Your Name: _____ **Today's Date:** _____/_____/_____

Freres LUMBER CO., INC.

"An Equal Opportunity Employer"

Employment Application

Please read the following and sign at the bottom of the page

This Application Form may be used by other departments to fill other positions.

Freres Lumber is currently recruiting to fill upcoming needs in entry level positions. The job is physically demanding requiring continuous standing while sorting and pulling sheets of veneer weighing up to 20 pounds per piece. You may handle over a thousand pieces of veneer per an eight hour shift. New hires in production jobs need to be available for all shifts and must be able to work all hours including the weekend.

Production Applicants MUST be available for ALL shifts. Shifts may vary by location.

Complete this application, if you agree to the following:

If I misrepresent or leave out information asked for on the application or post hiring forms I may be refused employment, or if hired, discharged. The Employer has my authorization to thoroughly investigate my prior employment history and to seek information from references regarding my character. I authorize my prior employers to release to Freres Lumber Co., Inc. information about my employment history and job performance. I release my prior employers and Freres Lumber Co., Inc. from all liability associated with their communications regarding my employment and performance history.

If employed, I may quit my employment at any time without notice or cause, and the employer may terminate or modify the employment relationship at any time without prior cause or notice. If employed, I agree to comply with the policies and rules of the employer, and I understand that no supervisor or manager has any authority to enter into any agreement, written or oral, for employment for any specified period of time or assurances contrary to the policy of "at will employment". If employed, I consent to be drug tested in accordance with the Employer's policies. I also consent to searches of my self and any property I have while on the Company's premises or parking lots, whether or not I have locks on such items.

I agree that the Employer has the right to arrange the work schedule to suit their production needs and that the following conditions may be mandatory: overtime, shift work, rotating shifts, reduced hours, and weekend work. If employed, I understand that my employment is for no definite period of time and if discharged, the Employer is liable only for wages or salary earned as of the date of discharge. I certify that the information I will provide in this Application will be truthful and complete. This Application will be active for 30 to 60 days. At the conclusion of that time, if I am still interested in being considered for employment, I must complete another Application. Plywood and Drying Mills: New hires will start at the Veneer Feeder rate and may work in a variety of jobs during their initial training period.

Have you read the above information? If so, sign below and complete this application form.

X Signature : _____ Date: ____/_____/____

Print Name: _____

Job you are seeking: _____

Application Return Options:

email: recruiting@frereslumber.com
Mail: Freres Lumber Co., Inc., PO Box 276, Lyons, OR 97358
Fax: (503) 859-2112

Personal Information

Your Name:

_____,_____,_____
Legal Last Legal First Legal Middle

Mailing Address:

_____
Street (Apt) City State Zip

Physical Address:

_____
Street (Apt) City State Zip

Phone #:_____ Mess. # : _____ Email:_____

Social Security #: _____-_____-_____ Drivers License /ID #: _____ State: _____

Position Sought: _____ Available Start Date:_____/_____/_____

Are you applying for a job in the mills? Yes ◯ No ◯

In the mills, the graveyard shift is the typical entry position for new hires.

Are your willing to work rotating and graveyard shifts ? Yes ◯ No ◯ Willing To Work Weekends? ☐

Are You Seeking? Full Time ☐ Part Time ☐ Temporary ☐ Summer ☐

How did you hear about the job opening(s)?Friend: ☐ Relative: ☐ Employment Dept: ☐ Walk In: ☐ Ad: ☐

Radio: ☐ Facebook: ☐ FreresLumber.com: ☐ Other (please identify): _____

Where do you look for job openings? Craigslist: ☐ Unemployment office: ☐ Indeed.com: ☐ Jobs.com: ☐

Monsterjobs.com: ☐ Careerbuilder.com ☐ FreresLumber.com: ☐ Oregonlive.com: ☐ Facebook: ☐

Please tell any other ways and websites you use when you look for jobs:

Suggestions to us on how or where to advertise our job openings:

What are you seeking and hope to find and achieve at Freres Lumber Co., Inc.?

EDUCATION

	Name and Location	Graduate?	Degree	Major	Subjects of Study
Grade School					
High School					
Trade School					
College					

Specific skills or qualities that would benefit Freres Lumber:

Can you do the job you are seeking with or without reasonable accommodation? Yes ◯ No ◯

Summarize your most recent job experiences first:

Why should we consider you when we have an opening?

Were you referred to us by a current Freres Lumber employee? Yes ◯ No ◯

Who?

Job History and Skills- Last 10 Years

What have you been doing for the last ten years?
List all employment history and explain all gaps in employment during the last ten years.

List current or most recent job first

From (Date)	To (Date)	Company	Location, City	State

Job Title:
Job duties, tasks performed:

Reason for leaving:

From (Date)	To (Date)	Company	Location, City	State

Job Title:
Job duties, tasks performed:

Reason for leaving:

From (Date)	To (Date)	Company	Location, City	State

Job Title:
Job duties, tasks performed:

Reason for leaving:

From (Date)	To (Date)	Company	Location, City	State

Job Title:
Job duties, tasks performed:

Reason for leaving:

From (Date)	To (Date)	Company	Location, City	State

Job Title:
Job duties, tasks performed:

Reason for leaving:

Please list any employment gaps and explain:

Reference Release: *Freres Lumber Co., Inc. has my authorization to thoroughly investigate my prior employment history and to seek information from references regarding my character. I authorize my prior employers and their representatives to release to Freres Lumber Co., Inc. and their representative's information about my employment history and job performance. I release my prior employers and Freres Lumber Co., Inc. from all liability associated with their communications.*

Applicant

X Signature : _____ Date: ____/_____/____

Print Name: _____

Explanation of Skills and Experience (what, when, where and how long)

Skill	What did you do, When, Where, and How Long?
Assembler	
Auto mechanics	
Carpenter Apprentice	
Carpenter Journeyman	
Chop Saw Operator	
Construction Cleanup	
Dryer Tender	
Electronics Experience	
Electrician-Journeyman	
Excavator Operator	
Forklift	
Framer	
Green Chain-Lumber	
Green Chain-Veneer	
Landscaping	
Lawn Care/Mowing	
Lift Truck Operator	
Loader Operator	
Lumber Grader	
Masonary	
Painting-Airless	
Painting-Brush Roll	
Picking/Packing	
Planer Chain	
Roof Tear Off	
Roof Application	
Sheet Rock	
Skill Saw Operator	
Small Motor Repairs	
Tree Planting	
Veneer Grader	
Warehouse	
Welding	

Please list any other skills that would benefit Freres Lumber:

1.) The job you are seeking is in a factory or workplace where perfect attendance, with the exception of protected leave, is expected. Describe your experience with keeping your attendance commitments to other employers or in other situations.

2.) Are there any situations now or in the foreseeable future that would affect ability to consistently report to work?

Yes ◯ No ◯ Explain.

3.) Working in a production environment with machinery and moving objects can be hazardous. You must be aware of your surroundings and alert for hazardous situations.
Describe your experience in hazardous situations and whether you have had safety violations or near misses in prior jobs.

Please provide the names and phone numbers of people who have seen you work and can vouch for your ability to work.

Name	How They Know You	Work They've Seen you do	Their Phone Number

Who has or who will write you letters of recommendation?
Please contact them and have them write you a letter of recommendation, and please send us a copy after you have received it from them.

Did you complete this employment application form neatly, truthfully, and thoroughly?
Yes ◯ No ◯

X Signature : _____ Date: ____/_____/____