



30105 Sixth Avenue • P.O. Box 830 • La Junta, CO 81050-9502  
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 physical examination
- 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,

Mark Paper  
Owner/President



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### Applicant Questionnaire

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

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2. What do you consider an average work week?

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

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

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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? \_\_\_\_\_

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

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

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

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

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

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

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13. Do you share your ideas with others?

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14. What is your definition of teamwork?

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

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

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