



# APPLICATION FOR EMPLOYMENT



## DIVISION

- ANMARCO
- Gary Merlino Construction
- Kangely Rock & Recycling
- Service Heavy Haul
- Stoneway Concrete

## REFERRAL SOURCE

- Advertisement
- Relative
- Employee Referral
- Walk-in
- Government Agency
- Other: \_\_\_\_\_

TODAY'S DATE: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

DATE AVAILABLE FOR WORK: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

Name: \_\_\_\_\_

Social Security No.: \_\_\_\_\_

Address: \_\_\_\_\_  
Street Apt. No.  
 \_\_\_\_\_  
City State Zip

Phone: \_\_\_\_\_  
Home Cell

Position Applied For: \_\_\_\_\_

Union Affiliation \_\_\_\_\_

Full Time       Part Time       Temporary

Are you currently on "layoff status" and subject to recall?  
 Have you submitted an application before?

Yes       No  
 Yes       No

## EMPLOYMENT HISTORY

List employment beginning with the most recent. Attach an additional sheet if necessary.  
 May we contact your present employer?  Yes  No

Employer	Dates	Salary	Position
Address	From	Start	Start
City State	To	End	End
Phone Supervisor	Reason for leaving?		
Brief Description of Work Performed			
Employer	Dates	Salary	Position
Address	From	Start	Start
City State	To	End	End
Phone Supervisor	Reason for leaving?		
Brief Description of Work Performed			
Employer	Dates	Salary	Position
Address	From	Start	Start
City State	To	End	End
Phone Supervisor	Reason for leaving?		
Brief Description of Work Performed			

**THIS COMPANY IS AN EQUAL OPPORTUNITY EMPLOYER AND DOES NOT UNLAWFULLY DISCRIMINATE ON THE BASIS OF RACE, SEX, AGE, COLOR, RELIGION, NATIONAL ORIGIN, MARTIAL STATUS, VETERAN STATUS, DISABILITY STATUS, OR ANY OTHER BASIS PROHIBITED BY FEDERAL, STATE OR LOCAL LAW. PLEASE LET US KNOW IF YOU NEED ACCOMMODATIONS IN ORDER TO PARTICIPATE IN THE APPLICATION PROCESS.**

## PERSONAL DATA

Are you over the age of 18?  Yes  No Will visa or immigration status prevent lawful employment?  Yes  No

Can you provide proof of eligibility to work?  Yes  No

If you are applying for a job which requires driving on company business,

Do you possess a legal and current driver's license?  Yes  No

Has your driver's license ever been denied, suspended or revoked?  Yes  No

If yes, explain: \_\_\_\_\_

Is there anything that will interfere with your ability to perform, on a regular basis, the essential duties of the job for which you are applying? \_\_\_\_\_

## EDUCATION

Name of School/Institution	Location	Years Attended	Graduate?	Major	Degree?
High School:					
College:					
Other:					

## EXPERIENCE/TRAINING

Summarize any special training, skills, licenses and/or certificates that may qualify you as being able to perform job-related functions in the position for which you are applying.

Training	
Skills	
License/Certificate	

## PERSONAL REFERENCES

List two personal references which whom you have known five years or longer. Do not list former employers or relatives.

Name	Occupation	Phone Number

### PLEASE SIGN ON BOTTOM LINE OF APPLICATION AFTER CAREFULLY READING THE FOLLOWING:

I certify that the information given by me to Merlino Companies is true and complete. I understand that if I am employed, discovery that I gave false information during the application process may result in immediate dismissal.

I authorize Merlino Companies to solicit information regarding my character, general reputation, credit, previous employment and similar background information, and to contact any and all references I have given on my application. I hereby release all parties and persons connected with any such request for information from all claims, liabilities and damages for any reason arising out of the furnishing of such information. If employed, I release the company from any liability for future references it may provide regarding my work history with Merlino Companies.

I understand that if I am employed by Merlino Companies, my employment will not be for any specific period of time and that my employment may be terminated with or without cause, or with or without notice at any time by Merlino Companies. No Merlino Companies employee, regardless of position, has the authority to enter into any agreement to the contrary.

If employed, I further agree that if Merlino Companies advances any paid leave before it has been accrued, or advances or loans me any money during the course of my employment, or if I lose, damage, or fail to return any company property, Merlino Companies is authorized to deduct from my wages sufficient funds to repay such loans or advances or to replace its property.

Applicant Signature \_\_\_\_\_

Date \_\_\_\_\_

Under provisions of the Immigration Reform and Control Act, in the event you are hired, you will be required to show documents which prove your eligibility to work in the United States.

**GARY MERLINO CONSTRUCTION COMPANY, INC. IS A DRUG-FREE WORKPLACE**

## EMPLOYEE AFFIRMATIVE ACTION INFORMATION

Gary Merlino Construction Company is subject to certain governmental record-keeping and reporting requirements for the administration of civil rights laws and regulations. To comply with these laws, the employer invites employees to voluntarily self-identify gender, race, and ethnicity. **Submission of this information is voluntary, and refusal to provide it will not subject you to any adverse treatment. The information is kept confidential and is only used in accordance with the provisions of applicable laws, executive orders and regulations, including those that require the information to be summarized and reported to the federal government for civil rights enforcement.** When reported, data will not identify any specific individual.

It is the policy of this organization to provide equal employment opportunity to all qualified applicants for employment without regard to race, color, religion, national origin, sex, age, veteran status, disability, or other basis protected by local, state, or federal law.

**PLEASE PRINT YOUR NAME**

<b>NAME:</b>	<b>DATE:</b>

<p><b>1. What race / ethnicity do you consider yourself to be?</b></p> <p style="text-align: center;"><b>IN 2007, THE EEO ADDED "TWO OR MORE RACES." PLEASE MARK ALL THAT APPLY.</b></p>	<p><b>2. What is your gender?</b></p> <p><input type="checkbox"/> Male    <input type="checkbox"/> Female</p>
<input type="checkbox"/> <b>White:</b> A person having origins in any of the original peoples of Europe, the Middle East, or North Africa	
<input type="checkbox"/> <b>Black or African American:</b> A person having origins in any of the black racial groups of Africa	
<input type="checkbox"/> <b>Hispanic or Latino:</b> A person of Cuban, Mexican, Puerto Rican, Central or South American, or other Spanish culture or origin, regardless of race	
<input type="checkbox"/> <b>Native Hawaiian or Other Pacific Islander:</b> A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands	
<input type="checkbox"/> <b>Asian:</b> A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam	
<input type="checkbox"/> <b>American Indian or Alaskan Native:</b> A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment	
<input type="checkbox"/> <b>I do not wish to Self-Identify</b>	

**SIGNATURE:** \_\_\_\_\_

**DATE:** \_\_\_\_\_

**NOTE: YOU MUST COMPLETE & SIGN BOTH SIDES**



## VOLUNTARY SELF-IDENTIFICATION OF VETERAN STATUS

Gary Merlino Construction Company is a Government contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA), which requires Government contractors to take affirmative action to employ and advance in employment: (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans. These classifications are defined as follows:

- A “**disabled veteran**” is one of the following:
  - A veteran of the U.S. military, ground, naval, or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or
  - A person who was discharged or released from active duty because of a service-connected disability.
- A “**recently separated veteran**” means any veteran during the three-year period beginning on the date of such veteran's discharge or release from
- An “**active duty wartime or campaign badge veteran**” means a veteran who served on active duty in the U.S. military, ground, naval, or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.
- An “**Armed forces service medal veteran**” means a veteran who, while serving on active duty in the U.S. military, ground, naval, or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Protected veterans may have additional rights under USERRA – the Uniformed Services Employment and Reemployment Rights Act. In particular, if you were absent from employment in order to perform service in the uniformed service, you may be entitled to be reemployed by your employer in the position you would have obtained with reasonable certainty if not for the absence due to service. For more information, call the U.S. Department of Labor's Veterans Employment and Training Service (VETS), toll-free, at 1-866-4-USA-DOL.

If you believe you belong to any of the categories of protected veterans listed above, please indicate by checking the appropriate box below. As a Government contractor subject to VEVRAA, we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA. **Submission of this information is voluntary, and refusal to provide it will not subject you to any adverse treatment. The information is kept confidential and is only used in accordance with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended.**

It is the policy of this organization to provide equal employment opportunity to all qualified applicants for employment without regard to race, color, religion, national origin, sex, age, veteran status, disability, or other basis protected by local, state, or federal law.

### PLEASE PRINT

<b>NAME:</b>	<b>DATE:</b>
<b>POSITION APPLIED FOR (LIST ONLY ONE):</b>	
<input type="checkbox"/> I identify as one or more of the classifications of protected veterans listed above.	
<input type="checkbox"/> I am NOT a protected veteran.	
<input type="checkbox"/> I do not wish to self-identify.	

**SIGNATURE:** \_\_\_\_\_

**DATE:** \_\_\_\_\_

## VOLUNTARY SELF-IDENTIFICATION OF DISABILITY

Gary Merlino Construction Company is a federal contractor. Because we do business with the government, we must reach out to, hire, and provide equal opportunity to qualified people with disabilities. To help us measure how well we are doing, we are asking you to tell us if you have a disability or if you ever had a disability. **Submission of this information is voluntary, and refusal to provide it will not subject you to any adverse treatment. This information will also be kept confidential and only used in accordance with Section 503 of the Rehabilitation Act of 1073, as amended.** For more information about this form or the equal employment obligations of federal contractors, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at [www.dol.gov/ofccp](http://www.dol.gov/ofccp).

If you already work for us, your answer will not be used against you in any way. Because a person may become disabled at any time, we are required to ask all of our employees to update their information every five years. You may voluntarily self-identify as having a disability on this form without fear of any punishment because you did not identify as having a disability earlier.

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition.

Disabilities include, but are not limited to:

- Blindness
- Deafness
- Cancer
- Diabetes
- Epilepsy
- Autism
- Cerebral palsy
- HIV/AIDS
- Schizophrenia
- Muscular dystrophy
- Bipolar disorder
- Major depression
- Multiple sclerosis (MS)
- Missing limbs or partially missing limbs
- Post-traumatic stress disorder (PTSD)
- Obsessive compulsive disorder
- Impairments requiring the use of a wheelchair
- Intellectual disability (previously called mental retardation)

It is the policy of this organization to provide equal employment opportunity to all qualified applicants for employment without regard to race, color, religion, national origin, sex, age, veteran status, disability, or other basis protected by local, state, or federal law.

### **PLEASE PRINT**

<b>NAME:</b>	<b>DATE:</b>
<b>POSITION APPLIED FOR (LIST ONLY ONE):</b>	
<input type="checkbox"/> YES, I have a disability (or previously had a disability).	
<input type="checkbox"/> NO, I do not have a disability.	
<input type="checkbox"/> I do not wish to self-identify.	

**SIGNATURE:** \_\_\_\_\_

**DATE:** \_\_\_\_\_

#### **REASONABLE ACCOMODATION NOTICE:**

Federal law requires employers to provide reasonable accommodation to qualified individuals with disabilities. Please tell us if you require a reasonable accommodation to apply for a job or to perform your job. Examples of reasonable accommodation include making a change to the application process or work procedures, providing documents in an alternate format, using a sign language interpreter, or using specialized equipment.





**EMPLOYEE AUTHORIZATION  
FOR  
REFERENCE CHECK**



Gary Merlino Construction Company

Stoneway Concrete

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I voluntarily consent to authorize Gary Merlino Construction Company or any of its officers, employees, or agents to check my references by contacting any person or entity whom they deem to be an appropriate reference. I understand that questions may be asked about my educational background, work experience, achievements, wage history, performance, attendance, personal history, character, personality, disciplinary information, and reason for separation from former employment. I also authorize Gary Merlino Construction and any of its officers or agents to perform criminal background checks, including but not limited to Washington State Patrol, sex offender search, and selective service verification as required by job-related contracts.

It is expressly understood that any information given is to be used for the purpose of determining my acceptability for employment with Gary Merlino Construction Company.

I also hereby release Gary Merlino Construction Company and \_\_\_\_\_ from all liability for damages or claims – including, but not limited to, defamation, interference with contract, and negligence – which may arise or result from any reference information gathered pursuant to this authorization.

Applicant Printed Name: \_\_\_\_\_

Applicant Signature: \_\_\_\_\_

Date: \_\_\_\_\_