



COMPANY PROFILE

Schilling Brothers has been family owned and operated since 1945 with roots in home building and development in the area dating back to 1800's.

We are the leader in the building materials industry in Northwest Indiana.

When we opened our doors over 60 years ago, we had a staff of 2. Today, we have more than 100 full time employees.

Schilling Brothers is a dynamic company and we provide opportunities for career growth and advancement to employees at all levels. In addition, Schilling's offers excellent benefits and competitive salaries.

If you're looking for a career at an extraordinary company, Schilling Brothers is the place for you!



DEPARTMENTS

Kitchens & Baths

N.W. Indiana's market leader in cabinetry. From custom one-of-a kind cabinets to the largest stocking warehouse. Designer, Sales, Assistant, Data Entry & Order Entry.

Windows, Doors & Millwork

The Midwest's market leader with Andersen Windows- the world's largest window company. High volume, exciting & fast paced environment. Inside Sales, Outside Sales, Commercial Sales, Order Entry .

Contractor Sales

N.W. Indiana's largest building materials supplier. High volume, exciting & fast paced environment. Inside sales, Outside Sales, Commercial Sales, Data entry, Sales Assistant/Expeditor

Flooring

Beautiful New Showroom. N.W. Indiana's #1 Flooring dealer & distributor. Wood, Tile & Laminate. Inside Sales

Hardware

Customer service oriented mix of pro and do-it yourself clients. Advancement potential for hard working, individuals with good communication and computer skills. Sales, Stocker

Warehouse, Loading, Driving, Lumber Yard

N.W. Indiana's largest lumberyard. Fast pace, high volume, customer service oriented. Advancement potential for hard working individuals, with good work ethic & ability to learn quickly. Material Handler, Load Builder, Driver- Class B & Pickup Truck, Warehouse

Back Office

Purchasing, Accounts Payable, Accounts Receivable

BENEFITS OVERVIEW

Schilling Brothers offers a comprehensive benefits plan designed to meet the needs of all our employees:

- No nights or Sundays
- One, Two & Three weeks paid vacation
- Paid holidays
- 401k
- Profit sharing
- Medical insurance
- Dental insurance
- Competitive Wages
- Employee discounts



For information, please visit our Web site:
<http://www.SchillingBrothers.com>



envision. design. build.

Application for Employment

Date: _____

Applications will be considered when only when all questions are answered.

It is our policy to recruit and hire without regard to race, color, religion, sex, national origin, age or handicap.

Personal Information

| | | | | | |
|----------------|--|---------------------------|-------------|------------------------------|------------|
| Last Name | | First Name | | Middle Initial (Maiden Name) | |
| Street Address | | How long at this address? | Soc. Sec. # | | Home Phone |
| City | | State | Zip | | Cell Phone |

| | | | | | |
|---|--|---|---|------------------------------------|--|
| Description of position are you applying for? _____ <input type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Temporary | | | Do you have a valid driver's license? <input type="checkbox"/> Yes <input type="checkbox"/> No | | |
| List any reasons that you would not be able to perform the functions of this job. | | | | | |
| How were you referred to us? | | <input type="checkbox"/> Newspaper ad | | <input type="checkbox"/> School | |
| | | <input type="checkbox"/> One of our employees | | <input type="checkbox"/> Agency | |
| | | | | <input type="checkbox"/> On my own | |
| | | | | <input type="checkbox"/> Other | |
| Name of referral source: | | | | | |
| Have you ever been convicted of a crime? | | | If yes, describe each conviction, including dates | | |
| Do any of your relatives work here? <input type="checkbox"/> Yes <input type="checkbox"/> No | | | Have you worked for us before? | | |
| If yes, give name and relationship. | | | How much time do you wish to give present employer? | | |

Education

| Type of School | Name and Address | Period enrolled From:(mm/yy) To:(mm/yy) | Type of course/maj. | Graduated? | Degree received |
|--------------------|------------------|--|---------------------|------------|-----------------|
| High School | | | | | |
| College | | | | | |
| Other | | | | | |
| Scholastic Average | | High School: | | College: | |

Skills

| |
|---|
| Typing speed _____ words per minute |
| Software I am proficient in: <input type="checkbox"/> Windows <input type="checkbox"/> Word <input type="checkbox"/> Excel <input type="checkbox"/> Access <input type="checkbox"/> Outlook <input type="checkbox"/> AutoCad |
| Other Business machines and computer programs you can operate: |

References

| List other than relatives or former employers | Occupation | Address | Phone # |
|---|------------|---------|---------|
| | | | |
| | | | |

| | | | |
|---------------------------------------|-------|---|-------|
| For Office Use Only: ver.32609 | | Application Received by: KS BB DS JS KF GS TS SP DG MG _____ | |
| Interview Scheduled | Date: | Time: | With: |
| | Date: | Time: | With: |

Employment History

| | | | |
|--|-------------------------------|---------------|-------------|
| Present or most previous employer | Address (Street, City, State) | Phone # | |
| Employment Dates (mm/yy) From: _____ To: _____ | Your supervisor's name | | |
| Responsibilities: | | Income: Start | Income: End |
| Why did you leave this job? (or why do you want to?) | | | |
| First previous employer | Address (Street, City, State) | Phone # | |
| Employment dates (mm/yy) From: _____ To: _____ | Your supervisor's name | | |
| Responsibilities: | | Income: Start | Income: End |
| Why did you leave this job? | | | |
| Second Previous employer | Address (Street, City, State) | Phone # | |
| Employment dates (mm/yy) From: _____ To: _____ | Your supervisor's name | | |
| Responsibilities: | | Income: Start | Income: End |
| Why did you leave this job? | | | |

General

Please include any other information you think would be helpful to us in considering you for employment, such as additional work experience, activities, accomplishments, etc. (You may exclude all information indicative of age, sex, race, religion, color, national origin, and handicap.)

Note: Schilling Bros. Lumber Co. is a Drug Free Workplace-

We Drug Test before and after employment begins

If you are hired and fail a drug test, the testing fee of \$75.00 will be deducted from your paycheck.

_____ Initial

Note: Schilling Bros. Lumber Co. is a Smoke Free Environment-

Due to the nature of our business, smoking on the property will result in immediate termination

_____ Initial

Note: A copy of your valid driver's license may be required as a condition of employment (required for most positions)

_____ Initial

PLEASE READ

I hereby authorize this employer to make inquiries not limited to but including previous employers, schools, and investigative or credit agencies.

I understand I have the right to request information about the nature and scope of any such investigation.

I agree to take a physical examination, if requested, by a company approved doctor at the expense of the company, and understand that such examination may include tests for use of illegal drugs. I will not be hired if I refuse to take the drug test or take the test and fail it.

By signing this application, I affirm that all statements herein, (and in my resume if any, along with potential interview) are TRUE, and misrepresentation of facts will subject me to discipline, up to and including termination.

I further agree to abide by all rules and regulations upon becoming an employee of this company with the understanding that the violation of any of these rules and regulations will subject me to discipline, up to and including termination.

Upon the end of my employment, I agree to complete an exit interview before my final paycheck will be issued to me.

I further understand that if an offer of employment is made I will be required to submit documentation which will verify that I am a citizen or national of the United States, an alien lawfully admitted for permanent residence or an alien authorized to be employed in the United States.

Signature: _____ Date: _____

Applications will only be considered if given to the following people:

Kim Schaver- Human Resources
 Bob Blandford- General Manager
 Dean, Greg or Jeff Schilling

Application Questionnaire

*Please answer the following questions to the best of your ability.
Please show your work (front or back of this sheet)*

1. If a customer receives a 15% discount on a \$200.00 item, what would be his/her final cost? _____
2. A bag of concrete equals 1000 cu. inches. Your customer already has 2 bags at home. How many more bags does he need to fill an area of 5' x 10" x 10"? _____
3. Your customer would like to purchase a new countertop. Their top is 13 feet long and 24" deep. How many square feet is the new countertop? _____
4. Your customer has 9' tall ceilings and wants to purchase new cabinetry. They would like to order base cabinets 34-1/2" high, 42" high wall cabinets, and have an 18" space between the 1-1/2" thick countertop and the wall cabinets. They also want to put 3" crown on the wall cabinets. What is the distance from the top of the crown to the ceiling? _____
5. Your customer has a ceiling that is 10' x 16'. Each piece of ceiling tile measures 24" x 48". How many pieces are needed to cover this job? _____
6. Your customer wants to put a 28" x 60" window in their bedroom. The window has a clear opening of 22" x 55". State code requires 5.7 sq.ft. of clear opening for fire escape purposes. Should you recommend this window to your customer? Yes or No? What is the clear opening sq. ft. of the window? _____
7. Your customer wants to build a wall that is 12' long. How many 2 x 4's would be required if spaced every 16" on center? _____
8. Your customer has 96 lin. ft. of wall, 8' high. Each piece of drywall is 4' wide x 8' tall. How many tubes of adhesive are needed for this job if each tube covers 3 pieces of drywall? _____
9. Your customer is looking for new flooring for her family room. The room is 15'x20'. 4 boxes of flooring will cover 100 sq. ft. How many boxes are needed to cover her family room floor? _____
10. On your second day working for our company, your department is extremely busy. Your supervisor is too busy to assign you tasks for the day. How would you react to this situation?
11. What did you like least about your last job?
12. What did you like best about your last job?
13. Describe your greatest accomplishment.

Note: A second questionnaire will be given at your interview.