

Starko, Inc.

679 Green Hill New Hope Road
Wilmar, AR 71657
(P) 870-367-0144
(F) 870-367-0241
jamie@starkoinc.com



Starko Inc. is a fabrication and installation company, based in Arkansas. The company's installation services include blown film towers, resin silos, material handling systems, complete extrusion system, complete plant relocations, hardware and auxiliary equipment. A provider of crane service to modify steel structures, Starko Inc. also deals in the alignment of blown film towers, mezzanines, cast film lines and sheeting lines. It has also been involved in the manufacture of plastics. The company has been involved in the fabrication of blown film towers, mezzanines, complete manufacturing buildings, distribution boxes, resin storage bins (steel or aluminum) and many more.

Application for Employment

Date of Application: _____

Date Available for Work: _____

Expected Salary/Wage: _____

Position for Which You Are Applying

How did you learn about us?

Road Crew Labor
 Shop Labor
 Office
 Other

Newspaper Ad
 Walk - In
 Relative
 Friend

Relative
 Referred by (Name) _____
 Other _____
 Other _____

Relative/Friends that are already employed with Starko _____

Yes No Have you filed an application with Starko, Inc. before?

Yes No Have you been employed by Starko, Inc. before?

Position: _____ Rate of Pay: _____ Dates: _____

Reason for leaving: _____

Applicant Contact Information

Last Name First Name Middle Initial

Mailing Address City/State Zip

Phone Number Cell Phone Message Phone

Emergency Contact Phone Number Relationship

Email Address

Yes No Are you 18 years of age or over?

Yes No Can you provide proof of age?

If No, Date of Birth _____

Yes No Are you legally authorized to work in the United States?

Yes No Are you employed now?

Yes No May we contact your present employer?

EMPLOYMENT HISTORY

Start with your present or most recent job. Include any job-related military assignments, self-employment, summer and part time jobs.

1. _____
Employer

Address

Date Employed	Rate of Pay	Supervisor
Reason for leaving		
___ Yes ___ No May we contact for reference?		

2. _____
Employer

Address

Date Employed	Rate of Pay	Supervisor
Reason for leaving		
___ Yes ___ No May we contact for reference?		

3. _____
Employer

Address

Date Employed	Rate of Pay	Supervisor
Reason for leaving		
___ Yes ___ No May we contact for reference?		

Skills and Qualifications

Education

Elementary School

- Name & Address of School _____
- No. of years attended _____
- Did you graduate? _____
- Subject Major/Minor _____

High School

- Name & Address of School _____
- No. of years attended _____
- Did you graduate? _____

Subject Major/Minor _____

College

- Name & Address of School _____
- No. of years attended _____
- Did you graduate? _____

Subject Major/Minor _____

Specialized Training

- Name & Address of School _____
- No. of years attended _____
- Did you graduate? _____

Subject Major/Minor _____

References

Three individuals NOT related to you who have known for at least one year.
Name, Address, Telephone Number, Relationship & Years Acquainted

1. _____
2. _____
3. _____

Survey

- Yes No Are you willing to work on projects out of town?
 Yes No Are you willing to be gone?
 Yes No Are you willing to work overtime?
 Yes No Are you willing to work weekends?
 Yes No Are you afraid of heights?
 Yes No We practice 100% tie-off with a full harness and may work about 50' to 150' high, would you be able to comfortably working at these heights?
 Yes No Are you able to work on your feet for ten hours a day?
 Yes No Are you able to lift 50 pounds consistently and up to 100 pounds occasionally?
 Yes No Can you perform the essential functions of this job with or without reasonable accommodation?
(If you have any questions about the functions of the job, please ask the interviewer before answering these questions.)
 A B If you had a choose, would you prefer to A) put a puzzle together, or B) Fix a lawn mower?
 A B We have new construction crews that A) assemble equipment from blueprint drawings, and we have crews that B) repair existing equipment when it breaks down. Which would you prefer?
 Yes No Do you have construction experience?
If yes, please explain _____
 Yes No Do you have a valid driver's license?
 Yes No Are you currently certified to operate a forklift?
 Yes No Have you completed OSHA Training and possess a card or certificate? 30hr 10hr

What type of tools have you worked with?

- Wrenches Drills Sawzall Band saws Impact Wrenches Cutting Torches
 Ratchets Chop Saw Winches Screw Drivers Tape Measure Safety Glasses
 Hard Hat Welder Ladder Cable or Chain Hoist

What type, if any, of welding have you done?

- Stick
 Wire Feed
 None

How much experience do you have welding and cutting torches?

- A few times
 Many times

Explain: _____

Describe any additional experience or training that qualifies you for this job

- Yes No Have you EVER been convicted of a crime? Conviction will not necessarily disqualify any applicant from employment.
The recency, severity and pertinence of the conviction to the job will be considered.

If yes, please explain: _____

- Yes No Are you on probation or parole?
 Yes No Are you able to work out of state and/or near schools?
 Yes No Will you take an alcohol/drug screen breath/urine test for drug, alcohol or controlled substance?
 Yes No Are you able to speak, understand spoken English and follow verbal and written instructions in English?
 Yes No Did you personally complete this application?

In connection with this application for employment, I authorized the employer acting on its behalf to conduct an inquiry into any job-related information contained in this application, including, but not limited to, my records maintained by an educational institution relating to academic performance such as transcript. Moreover, I hereby release the employer acting on its behalf from any and all liability of whatsoever nature by reason of requesting such information from any person.

- Yes, but not present employer until job is offered
 No, We may be unable to hire you without this information.

I declare that any statement in this application or information provided is true and complete and hereby acknowledge that I have read and understand the information above.

This application for employment shall be considered active for a period of time not to exceed 30 days. Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not applications are being accepted at this time.

I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will" nature, which means the Employee may resign at any time and the Employer may discharge Employee at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by an authorized executive of this organization.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand that I am required to abide by all rules and regulations of the employer.

Signature

Date

If hired, Starko, Inc. has available transportation to hotel while out with road crew. Employees are required to use available transportation. Starko, Inc. will make hotel arrangements and pay for the hotel room expense only. Employees will be held responsible for any other charges or damages. Per Diem pay is provided to road crews while out on the road working and you will be expected to pay for your own meals. You must also dress appropriately for the weather and maintain a clean personal hygiene.

The following information will be needed before you begin work:

I9 Form

W-4 Form

Copy of Drivers Licenses and Social Security Card

Checking Account, Saving Account or Pay card number for direct deposit

FOR PERSONNEL DEPARTMENT USE ONLY

Yes No Arrange Interview

Remarks:

Interviewer

Date Interviewed

Yes No Employed

Date of Employment: _____

Job Title: _____

Hourly Rate/Salary: _____

By: _____

Name & Title

Date