



BLYTHE DEVELOPMENT CO. BLYTHE BROTHERS ASPHALT

EMPLOYMENT APPLICATION

We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, gender, national origin, disability status, protected veteran status, or any other characteristic protected by law.

We are an E-Verify participating employer. Upon hire all employees will be required to provide documentation that they are eligible to work in the United States and will be verified through E-verify.gov.

We promote a Drug-Free Workplace.

PERSONAL INFORMATION

NAME: _____ DATE: _____

ADDRESS: _____

E-MAIL ADDRESS: _____

PHONE NUMBER: _____

Are you eligible to work in the United States? Yes No

Are you at least 18 years or older? (If no, you may be required to provide authorization to work.) Yes No

Have you previously worked for either of our companies? Yes - when: _____ No

Can you work any shift? Yes No Can you work overtime, including weekends? Yes No

EMPLOYMENT DESIRED

POSITION: _____ DATE AVAILABLE TO START: _____

DESIRED PAY RATE: _____ per hour week year

REFERRED BY: _____

Are you currently employed? Yes No If so, may we contact your employer? Yes No

EDUCATION

	Name and Location	Number of Years Completed	Major	Did you graduate?
High School	_____	_____	_____	<input type="checkbox"/> Yes <input type="checkbox"/> No
College or University	_____	_____	_____	<input type="checkbox"/> Yes <input type="checkbox"/> No
Trade/Business School	_____	_____	_____	<input type="checkbox"/> Yes <input type="checkbox"/> No

Do you have any special skills, experience, training or certification related to the position?

EMPLOYMENT HISTORY Include your last three employers, starting with the most recent. *Incomplete information could disqualify you from further consideration.*

Dates Employed	Name/City/State of Employer	Position	Salary	Reason for Leaving

REFERENCES Give the names of three persons not related to you, whom you have known for at least three years.

Name	Phone Number	Company/Relationship <small>(supervisor, co-worker, neighbor, etc.)</small>	Years known

PLEASE READ CAREFULLY BEFORE SIGNING

Blythe Development Co./Blythe Brothers Asphalt (“the Company”) is an equal opportunity employer. The Company does not discriminate in employment on account of race, color, religion, gender, national origin, disability status, protected veteran status, or any other characteristic protected by law.

I understand that neither the completion of this application nor any other part of my consideration for employment establishes any obligation for the Company to hire me. If I am hired, I understand that the Company or I may terminate my employment at any time and for any reason, with or without cause or prior notice. I understand that no representative of the Company has the authority to make any assurance to the contrary.

I attest that the information provided on this application is true and complete. No requested information has been concealed. I authorize the Company to contact references provided for employment reference checks. If any information I have provided is untrue, or if I have omitted information, I understand that this will cause for the denial of employment or immediate termination.

DATE: _____ SIGNATURE: _____

THIS APPLICATION IS VALID ONLY FOR 60 DAYS FROM THE DATE SIGNED ABOVE.

VOLUNTARY EQUAL OPPORTUNITY INFORMATION

Completion of this form is voluntary and will not affect your opportunity for employment, or the terms or conditions of your employment. This form will be used for EEO-1 reporting purposes only and will be kept separate from all other personnel records only accessed by the Human Resources department. Please return completed forms to the HR department.

GENDER: Male Female

RACE/ETHNICITY (Please check one of the descriptions below corresponding to the ethnic group with which you identify.)

- Hispanic or Latino
- White (Not Hispanic or Latino)
- Black or African American (Not Hispanic or Latino)
- Native Hawaiian or Pacific Islander (Not Hispanic or Latino)
- Asian (Not Hispanic or Latino)
- Native American or Alaska Native (Not Hispanic or Latino)
- Two or more races (Not Hispanic or Latino)
- I do not wish to disclose.

DISABILITY STATUS:

- Yes, I have a disability, or have a history/record of having a disability.
- No, I do not have a disability, or have a history/record of having a disability.
- I do not wish to disclose.

VETERAN STATUS:

- I identify as one or more of the classifications of protected veteran listed on the next page
- I am not a protected veteran
- I do not wish to disclose.

DEFINITIONS

RACE/ETHNICITY

Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

White (Not Hispanic or Latino): A person having origins in any of the original peoples of Europe, the Middle East or North Africa.

Black or African American (Not Hispanic or Latino): A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Pacific Islander (Not Hispanic or Latino): A person having origins in any of the peoples of Hawaii, Guam, Samoa or other Pacific Islands.

Asian (Not Hispanic or Latino): 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.

Native American or Alaska Native (Not Hispanic or Latino): 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.

Two or more races (Not Hispanic or Latino): All persons who identify with more than one of the above five races.

DISABILITY STATUS

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.

VETERAN STATUS

“Protected” veterans include the following categories: (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans. These categories are defined below.

- 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 active duty in the U.S. military, ground, naval, or air service.
- 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.