

Hudson Bay Insulation Company is an Equal Opportunity Employer
 minorities/females/veterans/individuals with disabilities/sexual orientation/gender identity

We are committed to providing equal employment opportunity to all applicants and employees without regard to race, color, national origin, religion/creed, sex, sexual orientation, gender identity, age, disability, marital status, veteran or military status, genetic information, or any other basis prohibited by local, state, or federal law. Applicants may request any needed accommodation to participate in the application process by contacting HR at (206) 763-9484 or email hr@hudsonbayins.com.

We are a drug-free workplace.

Personal Information

Full Name: _____

Home Address: _____

City: _____ State: _____ Zip: _____

Home Telephone: _____ Cell Phone: _____ Email: _____

Note: Federal law requires that you provide and that the employer examine documents that verify your identity and your eligibility for employment in the United States. As a condition of employment, you are required to provide such documentation as mandated by law or government regulation and to sign a form attesting that you are lawfully able to work in the United States.

Are you legally eligible to work in the United States? Y N Are you over the age of 18 years? Y N

Position Applied For: _____ Date Available: _____

Education

Type of School	Name of School	No. of Years Attended	Did you Graduate?	Course or Major	Diploma or Degree
High School			<input type="checkbox"/> Yes <input type="checkbox"/> No		
College			<input type="checkbox"/> Yes <input type="checkbox"/> No		
Post Graduate			<input type="checkbox"/> Yes <input type="checkbox"/> No		
Other			<input type="checkbox"/> Yes <input type="checkbox"/> No		

Work History Are you presently employed? Y N If yes, may we contact your employer? Y N

List below last three Employers, indicate current or most recent position first.

Dates of Employment	Position Held/Title	Name of Employer	Supervisor's Name	Telephone of Contact	Reason for Leaving
1.					
2.					
3.					

References

List (or attach) below three business or personal references

Name	Contact Information	Occupation
1.		
2.		
3.		

Applicant's Statement

I understand that Hudson Bay Insulation follows an employment "at-will" policy, and that I or Hudson Bay Insulation may terminate my employment at any time, for any reason consistent with applicable state or federal law. This employment "at-will" policy cannot be changed verbally or in writing, unless the change is specifically authorized by the President of Hudson Bay Insulation. I understand that nothing on this application is intended to create or imply a contractual relationship. I further understand that this form does not indicate that there are any available positions and does not obligate Hudson Bay Insulation to offer me employment.

I understand that if I am hired, I must submit satisfactory proof of employment authorization and identity; and that failure to submit such proof will result in denial of employment, employment offer withdrawal, or termination of employment.

I understand that if I am hired, I am required to abide by all Hudson Bay Insulation regulations and policies. I further understand that Hudson Bay Insulation reserves the right to change, interpret, withdraw, or add to its rules, regulations, policies, benefits, or terms and conditions of employment at its sole discretion without prior notice. I understand that Hudson Bay Insulation requires a negative pre-employment drug screen as a condition of employment.

I certify that all the statements herein are true and understand that any falsification or willful omission shall be sufficient cause for dismissal or refusal of employment.

Signature: _____ Date: _____

Hudson Bay Insulation Company is an Equal Opportunity—minorities/females/veterans/individuals with disabilities/sexual orientation/gender identity Employer. It is our policy to provide equal employment opportunity to all qualified applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability, because he or she is a protected veteran, or for any other status protected by law. As an affirmative action employer under Executive Order 11246 and 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), and to help us meet state and federal reporting requirements, we invite applicants to identify themselves as indicated below.

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with Executive Order 11246 and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended.

The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) Government officials engaged in enforcing laws administered by the Office of Federal Contract Compliance Programs, or enforcing the Americans with Disabilities Act, may be informed.

Please Print

Name: _____ Date: _____

Position Applied For: _____

Gender

- I do not wish to disclose
- Male
- Female

Race/Ethnic Group

- I do not wish to disclose
- White:** A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- American Indian or Alaska Native:** 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.
- Black or African American:** A person having origins in any of the black racial groups of Africa.
- Asian:** A person having origins in any of the origin 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 Hawaiian or Other Pacific Islander:** A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- Hispanic or Latino:** A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
- Two or more races/ethnic groups

Veteran Status

Because Hudson Bay Insulation 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 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.

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.

As a government contractor subject to VEVRAA, we are required to submit a report to the United States Department of Labor each year identifying the number of our employees belonging to each specified "protected veteran" category. If you believe you belong to any of the categories of protected veterans listed above, please indicate by checking the appropriate box below.

I belong to the following classifications of protected veterans (choose all that apply):

- Disabled veteran
- Recently separated veteran
- Active wartime or campaign badge veteran
- Armed forces service medal veteran
- I am a protected veteran, but I choose not to self-identify the classifications to which I belong
- I am not a protected veteran (non-veteran)

If you are a disabled veteran it would assist us if you tell us whether there are accommodations we could make that would enable you to perform the essential functions of the job, including special equipment, changes in the physical layout of the job, changes in the way the job is customarily performed, provision of personal assistance services or other accommodations. This information will assist us in making reasonable accommodations for your disability.