

# Tint World®

## APPLICATION FOR EMPLOYMENT

Please complete all requested information in its entirety. Resumes will be accepted in addition to this application, not in lieu of completion of this application.

We're glad you are interested in joining the winning Tint World team. Teamwork requires dedication, trust, and above all, honesty. It is a commitment we ask of all our employees and potential employees.

TINT WORLD is an Equal Opportunity Employer. We will not tolerate discrimination because of race, creed, color, sex, religion, or national origin. All qualified applicants are welcome to submit applications for employment.

This application is just that - an application. It isn't an offer, promise or contract of employment, either expressed or implied. Tint World will not, and employees and applicants should not interpret any verbal or written statement, policies, practices, or procedures as altering their "at will" status.

### PERSONAL DATA

*(Please Print Neatly)*

Full Name: \_\_\_\_\_ Home Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Social Security Number: \_\_\_\_\_ Date of Birth \_\_\_\_\_ Today's Date: \_\_\_\_\_

In case of an emergency, notify: \_\_\_\_\_ Phone: \_\_\_\_\_

Position for which you are applying: \_\_\_\_\_ What is your salary expectation? \_\_\_\_\_

Date available to start work: \_\_\_\_\_ Full time: • Part time: • Regular: • Temporary: •

How did you learn about our Company? \_\_\_\_\_ If referral, who were you referred by? \_\_\_\_\_

Have you ever applied for or worked here before? Yes • No • If yes, provide dates:

\_\_\_\_\_

A RECORD OR CONVICTION DOES NOT NECESSARILY DISQUALIFY YOU FROM EMPLOYMENT CONSIDERATION - ONLY AS RELATED TO THE JOB FOR WHICH YOU ARE APPLYING.

Have you ever been convicted of a felony or misdemeanor, other than minor traffic violations? Yes • No •

If yes, list only conviction(s): \_\_\_\_\_

### PREVIOUS WORK HISTORY

*(Please List Current First)*

Co. Name: \_\_\_\_\_ Employment Dates: From \_\_\_\_\_ to \_\_\_\_\_

City/State/Zip: \_\_\_\_\_ Phone #: (\_\_\_\_\_) \_\_\_\_\_

Supervisor Name: \_\_\_\_\_ Reason for Leaving: \_\_\_\_\_

Job Position: \_\_\_\_\_ Last Pay Rate: \_\_\_\_\_

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Co. Name: \_\_\_\_\_ Employment Dates: From \_\_\_\_\_ to \_\_\_\_\_

City/State/Zip: \_\_\_\_\_ Phone #: (\_\_\_\_\_) \_\_\_\_\_

Supervisor Name: \_\_\_\_\_ Reason for Leaving: \_\_\_\_\_

Job Position: \_\_\_\_\_ Last Pay Rate: \_\_\_\_\_

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## PREVIOUS WORK HISTORY (continued)

Co. Name: \_\_\_\_\_ Employment Dates: From \_\_\_\_\_ to \_\_\_\_\_  
City/State/Zip: \_\_\_\_\_ Phone #: (\_\_\_\_\_) \_\_\_\_\_  
Supervisor Name: \_\_\_\_\_ Reason for Leaving: \_\_\_\_\_  
Job Position: \_\_\_\_\_ Last Pay Rate: \_\_\_\_\_

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Other Name employed under? \_\_\_\_\_ May we contact these employers? Yes • No •

## REFERENCES

*(Please list three persons not related to you who know your qualifications)*

Full Name: \_\_\_\_\_ Home Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_  
Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
Relationship: \_\_\_\_\_ How long has this person known you? \_\_\_\_\_

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Full Name: \_\_\_\_\_ Home Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_  
Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
Relationship: \_\_\_\_\_ How long has this person known you? \_\_\_\_\_

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Full Name: \_\_\_\_\_ Home Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_  
Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
Relationship: \_\_\_\_\_ How long has this person known you? \_\_\_\_\_

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## EDUCATION

*(May or may not be considered depending on position applied for)*

High School Graduate Diploma: Yes • No • Grade Point Average: \_\_\_\_\_  
High School Name: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_  
College or University Degree: Yes • No • Type of Degree Received: \_\_\_\_\_  
Technical/GED/Other: Yes • No • Explain: \_\_\_\_\_  
Licenses/Certifications/Other: \_\_\_\_\_

## MILITARY

*(Complete only if you served in the military)*

Branch of Service: \_\_\_\_\_ Number of Years/Months of Service: \_\_\_\_\_  
Rank at Discharge: \_\_\_\_\_ Date at Discharge: \_\_\_\_\_ Reason for leaving: \_\_\_\_\_  
Describe any military skills, training or experience you believe are relevant to the job applied for:

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# DRIVER'S LICENSE INFORMATION

You must have a valid Driver's License to qualify to work at a TINT WORLD Store.

TO BE COMPLETED BY ANYONE WHO WILL DRIVE EMPLOYER'S OR CUSTOMER'S VEHICLES, REGULARLY OR OCCASIONALLY

Type of Driver's License you hold now? Operator • Commercial Operator • Chauffeur •

Issued by what State: \_\_\_\_\_ Expiration Date: \_\_\_\_\_ Driver's License #: \_\_\_\_\_

Has your Driver's License been revoked or suspended in the last 3 years? Yes • No • If yes, explain: \_\_\_\_\_

How many years have you been driving? Less than 3 year's • Over 3 year's • Do you own a car? Yes • No •

Are there any restrictions on your license? Yes • No • If yes, explain: \_\_\_\_\_

Did you have any moving traffic violations or accidents? Yes • No • If yes, show details below:

MO/Year \_\_\_\_\_ Description of Violations (Not Parking) \_\_\_\_\_

MO/Year \_\_\_\_\_ Description of Violations (Not Parking) \_\_\_\_\_

## TECHNICIAN HISTORY

*(Please complete the following – be specific, as we will be testing you before you are hired)*

Do you have your own tools? Yes • No • Monetary Value: \$ \_\_\_\_\_

Describe Tools: \_\_\_\_\_

Explain Auto Tinting experience: \_\_\_\_\_

Explain Flat Glass Tinting experience: \_\_\_\_\_

Explain Auto Detailing, Wash & Wax experience: \_\_\_\_\_

Explain Auto Alarms & Security experience: \_\_\_\_\_

Explain Auto Audio/Video experience: \_\_\_\_\_

Explain Auto Accessories experience: \_\_\_\_\_

A.S.E. Accredited: Exhaust: Y • N • Brakes: Y • N • Suspension & Steering: Y • N • Engine Performance: Y • N •

Engine Repair: Y • N • A/C: Y • N • Manual Drive Train & Axles: Y • N • Electrical Systems: Y • N • Other: \_\_\_\_\_

M.E.C.P. Accredited: Basic: Y  N  Advanced: Y  N  Master: Y  N  Other: \_\_\_\_\_

Equipment Experience: Engine Scanner: Y • N Voltmeter: Y • N • Electronic Equip.: Y • N • High Speed Buffer: Y • N •

Computerized Tinting Software: Y • N • Hardware Plotter: Y • N • Other: \_\_\_\_\_

Lifting of items up to 50-100 pounds may be required - for your own safety, would you be able to lift that amount? Y • N •

Are you able to stand on your feet, if required, during an entire work shift? Y • N •

TINT WORLD operates its stores 6 days a week, are you willing to work any day, shift or hours assigned? Y • N •

If no, please explain: \_\_\_\_\_

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## MAJOR RESPONSIBILITIES OF A TECHNICIAN

Inspect and explain all work needed for safety and comfort for each customer's car/truck including Tint, Alarms, Remote Functions, Audio/Video, Detailing, Appearance & Accessories. Install all parts and complete service as approved on estimate work order. Assist in other work as needed; duties include test drive the car, drive on the lift, open the hood, and diagnose the problem and/or maintenance needed. Explain customer's needs for problems presented. Point out good and bad. Give the car a complete physical, check of vehicle according to the Tint World Inspection Form and help with the selling of the job. Explain to the customer what has to be done to improve and/or correct his/her problem. Pull parts from stock and/or make parts and go get parts if necessary. Remove defective parts and install new parts. Check and adjust work to proper completion. Resell and show completed work to the customer. Remind customer of any additional work that was declined and/or not completed. Ensure job ticket work is complete. Put all parts numbers correct or changed on work order. Remind customer of parts not replaced for future reference. Sweep under the car before taking it out of the bay. Say thank you to the customer. Help in orientation of new employees and assist in training and in the work of other employees as necessary. Keep equipment in excellent working condition. Keep the work area and stock area in a clean, orderly, and safe condition. Help keep the shop waiting room parking area and sidewalks in clean orderly safe attractive condition. (Clean, sweep, paint, wash, repair as it is necessary and needed) Unload truck, put parts in stock and help maintain inventory. Assist in any other duties as requested to progress Tint World. Arrive at work 15 minutes prior to opening in order to put on uniform before punching in. Remember at Tint World we are #1 in courtesy, cleanliness and service.

I have read the above and accept this job with these responsibilities.

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**Applicant Signature**

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**Date**

## SAFETY

I understand and agree that as a condition of employment I am required to wear/use the following personnel protective equipment supplied and/or required by my employer.

EMPLOYEE SUPPLIED: Safety Glasses • EMPLOYEE SUPPLIED: Proper Work shoes •

In the event I sustain on-the-job injury as a direct result of my failure to wear/use the personal protective equipment listed above, or use of illegal drugs or alcohol on the job, my worker's compensation benefits could be substantially reduced.

## UNIFORM POLICY

All employees are required to wear clean uniforms on a daily basis. Tint World® provides these uniforms for you to wear and \$60.00 will be held out of your first 2 weekly paychecks as a uniform prep charge. As an employee you are responsible for these uniforms, and in case of any losses there will be a charge of \$20.00 for each piece. On a weekly basis, it is strongly recommended that each mechanic verify his uniform count with the driver on each delivery.

## VOLUNTARY SUBSTANCE TESTING

PLEASE NOTE: "ALL APPLICANTS ACCEPTED FOR EMPLOYMENT MAY BE REQUIRED TO SUBMIT TO A PRE-EMPLOYMENT AND ON THE JOB PHYSICAL, WHICH MAY INCLUDE A DRUG TEST."

## PATIENT AUTHORIZATION FOR RELEASE OF INFORMATION

I authorize any physician, surgeon or other medical or professional person, dentist, hospital, rehabilitation, nurse, medical personnel to furnish to any representative of the above identified company, custodian or personnel with Tint World, all records in their possession regarding applicant for injuries, medical history, including substance abuse (drugs or alcohol), mental health and AIDS related information before and after the date of signature on this form, regardless of the time of occurrence. This information will be utilized for purposes related to my job application and continued employment.

# STATEMENT AND AUTHORIZATION

I understand that if I am employed, any misrepresentation or omission of material and facts on this application may result in my dismissal. The company in considering my application for employment may verify the information relating to my background. I authorize all persons, schools, companies, corporations, credit bureaus, law enforcement agencies and doctors to supply any information concerning my background, provided state law permits. I further agree to submit to alcohol and/or drug screening tests, if requested of me, at any time prior to, or during my employment in accordance with the law. I understand that employment at Tint World is for a (90) ninety days trial period of time and is terminal at the will of either party at any time during the employment for any reason.

I have read and examined the application and state the items therein are true and correct to the best of my knowledge and belief.

\_\_\_\_\_  
Applicant Signature

\_\_\_\_\_  
Date

## CANDIDATE EVALUATION & REFERENCE CHECK

*(PERSON HIRING - PLEASE COMPLETE)*

**NOTE: Technician position may require an interview by two management personnel. Please do a reference check by phoning past employers and personal references.**

Don't be pushy on questions - only if they volunteer continue asking.

Confirm work dates: \_\_\_\_\_ What were employee's weaknesses? \_\_\_\_\_

Would employer re-hire employee? Y ● N ● \_\_\_\_\_

Was the employee prompt to work? Y ● N ● \_\_\_\_\_

Did the employee perform duties assigned? Y ● N ● Was employee willing to learn? Y ● N ●

Did the employee perform duties in a timely manner? Y ● N ● Was employee absent a great deal? Y ● N ●

What was the employee's attitude? Positive ● Negative ● Employer's answers direct or vague? D ● V

●

Interviewer: \_\_\_\_\_ Date: \_\_\_\_\_ 2nd Interviewer: \_\_\_\_\_ Date: \_\_\_\_\_

## CANDIDATE NEW HIRE RATINGS REPORT

Hired By: \_\_\_\_\_ Date hired: \_\_\_\_\_ Position: \_\_\_\_\_

Report to what store: \_\_\_\_\_ Starting Date: \_\_\_\_\_ Starting Pay: \$ \_\_\_\_\_

Comments about Pay: \_\_\_\_\_

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Vacation: \_\_\_\_\_ Sick Days: \_\_\_\_\_ Other: \_\_\_\_\_

Single: • Married: • Dependents: \_\_\_\_\_ Extra Withholding: \$ \_\_\_\_\_ If yes, explain: \_\_\_\_\_

Comments: \_\_\_\_\_

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**New Employee Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

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**Hired by Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

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