

# This Employer Participates in E-Verify



This employer will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each new employee's Form I-9 to confirm work authorization.

**IMPORTANT:** If the Government cannot confirm that you are authorized to work, this employer is required to provide you written instructions and an opportunity to contact SSA and/or DHS before taking adverse action against you, including terminating your employment.

Employers may not use E-Verify to pre-screen job applicants or to re-verify current employees and may not limit or influence the choice of documents presented for use on the Form I-9.

In order to determine whether Form I-9 documentation is valid, this employer uses E-Verify's photo screening tool to match the photograph appearing on some permanent resident and employment authorization cards with the official U.S. Citizenship and Immigration Services' (USCIS) photograph.

If you believe that your employer has violated its responsibilities under this program or has discriminated against you during the verification process based upon your national origin or

citizenship status, please call the Office of Special Counsel at 1-800-255-7688 (TDD: 1-800-237-2515).

## NOTICE:

**Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States.**

**Employment Verification.**  **Done.**

For more information on E-Verify, please contact DHS at:

**1-888-464-4218**



E-VERIFY IS A SERVICE OF DHS AND SSA



Location: \_\_\_\_\_

YES NO

From: \_\_\_\_\_ To: \_\_\_\_\_ Did you graduate?

Degree: \_\_\_\_\_

Please list any additional skills, licenses or certificates that you feel would be of value to this job:

\_\_\_\_\_

***PREVIOUS EMPLOYMENT***

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Company: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Job title: \_\_\_\_\_ Starting Salary: \_\_\_\_\_ Ending Salary: \_\_\_\_\_

Responsibilities: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Reason for leaving: \_\_\_\_\_

YES NO

May we contact your previous employer for a reference:

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Company: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Job title: \_\_\_\_\_ Starting Salary: \_\_\_\_\_ Ending Salary: \_\_\_\_\_

Responsibilities: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Reason for leaving: \_\_\_\_\_

YES NO

May we contact your previous employer for a reference:

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Company: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Job title: \_\_\_\_\_ Starting Salary: \_\_\_\_\_ Ending Salary: \_\_\_\_\_

Responsibilities: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_ Reason for leaving: \_\_\_\_\_

YES NO

May we contact your previous employer for a reference:

**MILITARY SERVICE**

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Branch: \_\_\_\_\_ From: \_\_\_\_\_ To: \_\_\_\_\_

Rank at Discharge: \_\_\_\_\_ Type of Discharge: \_\_\_\_\_

If other than honorable, please explain: \_\_\_\_\_

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**REFERENCES**

Please list two professional references.

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Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

\_\_\_\_\_ Phone #: \_\_\_\_\_

Years known: \_\_\_\_\_

Address: \_\_\_\_\_

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Full Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

\_\_\_\_\_ Phone #: \_\_\_\_\_

Years known: \_\_\_\_\_

Address: \_\_\_\_\_

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**NOTICE OF GOULD CONSTRUCTION'S ALCOHOL AND DRUG ABUSE POLICY**

As part of Gould Construction's effort to provide a safe and healthful environment free from alcohol and drug abuse, all job applicants will be required to undergo a drug screening before an employment with Gould Construction for a period of 30 days. An applicant testing positive may reapply at the end of the 30 day period, and will be retested at that time if an employment opportunity is offered.

Employees of Gould Construction are required to comply with the company's Alcohol and Drug Abuse Policy as a condition of continued employment. This policy provides for applicant drug and alcohol testing, for cause drug and alcohol testing, for cause drug and alcohol testing, post-accident drug and alcohol testing and random drug and alcohol testing. A copy of the policy is available for review. I acknowledge that I have read and understand all of the foregoing and wish to proceed with the application process.

**Initials**

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**DISCLAIMER AND SIGNATURE**

I certify that I have read and understand the applicant note on page one of this form and that the answers given by me to the foregoing questions and the statements made by me are complete and true to the best of my knowledge and belief. I understand that any false information, omissions or misrepresentations of facts called for in this application may result in rejection of my application or discharge at any time during my employment. I authorize the company and/or its agents, including consumer reporting bureaus, to verify any of this information. I authorize all former employers, persons, schools, companies, and law enforcement authorities to release any information concerning my background and hereby release any said persons, schools, companies and law enforcement authorities from any liability for any damage whatsoever for issuing this information. I also understand that the use of illegal drugs is prohibited during employment. If company policy requires, I am willing to submit to drug testing to detect the use of illegal drugs prior to and during employment.

**Signature :** \_\_\_\_\_ **Date:** \_\_\_\_\_

GOULD CONSTRUCTION

**Equal Employment Opportunity Information-Self Identification:**

Gould Construction is considered a Federal contractor or subcontractor in terms of doing business with the US government and other prime contractors. We are required to gather and maintain certain information on individuals who reside in the US who apply for employment with us. (Those who don't reside in the United States may disregard this document.) To assist Gould in maintaining accurate employment records and comply with federal government reporting requirements, your assistance is requested. The information you provide (below) is considered entirely voluntary and confidential, and will be used only for data reporting requirements. If you choose not to self-identify, your employment status will not be affected in any way. We request that you complete this voluntary form and fax it to: 970-945-8371. You may also return this voluntary form to: 6874 Hwy 82, Glenwood Springs, Co 81601.

Gould Construction is an Equal Employment Opportunity employer. We conduct all employment-related activities without regard to race, color, sex, religion, age, national origin, disability, veteran status, sexual orientation or any other classification protected by applicable State or Federal employment discrimination laws. Gould Construction welcomes diversity in the workplace.

For more info about Gould Construction, check out <http://www.gouldconstruction.com>.

Please check the categories, which apply to you:

**GENDER (SEX) INFORMATION:**

- Male
  
- Female

**RACE/ETHNIC GROUP INFORMATION:**

- Black (African American) not of Hispanic Origin: All persons having origins in any of the Black racial groups of Africa.
  
- Asian or Pacific Islander: All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, Samoa and India.

- American Indian or Alaskan Native: All persons having origins in any of the original peoples of North America and who maintain cultural identification through tribal affiliation or community recognition.
- Hispanic: All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
- White, not of Hispanic Origin: All persons having origins in any of the original peoples of Europe, North Africa or the Middle East.

**VIETNAM VETERAN INFORMATION:**

Vietnam Era Veteran: (a) Persons serving more than 180 days of active military, navy, or air service, regardless of where the person was posted geographically, any part of which was during the period of August 5, 1964, through May 7, 1975, and who (1) was discharged or released with other than a dishonorable discharge, or (2) was discharged or released from active duty because of a service-connected disability, if any part was between August 5, 1964, and May 7, 1975; (b) A person who served more than 180 days of active military, navy, or air service, within the Republic of Vietnam, any part of which was during the period of February 28, 1961, through May 7, 1975, and who (1) was discharged or released with other than a dishonorable discharge, or (2) was discharged or released from active duty because of a service-connected disability, if any part was between February 28, 1961, and May 7, 1975.

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

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

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

**Americans with Disabilities Act**

Gould Construction commits to making reasonable accommodation to the known physical or mental limitations of qualified individuals with disabilities and qualified disabled veterans, unless such accommodation would impose an undue hardship on the conduct of its business. Gould Construction also commits to engaging in an interactive process with the person requesting the accommodation (or their representative), as needed, to determine an appropriate accommodation. Undue hardship will be determined by assessing whether the requested accommodation would cause significant difficulty or expense, as provided for in the Section 503 regulations.

DISCLOSURE AND AUTHORIZATION FOR BACKGROUND INVESTIGATION

I hereby authorize Gould Construction, Incorporated (“Company”) and/or any entity directed by Company to obtain an investigative consumer report for employment purposes, including in connection with my application for employment. An “investigative consumer report” includes any information as to your character, general reputation, personal characteristics, or mode of living. The specific nature and scope of the investigative consumer report Company is seeking includes inquiries regarding educational background; work history; personal financial status and credit history; court records, including criminal conviction record, as permitted by law; driving history; verifications of Social Security number; and references obtained from professional and personal associates. I further understand and agree that an investigative consumer report may be obtained at any time, and any number of times, as Company in its sole discretion determines is necessary before, during or after my employment.

The consumer reporting agency that will be providing Company with the investigative consumer report is HireRight, Inc., 2100 Main Street, Suite 400, Irvine, CA 92614. I understand that I will automatically be provided with a copy of the investigative consumer report provided to Company. I acknowledge receipt of the attached summary of an investigative consumer reporting agency’s obligations pursuant to California Civil Code section 1786.22. I hereby authorize all previous employers, educational institutions, consumer reporting agencies and other persons or entities having information about me to provide such information to Company or other entity that obtains information for Company. I further fully release Company, its employees, officers, directors, agents, successors and assigns, and all other parties involved in this background investigation, including but not limited to investigators, credit agencies and those companies or individuals who provide information to Company concerning me, from any claims or actions for any liability whatsoever related to the process or results of the background investigation.

I understand that an offer of employment is contingent upon the outcome of my background check, and that this Disclosure and Authorization is not an offer for employment by Company or a contract for employment with Company. I further understand Company operates under an AT-WILL EMPLOYMENT POLICY and this Authorization does not alter or affect that policy in any manner whatsoever.

DATED: \_\_\_\_\_

\_\_\_\_\_ (Applicant Signature)

\_\_\_\_\_ (Print Name)

\_\_\_\_ Yes, I wish to receive a copy of any consumer credit report requested about me by Gould Construction, Inc..

\_\_\_\_ No, I do not wish to receive a copy of any consumer credit report requested about me by Gould Construction, Inc.