



# IS HIRING and wants your skills today!

Belfor is looking for qualified candidates for the following positions that have a Construction and/or Property Restoration background. We are also ready to provide you with a learning environment to increase your skills and your opportunity. Belfor team members are a unique breed, who love what they do and are committed to their crafts. With Belfor being the Largest Restoration Company Worldwide, you will find yourself a career with the opportunity to grow within Belfor.

## Carpenter / General / Laborer #2867

### Position Overview

This position is responsible to provide operational support in reconstruction efforts for clients. Qualified candidates must be well grounded in fundamentals of carpentry and tool usage. Their primary learning mode is On The Job through experience and interaction with intermediate and advance carpenters. Basic Carpenters have three development levels; (1) improve supervisory skills from small unskilled labor crews to larger crews that include BELFOR personnel and skilled subcontractors; (2) become increasingly competent with carpenter tools and BELFOR equipment; and (3) develop a basic understanding of field operation tasks specific to restoration and remodel industry.

### Responsibilities

- Must be able to take direction from experienced carpenter and supervisor
- Move and protect contents without damage
- Construct appropriate containment to eliminate construction dust, dirt and airborne contaminant in working area
- Using appropriate tools and accepted BELFOR methods, perform tasks related to select demolition, salvaging and labeling baseboards, cabinets, doors, etc
- Develop full material knowledge as it relates to types, purposes, grades and uses for trims, doors, cabinetry
- Develop under supervision knowledge of Framing, Trim Installation, Cabinetry Installation
- Must maintain attention to detail
- Will be required to meet BELFOR Standards in safeguarding people's property
- Must have a comprehensive understanding of customer service, principles and practices
- Work under time constraints to meet specific deadlines
- Report time worked timely and accurately
- Attend BELFOR sponsored operations and safety training courses as required

### Disclaimer

The statements herein are intended to describe the general nature and level of work being performed by employees, and are not to be construed as an exhaustive list of responsibilities, duties and skills required of personnel so classified.

## Carpenter #2911

### Position Overview

This position is responsible to provide operational support in reconstruction and remodel efforts for clients. Qualified Candidate must have extensive carpentry experience and capability of working with little to no supervision. A Carpenter will participate in the development of basic level (apprentice) carpenters.

### Responsibilities

- Recognize potential problems with the project and timely request additional guidance and assistance
- Move and protect contents without damage
- Construct appropriate containment to eliminate construction dust, dirt and airborne contaminant in working area
- Using appropriate tools and accepted BELFOR methods, perform tasks related to select demolition, salvaging and labeling baseboards, cabinets, doors, etc
- Apply learned skills and materials knowledge relative to Trim, Doors, Cabinetry, Insulation, Rough Framing, Roofing, Windows and Exterior Siding to daily tasks
- Must maintain attention to detail
- Will be required to meet BELFOR Standards in safeguarding people's property
- Must have a comprehensive understanding of customer service, principles and practices
- Work under time constraints to meet specific deadlines
- Report time worked timely and accurately
- Attend BELFOR sponsored operations and safety training courses as required

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## Drywall-Painter #2234

### Position Overview

This position is responsible to provide operational support in reconstruction efforts for clients. Qualified candidates will work alone or with a small team to provide drywall and painting services.

### Responsibilities

- Provide exceptional customer service
- Provide necessary floor protection and critical work barriers to work areas
- Perform drywall repair work. This is to include select demolition cut repairs, blending textures and miscellaneous wall/ceiling patches
- Install new drywall that is hung, taped, floated, textured and ready for paint.
- Ability to match and apply numerous drywall textures/finishes
- Ability to mask, cover and protect finishes to allow for both drywall and painting work to commence
- Ability to paint interior and exterior finishes
- Must maintain attention to detail
- Will be required to meet BELFOR Standards in safeguarding people's property
- Must have a comprehensive understanding of customer service, principles and practices
- Work under time constraints to meet specific deadlines
- Report time worked timely and accurately
- Attend BELFOR sponsored operations and safety training courses as required

### Disclaimer

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## Contact us

If you are interested in this position and have the skills and mind set to join our winning team, please e-mail our Regional Manager at [kurt.daviscourt@us.belfor.com](mailto:kurt.daviscourt@us.belfor.com) or call our Seattle office at (206) 632-0800.

Equal Employment Opportunity is

**THE LAW**

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

(See next page for detail)

## **RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN**

Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

## **DISABILITY**

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.

## **AGE**

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

## **SEX (WAGES)**

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

## **GENETICS**

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members.

## **RETALIATION**

All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment practice.

## **WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED**

There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected: The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments). EEOC field office information is available at [www.eeoc.gov](http://www.eeoc.gov) or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at [www.eeoc.gov](http://www.eeoc.gov).

### **Employers Holding Federal Contracts or Subcontracts**

Applicants to and employees of companies with a Federal government contract or subcontract are protected under Federal law from discrimination on the following bases:

## **RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN**

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

## **INDIVIDUALS WITH DISABILITIES**

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

## **DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS**

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and requires affirmative action to employ and advance in employment disabled veterans, recently separated veterans (within three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded).

## **RETALIATION**

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210, 1-800-397-6251 (toll-free) or (202) 693-1337 (TTY). OFCCP may also be contacted by e-mail at [OFCCP-Public@dol.gov](mailto:OFCCP-Public@dol.gov), or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor.

### **Programs or Activities Receiving Federal Financial Assistance**

## **RACE, COLOR, NATIONAL ORIGIN, SEX**

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

## **INDIVIDUALS WITH DISABILITIES**

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.