



30105 Sixth Avenue • P.O. Box 830 • La Junta, CO 81050 USA
1-719-384-5400 (Phone) • 1-719-384-0130 (Fax)

Dear Applicant,

We want to personally thank you for submitting an application to work with us at Lewis Bolt & Nut Company. We have been making fasteners and forgings since 1927, although we only moved to La Junta in 1992.

Our company's mission is to give our customers a valuable product, to make a profit and to become one of North America's premier manufacturing companies. We hope you will decide to become a part of accomplishing our mission.

We have extremely high expectations for our company and for all our associates. You should know, upfront, that our selection process for new associates is rigorous. This is not intended to discourage anyone, but simply to let you know what lies ahead. Each applicant will go through some or all of the following:

- complete application form
- complete applicant questionnaire
- participate in one to three interviews
- take a drug and alcohol test

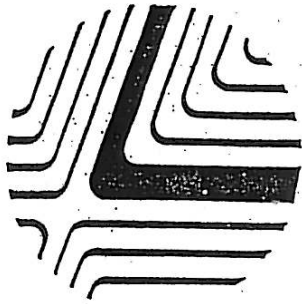
Once hired, your most important task will be to use your brain to be a valuable member of the Lewis Bolt team.

Thank you again for your application.

Sincerely,

A handwritten signature in black ink that reads "Mark Paper".

Mark Paper
Owner/President

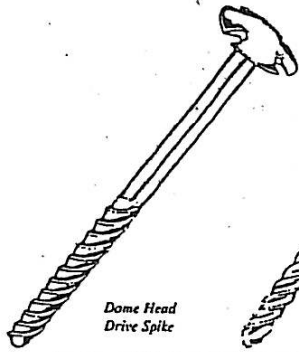


LEWIS Fasteners

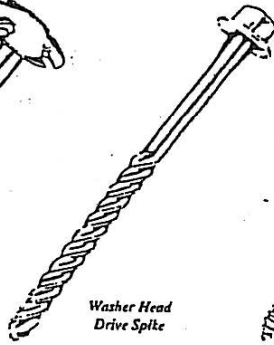


GRADE CROSSINGS

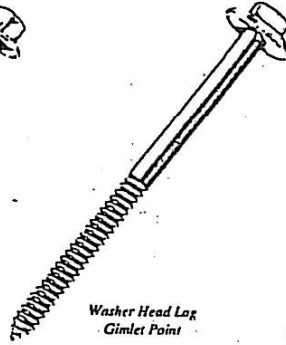
Across the country, Lewis bolts are used in high-quality crossings. From precast to on-site design ... the fastener has to "make the grade."



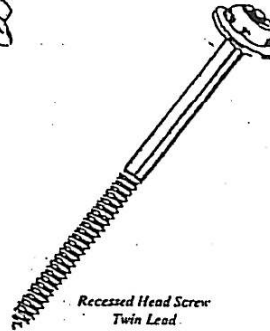
Dome Head Drive Spike



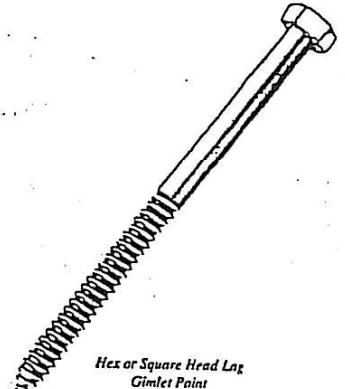
Washer Head Drive Spike



Washer Head Lag Gimlet Point



Recessed Head Screw Twin Lead

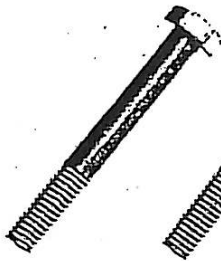


Hex or Square Head Lag Gimlet Point

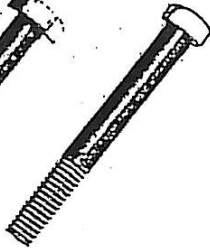


Today's construction methods require more than just "bridge bolts." Lewis has always responded to the needs of the industry and offers a wide selection of unique, high-quality fasteners for bridges.

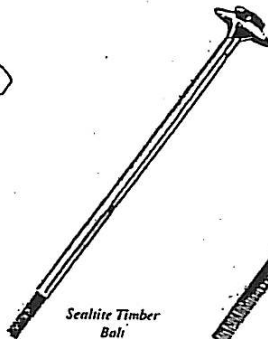
BRIDGES



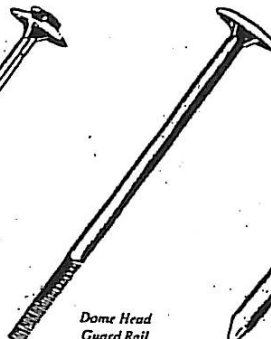
Hex Head Bridge Bolt



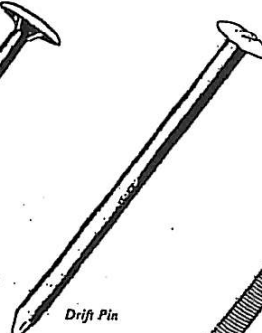
Square Head Bridge Bolt



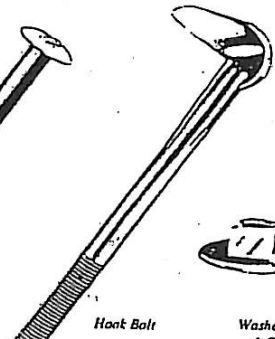
Sealite Timber Bolt



Dome Head Guard Rail



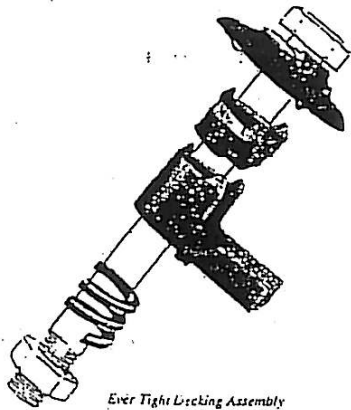
Drift Pin



Hook Bolt



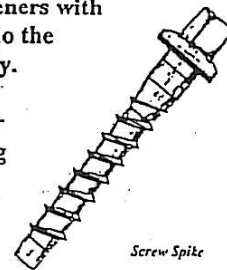
Washer Nut & Ogee



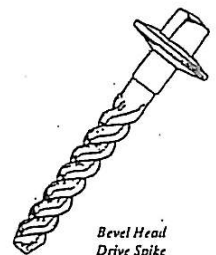
Ever Tight Locking Assembly

TRACK

Maintenance of way ... an ever-present task. You need fasteners with quality so you can do the job once — correctly. Lewis has provided these spikes for over six decades. Keeping the world on track is our business.



Screw Spike



Bevel Head Drive Spike

The samples shown represent but a small part of the array that Lewis can provide to you. Please call for more information!

1-800-328-3480 Sales
1-800-348-8098 Mfg.

30105 6th Ave., La Junta, CO 81050

Referred By: _____

Lewis Bolt and Nut Company
APPLICATION FOR EMPLOYMENT
An Equal Opportunity Employer

We do not discriminate on the basis of race, color, religion, national origin, sex, age, disability, or any other status protected by law or regulation. It is our intention that all qualified applicants be given equal opportunity and that selection decisions be based on job-related factors.

Answer each question fully and accurately. No action can be taken on this application until you have answered all questions. Use blank paper if you do not have enough room on this application. **PLEASE PRINT**, except for signature on back of application. In reading and answering the following questions, be aware that none of the questions are intended to imply illegal preferences or discrimination based upon non-job-related information.

Job Applied for _____ Today's Date _____

Are you seeking: Full-time Part-time Temporary employment? When could you start work? _____

Last Name First Name Middle Name Telephone Number

Present Street Address City State Zip Code

Are you 18 years or age or older? Yes No
(If you are hired, you may be required to submit proof of age.)

If hired, can you finish proof you are eligible to work in the U.S.? Yes No

Have you ever applied here before? Yes No If yes, when? _____

Were you ever employed here? Yes No If yes, when? _____

If employed, do you expect to be engaged in additional business
or employment outside of our job? Yes No

If yes, give details _____

For Driving Job Only: Do you have a valid driver's license? Yes No

Driver's License Number _____ Class of License _____ State Licensed in _____

Have you had your driver's license suspended or revoked in the last 3 years? Yes No

If yes, give details: _____

List professional, trade, business, or civic activities and offices held. (Exclude labor organizations and memberships which reveal race, color, religion, national origin, sex, age, disability, or other protected status.)

LIST NAME AND ADDRESS OR SCHOOLS

Numbers of Years
Completed

Diploma/Degree
Certificate

Subjects
Studied

High School or GED: _____

College or University: _____

Vocational or Technical: _____

What skills or additional training do you have that relate to the job for which you are applying?

What machines or equipment can you operate that relate to the job for which you are applying?

List names of employer's order with present or last employer listed first. Account for all periods of time including military service and any periods of unemployment, if self-employed, give firm name and supply business references. Note: A job offer may be contingent upon acceptable references from current and former employers.

NAME OF EMPLOYER	JOB TITLE AND DUTIES
ADDRESS	DATES OF EMPLOYMENT (MO/YR): FROM TO
CITY, STATE, ZIP CODE	
SUPERVISOR(S) TELEPHONE	Reason For Leaving
NAME OF EMPLOYER	JOB TITLE AND DUTIES
ADDRESS	DATES OF EMPLOYMENT (MO/YR): FROM TO
CITY, STATE, ZIP CODE	
SUPERVISOR(S) TELEPHONE	Reason For Leaving
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CITY, STATE, ZIP CODE	
SUPERVISOR(S) TELEPHONE	Reason For Leaving

Have you worked or attended school under any other names?..... Yes No

If yes, give names: _____

Are you presently employed: Yes No

If yes, whom do you suggest we contact? _____

Have you ever been fired from a job or asked to resign? Yes No

If yes, please explain: _____

Give three references, not relatives or former employers.

Name Address Phone

_____	_____	_____
_____	_____	_____
_____	_____	_____

PLEASE READ EACH STATEMENT CAREFULLY BEFORE SIGNING

I certify that all information provided in this employment application is true and complete. I understand that any false information or omission may disqualify me from further consideration for employment and may result in my dismissal if discovered at a later date.

I authorize the investigation of any or all statements contained in this application. I also authorize, whether listed or not, any person, school, current employer, past employers, and organizations to provide relevant information and opinions that may be useful in making a hiring decision. I release such persons and organizations from any legal liability in making such statements.

I understand I may be required to successfully pass a drug screening examination. I hereby consent to pre-and/or post-employment drug screen as a condition of employment, if required. I understand that if I am attending an offer of employment it may be conditioned upon my successfully passing a complete pre-employment physical examination. I consent to the release of any or all medical information as may be deemed necessary to judge my capability to do the work for which I am applying.

I UNDERSTAND THAT THIS APPLICATION, VERBAL STATEMENTS BY MANAGEMENT, OR SUBSEQUENT EMPLOYMENT DOES NOT CREATE AN EXPRESS OR IMPLIED CONTRACT OR EMPLOYMENT NOR GUARANTEE EMPLOYMENT FOR ANY DEFINITE PERIOD OF TIME, ONLY THE PRESIDENT OF THE ORGANIZATION HAS THE AUTHORITY TO ENTER INTO AN AGREEMENT OF EMPLOYMENT FOR ANY SPECIFIED PERIOD AND SUCH AGREEMENT MUST BE IN WRITING, SIGNED BY THE PRESIDENT AND THE EMPLOYEE. IF EMPLOYED, I UNDERSTAND THAT I HAVE BEEN HIRED AT THE WILL OF THE EMPLOYER AND MY EMPLOYMENT MAY BE TERMINATED AT ANY TIME, WITH OR WITHOUT REASON AND WITH OR WITHOUT NOTICE.

I have read, understand, and by my signature consent to these statements.

Signature: _____ Date: _____

This application for employment will remain active for a limited time. Ask the organization's representative for details.



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Applicant Questionnaire

1. What are your short-term and long-term goals in life?

2. What do you consider an average work week? _____

3. A. How do you feel about working 50 hours a week? _____

B. How do you feel about working a night shift, i.e. 2:15 pm- 10:45 pm?

4. Will long hours present a problem to your family? _____

5. Do you maintain your own vehicle? _____

6. What are you looking for in an employer? _____

7. If you were offered two jobs at the same pay and with the same benefits, what else would you consider to determine which company to work for?

8. Why do you want to work for Lewis Bolt & Nut Company?

9. What is the best thing and the worst thing you've ever heard about Lewis Bolt & Nut Company? _____

10. What would be your reaction if hired by Lewis Bolt & Nut Company, but not assigned to any work in your specialized field? _____

11. If you were working on an assembly line and couldn't keep up with it, what would you do? _____

12 If somebody who had worked on an assembly line for some time kept passing you bad parts, what would you do? _____

13. Do you share your ideas with others? _____

14. What is your definition of teamwork? _____

15. What do you believe are some of the advantages and disadvantages of teamwork in the workplace? _____

16. How do you define the word "integrity"? _____
