

Incomplete or illegible applications will **not** be processed. Mail to: Warm Corporation, 908A Enterprise Way, Napa, CA 94558

Last Name \_\_\_\_\_ Date \_\_\_\_\_  
Phone \_\_\_\_\_ Email \_\_\_\_\_

Read carefully **before** filling out this application. We welcome your Resume if you also have one. However, we must also have this Application filled out and returned, since many of these questions will **not** be on a resume. We **only** consider Applicants who send in an Application; a Resume is optional. You do **not** have to duplicate answers; if the information is on the Resume, you need not write it all out again; be careful; resumes **never** answer **all** the questions on this application!

The Warm Corporation, it's divisions and subsidiaries are Equal Opportunity Employers. We do not discriminate on any basis other than factors that affect the ability to perform the work required. Information you submit to us is subject to the Privacy Act and will be used only for purposes of this Application and will be never be released to any other parties without your express and written permission. Employment Application materials will be active for three months, then stored for 3 years as required by law and prudence. We take your privacy seriously.

There are pre-conditions for employment. We reserve the right to perform drug or alcohol testing and/or background investigations. We ask your permission to conduct such testing prior to employment and any time that such factors may affect work performance or possibly be related to any accident or incident. Your permission is implied by this application.

If you are hired, you will be required to provide a copy of your DMV record, proof of legality to work in the United States (INS form I-9), an Income Tax Deduction form W-4, and other personal contact and health related information.

We want you to be successful in this application. Please return by **regular mail**. Applications which are faxed or emailed are often illegible and will not be considered. Thank you for your interest and good luck in your search for employment.

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Full Name \_\_\_\_\_ Soc. Sec. No. \_\_\_\_\_ - - \_\_\_\_\_ Driver's Lic. No. \_\_\_\_\_ State \_\_\_\_\_.  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_.  
Home Phone \_\_\_\_\_ Fax \_\_\_\_\_ Cell Phone \_\_\_\_\_ Best way to contact you? \_\_\_\_\_  
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Are you interested in Full Time Only \_\_\_\_\_ Part Time Only \_\_\_\_\_ Full or Part Time \_\_\_\_\_ When can you start if hired? \_\_\_\_\_

Required Wage/Salary at Start? \$ \_\_\_\_\_ After One Year \$ \_\_\_\_\_ After 5 Years? \$ \_\_\_\_\_

Required Benefits? \_\_\_\_\_

Desired Benefits? \_\_\_\_\_

Are you currently in school? \_\_\_\_\_ Where? \_\_\_\_\_ Program or Major? \_\_\_\_\_ When will you graduate? \_\_\_\_\_

Would your classes or schooling interfere with a normal work schedule? \_\_\_\_\_

Do you have transportation to work? \_\_\_\_\_ How? \_\_\_\_\_ Accidents in past 3 years? \_\_\_\_\_ Moving violations 3 years? \_\_\_\_\_

When does license expire? \_\_\_\_\_ Company covering your auto insurance? \_\_\_\_\_

What did you like best about your current or last job? \_\_\_\_\_  
\_\_\_\_\_

What did you like least about your current or last job? \_\_\_\_\_  
\_\_\_\_\_

What is your strongest employment skill? \_\_\_\_\_

What is your weakest work-related skill? \_\_\_\_\_

What would you like to learn at work? \_\_\_\_\_  
\_\_\_\_\_



**Education History**

<u>Type</u>	<u>Where?</u>	<u>Years Completed?</u>	<u>Major?</u>	<u>Graduate/Degree?</u>	<u>Extracurricular activities?</u>
High School:	_____	_____	_____	_____	_____
Military School:	_____	_____	_____	_____	_____
College:	_____	_____	_____	_____	_____
College:	_____	_____	_____	_____	_____
Trade School:	_____	_____	_____	_____	_____
Other Training:	_____	_____	_____	_____	_____
Other Training:	_____	_____	_____	_____	_____

**Personal References** (previous supervisors, teachers, associates, etc; Do not list relatives or previous employers.)

Name \_\_\_\_\_ Relationship \_\_\_\_\_ Phone \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ How long known? \_\_\_\_\_  
How and why do you know this person? \_\_\_\_\_

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Name \_\_\_\_\_ Relationship \_\_\_\_\_ Phone \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ How long known? \_\_\_\_\_  
How and why do you know this person? \_\_\_\_\_

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Name \_\_\_\_\_ Relationship \_\_\_\_\_ Phone \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ How long known? \_\_\_\_\_  
How and why do you know this person? \_\_\_\_\_

**Position Related Questions** (use additional paper to answer these if needed)

What's the difference between a feature and a benefit? \_\_\_\_\_  
What does it mean to "qualify" a prospect? \_\_\_\_\_  
Would you prefer a customer or a client? \_\_\_\_\_ Why? \_\_\_\_\_  
Do you have a favorite Sales Trainer you have read or followed? \_\_\_\_\_ Who? \_\_\_\_\_  
How would you handle the objection, "Your price is too high!"? \_\_\_\_\_  
List the titles of any books you have read on the topic of Sales? \_\_\_\_\_  
What is the best way to identify a client's concerns? \_\_\_\_\_  
What Magazines do you subscribe to? \_\_\_\_\_  
Why would you want to work at the Warm Corporation? \_\_\_\_\_  
\_\_\_\_\_  
What are the three modes of heat transmission? \_\_\_\_\_  
When looking at house plans, what is a cross sectional elevation? \_\_\_\_\_  
What are the two reasons to use pressure treated wood? \_\_\_\_\_  
Do you smoke? \_\_\_\_\_ Chew tobacco? \_\_\_\_\_ Use illegal drugs or substances? \_\_\_\_\_ Drink alcohol? \_\_\_\_\_  
Did you complete this application yourself? \_\_\_\_\_ If not, who did? \_\_\_\_\_

**Employment History** (List work experience for the past five years, beginning with most recent or current).

Are you **currently** employed? \_\_\_\_\_ Where? \_\_\_\_\_ Location \_\_\_\_\_

How long? \_\_\_\_\_ Position \_\_\_\_\_ Current Wage/Salary? \_\_\_\_\_ per \_\_\_\_\_. Last year W-2 \_\_\_\_\_

List jobs held, duties performed, skills used or learned, advancements or promotions while working at this company:

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Supervisor \_\_\_\_\_ Reason for wanting to leave (be specific)? \_\_\_\_\_

What else should we know? \_\_\_\_\_

(We will **not** contact your current employer without your express permission and only if you are a finalist for employment)

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**Past Employment**

Employer \_\_\_\_\_ Position Title? \_\_\_\_\_ Date Started? \_\_\_\_\_ Date Left \_\_\_\_\_

Starting Wage/Salary \_\_\_\_\_ Ending Wage? \_\_\_\_\_ Supervisor Name \_\_\_\_\_

Reason for leaving (be specific)? \_\_\_\_\_

List jobs held, duties performed, skills used or learned, advancements or promotions while you worked at this company:

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Employer \_\_\_\_\_ Position Title? \_\_\_\_\_ Date Started? \_\_\_\_\_ Date Left \_\_\_\_\_

Starting Wage/Salary \_\_\_\_\_ Ending Wage? \_\_\_\_\_ Supervisor Name \_\_\_\_\_

Reason for leaving (be specific)? \_\_\_\_\_

List jobs held, duties performed, skills used or learned, advancements or promotions while you worked at this company:

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Employer \_\_\_\_\_ Position Title? \_\_\_\_\_ Date Started? \_\_\_\_\_ Date Left \_\_\_\_\_

Starting Wage/Salary \_\_\_\_\_ Ending Wage? \_\_\_\_\_ Supervisor Name \_\_\_\_\_

Reason for leaving (be specific)? \_\_\_\_\_

List jobs held, duties performed, skills used or learned, advancements or promotions while you worked at this company:

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Employer \_\_\_\_\_ Position Title? \_\_\_\_\_ Date Started? \_\_\_\_\_ Date Left \_\_\_\_\_

Starting Wage/Salary \_\_\_\_\_ Ending Wage? \_\_\_\_\_ Supervisor Name \_\_\_\_\_

Reason for leaving (be specific)? \_\_\_\_\_

List jobs held, duties performed, skills used or learned, advancements or promotions while you worked at this company:

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If there are other things you would like us to know about you or this application, list them here. Thank you.

**APPLICATION FORM WAIVER**

In exchange for the consideration of my job application by the Warm Corporation, dba Warm Floors, the Warm Company, or divisions or subsidiaries, (hereinafter called “the Company”), I agree that:

Neither the acceptance of this application nor the subsequent entry into any type of employment relationship, either in the position applied for or any other position, and regardless of the contents of employee handbooks, personnel manuals, benefit plans, policy statements, and the like as they may exist from time to time, or other Company practices, shall serve to create an actual or implied contract of employment, or to confer any right to remain an employee of the Company. I hereby recognize that the Company has a permanent policy of “mutual employment at will” and that either party may terminate the employment relationship at any time without reason or advance notice.

If employed, I understand that the Company may unilaterally change or revise benefits, policies and procedures and such changes may include reduction in benefits or less convenient or desirable working schedules and conditions for employment. If hired, I agree in advance to follow all company procedures as written or altered at any time.

I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I authorize investigation of all statements contained in this application. I understand that the misrepresentation or omission of facts called for is cause for dismissal at any time without any previous notice. I hereby give the Company permission to contact schools, previous employers (unless otherwise indicated), references, and others, and hereby release the Company from any liability as a result of such contact.

I understand that (1) the Company has a drug and alcohol policy that provides for pre-employment testing as well as testing after employment; (2) consent to and compliance with such policy is a condition of my employment; and (3) continued employment is based on the successful passing of testing under such policy. I further understand that continued employment may be based on the successful passing of job-related physical examinations.

I understand that, in connection with the routine processing of my employment application, the Company may request from a consumer reporting agency an investigative consumer report including information as to my credit records, character, general reputation, personal characteristics, and mode of living. Upon written request from me, the Company, will provide me with additional information concerning the nature and scope of any such report requested by it, as required by the Fair Credit Reporting Act.

I understand that my employment with the Company would begin with Trial Employment for a period of ninety (90) days, during which time no benefits are available, and further that at any time during the probationary period or thereafter, my employment relationship with the Company is terminable at will for any reason by either party.

None of the provisions or agreements in this waiver can be altered except by a written instrument signed by the President of the Company.

Signature of applicant \_\_\_\_\_ Date: \_\_\_\_\_