition which would require job accommodations? | Yes | No |
| If yes, please describe accommodations required below. | _____ | |

Have you ever been convicted of a criminal offense (felony or misdemeanor)?

Yes No

If yes, please state the nature of the crime(s), when and where convicted and disposition of the case:

(Note: No applicant will be denied employment solely on the grounds of conviction of a criminal offense. The date of the offense, the nature of the offense, including any significant details that affect the description of the event, and the surrounding circumstances and the relevance of the offense to the position(s) applied for may, however, be considered.)

Job Skills/Qualifications

Please list below the skills and qualifications you possess for the position for which you are applying:

(Note: D&R PAINTING LLC complies with the ADA and considers reasonable accommodation measures that may be necessary for eligible applicants/employees to perform essential functions. It is possible that a hire may be tested on skill/agility and may be subject to a medical examination conducted by a medical professional.)

Education and Training

High School

| Name | Location (City, State) | Year Graduated | Degree Earned |
|------|------------------------|----------------|---------------|
| | | | |

College/University

| Name | Location (City, State) | Year Graduated | Degree Earned |
|------|------------------------|----------------|---------------|
| | | | |

Vocational School/Specialized Training

| Name | Location (City, State) | Year Graduated | Degree Earned |
|------|------------------------|----------------|---------------|
| | | | |

Military:

Are you a member of the Armed Services? _____

What branch of the military did you enlist? _____

What was your military rank when discharged? _____

How many years did you serve in the military? _____

What military skills do you possess that would be an asset for this position?

Previous Employment

Employer Name: _____

Job Title: _____

Supervisor Name: _____

Employer Address: _____

City, State and Zip Code: _____

Employer Telephone: _____

Dates Employed: _____

Reason for leaving: _____

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Employer Name: _____

Job Title: _____

Supervisor Name: _____

Employer Address: _____

City, State and Zip Code: _____

Employer Telephone: _____

Dates Employed: _____

Reason for leaving: _____

Employer Name: _____

Job Title: _____

Supervisor Name: _____

Employer Address: _____

City, State and Zip Code:

Employer Telephone: _____

Dates Employed: _____

References

References
Please provide 2 personal and professional reference(s) below:

| Reference | Contact Information |
|-----------|---------------------|
| | |
| | |

Additional Information:

What Painting Experience do You Have

What Equipment have You operated

Are you willing to travel if asked in advance

Do you Have a checking Account

AT-WILL EMPLOYMENT

The relationship between you and the D&R PAINTING LLC is referred to as "employment at will." This means that your employment can be terminated at any time for any reason, with or without cause, with or without notice, by you or the D&R PAINTING LLC. No representative of D&R PAINTING LLC has authority to enter into any agreement contrary to the foregoing "employment at will" relationship. You understand that your employment is "at will," and that you acknowledge that no oral or written statements or representations regarding your employment can alter your at-will employment status, except for a written statement signed by you and either our Executive Vice-President/Chief Operations Officer or the Company's President.

Applicant Signature: _____ Dated: _____

D&R PAINTING, LLC.

662.372.0560 • drpainting4u@icloud.com

I understand that, with my authorization, an investigation may be made whereby information is obtained regarding my character, previous employment, general reputation, educational background, credit record and/or criminal history, subject to applicable federal, state and/or local laws.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in immediate dismissal. I understand, also, that I am required to abide by all rules and regulations of D&R Painting, LLC.

I understand and agree that if employed, the employment will be "at will". That is, either I or D&R Painting, LLC. may end the employment relationship at any time, for any reason, or for no reason.

I understand that receipt of this application by D&R Painting, LLC. does not imply employment and that this application and/or any other D&R Painting, LLC. documents are not contracts of employment.

The employee must be sober and alert when arriving at work. Any of the following activities while on the job may result in immediate termination without written or verbal warning: Any on the job use of alcohol or any illegal drugs by the employee, under the influence of alcohol or drugs (legal or illegal), any form of personal or sexual harassment, reckless driving, or other irresponsible and/or dangerous activities that may affect job performance or impede others from working in a safe environment.

In addition to other reasons mentioned in this agreement, employment may be terminated, if such is in the best interest of the employer for financial or other reasons.

As a D&R Painting, LLC employee, you may not contact or solicit work from any D&R Painting, LLC client (current or previous) without the permission of the D&R Painting, LLC owner.

Any work completed while employed by D&R Painting, LLC is a reflection of the company including any pictures taken (by the employer or another employee) and may not be used for the purposes of soliciting work without the permission of the owner of D&R Painting, LLC. or without giving credit to the D&R Painting, LLC. company. All information obtained while working for D&R Painting, LLC should be kept confidential including but not limited to the address, phone numbers and property content of clients.

The employer reserves the right to change this agreement at any time. In such case, the employee will be notified of the changes and asked to agree or disagree with such modifications. If the employee agrees, employment will continue. If the employee does not agree, employment may be terminated in accordance with the conditions of employment.

You are hired on a need basis. You will be paid \$ _____ per hour from the time you arrive on the job site until the time you are dismissed. You will be paid at the completion of each job according to the number of hours spent on each individual job.

Employee signature

Date

D&R Painting, LLC owner signature

Date

Request for Taxpayer Identification Number and Certification

Give Form to the
requester. Do not
send to the IRS.

Print or type
See Specific Instructions on page 2.

| | | | | | |
|--|--|--|---|--|--|
| Name (as shown on your income tax return) _____ | | | | | |
| Business name/disregarded entity name, if different from above _____ | | | | | |
| Check appropriate box for federal tax classification: <input type="checkbox"/> Individual/sole proprietor <input type="checkbox"/> C Corporation <input type="checkbox"/> S Corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Trust/estate <input type="checkbox"/> Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=partnership) ► _____ <input type="checkbox"/> Other (see instructions) ► _____ | | | | | |
| Address (number, street, and apt. or suite no.) _____ | | | Requester's name and address (optional) _____ | | |
| City, state, and ZIP code _____ | | | | | |
| List account number(s) here (optional) _____ | | | | | |

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on the "Name" line to avoid backup withholding. For individuals, this is your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the Part I Instructions on page 3. For other entities, it is your employer identification number (EIN). If you do not have a number, see How to get a TIN on page 3.

Note. If the account is in more than one name, see the chart on page 4 for guidelines on whose number to enter.

| | | | | | | |
|------------------------|---|-------|---|-------|---|-------|
| Social security number | | | | | | |
| _____ | - | _____ | - | _____ | - | _____ |

| | | | | | | | | | | |
|--------------------------------|---|-------|---|-------|---|-------|---|-------|---|-------|
| Employer identification number | | | | | | | | | | |
| _____ | - | _____ | - | _____ | - | _____ | - | _____ | - | _____ |

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me), and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding, and
3. I am a U.S. citizen or other U.S. person (defined below), and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification Instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions on page 3.

| | |
|--------------|-------------------------------|
| Sign Here | Signature of U.S. person ► |
|--------------|-------------------------------|

Date ►

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. The IRS has created a page on IRS.gov for information about Form W-9, at www.irs.gov/w9. Information about any future developments affecting Form W-9 (such as legislation enacted after we release it) will be posted on that page.

Purpose of Form

A person who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) to report, for example, income paid to you, payments made to you in settlement of payment card and third party network transactions, real estate transactions, mortgage interest you paid, acquisition or abandonment of secured property, cancellation of debt, or contributions you made to an IRA.

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN to the person requesting it (the requester) and, when applicable, to:

1. Certify that the TIN you are giving is correct (or you are waiting for a number to be issued),
2. Certify that you are not subject to backup withholding, or
3. Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of partnership income from a U.S. trade or business is not subject to the

withholding tax on foreign partners' share of effectively connected income, and

4. Certify that FATCA code(s) entered on this form (if any) indicating that you are exempt from the FATCA reporting, is correct.

Note. If you are a U.S. person and a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

Definition of a U.S. person. For federal tax purposes, you are considered a U.S. person if you are:

- An individual who is a U.S. citizen or U.S. resident alien,
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States,
- An estate (other than a foreign estate), or
- A domestic trust (as defined in Regulations section 301.7701-7).

Special rules for partnerships. Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax under section 1446 on any foreign partners' share of effectively connected taxable income from such business. Further, in certain cases where a Form W-9 has not been received, the rules under section 1446 require a partnership to presume that a partner is a foreign person, and pay the section 1446 withholding tax. Therefore, if you are a U.S. person that is a partner in a partnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and avoid section 1446 withholding on your share of partnership income.