



POWERFIN Propellers

Application for Craftsman (Ok, craftsperson)

General Info

This position needs to be filled immediately.

Pay for the Propeller Craftsman position starts at an hourly rate of \$8-9.

Noting that Bonuses and wage Increases will come rapidly after the probation period, as one's product/process efficiency improves.

There is a 90-day probation period.

A "Confidentially Agreement" (*stating that you will not share information of how we produce any of our products*) will be required.

There maybe some lifting (*of up to 60-lbs*) but the work is suitable for both Women & Men.

Applicants must be at least 18-years old.

We are an equal opportunity employer. This application will not be used for limiting or excluding any applicant from consideration for employment on a basis that is prohibited by local, state or federal law. No medical or dental plan is initially being offered. However, profit percentages will be considered after the 1st year.

Please thoroughly read & follow these instructions.

Craftsmanship is essential to produce a consistently manufactured propeller/aviation product. At POWERFIN, we manufacture composite propellers. These propellers need to be consistently safe and durable - so your work must be dependable and precise. Most people can be instructed to do this, to some level of proficiency, but training incompatible types of personality can be difficult and frustrating for both sides of the employment fence.

Therefore, we have implemented the following pre-employment test to screen applicants for the following characteristics: Meticulous; patience; goal orientated; ability to CLEARLY communicate; and absolutely a strong 'sense of humor' *to deal with management*. These traits seem to be conducive to the craftsmanship needed for our type of manufacturing and to maintain a pleasant working atmosphere that is enjoyable for all company associates (*i.e., we hope to make work more rewarding, then just a paycheck*).

Do not return your application without fully completing this test.

Please perform the following tasks:

- 1) Using five to ten Hershey's Kisses...
Remove the foils from the chocolates taking great care not to rip the foils.
Manipulate the foils until they are flat, rip free, and wrinkle free. Noting that the flatter and more wrinkle & rip free – the better.
- 2) In order to present us with your work, you must create a way to protect these foils and display them to us.
There are no specific about this presentation – so feel free to be creative; and yet concise.
But do note that the company is impressed with purpose: Does your presentation protect the foils? Does it allow a full viewing of each foil?
- 3) Write a short description of the specific steps you took to remove the wrinkles from the foils. Do this as if you were writing a manual on how to accomplish the task. One page maybe sufficient.
- 4) On a separate sheet of paper, write a paragraph or two that conveys your understanding of the word, "craftsmanship".
- 5) Thoroughly fill out the application below and return the entire package along with a resume and letters of recommendation.
- 6) Please do not phone or contact our office in an attempt to further clarify these instructions. These instructions have all the information that you need to complete the screening test.

Bring or mail your Application & 'Test' to:

Powerfin Propellers
907 S. Mechanic St.
El Campo, TX 77437

We will evaluate your "presentation" and make a decision regarding further interviews based upon your interpretation and performance of these instructions. .

And we sincerely THANK YOU very much for your understanding, time and effort to complete this screening process. We look forward to seeing and evaluating your presentation.