



# RON MIEDEMA CONCRETE

1865 Pine Ridge Rd. SW, Jenison, MI 49428  
616-457-2244

**\*\*RMCC has a drug free work environment policy & reserves the right to test applicants\*\***

## Employment Application

We consider applicants for all positions on the basis of qualifications and without regard to race, color, religion, sex, national origin, age, marital status, veteran status, sexual orientation and any other legally-protected status.

**PLEASE PRINT**

<b>Position(s) Applied For</b>	<b>Date of Application</b>
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**How did you learn about the company? (Circle one)**

Advertisement                      Friend                      Walk-In  
Recruiting Firm  
Current Employee \_\_\_\_\_ Other: \_\_\_\_\_

<b>Last Name</b>	<b>First Name</b>	<b>Middle Name</b>		
<b>Address: Number</b>	<b>Street</b>	<b>City</b>	<b>State</b>	<b>Zip Code</b>
<b>Telephone Number(s) where we can contact you:</b>				
Home: (     )	Work: (     )	Cell: (     )		
E-mail address:				

If position you are applying for requires driving, please provide the following:

Driver's License # : \_\_\_\_\_ State Issued \_\_\_\_\_

Have you had any moving violations in the past three (3) years?  Yes  No

If "Yes", please explain: \_\_\_\_\_

Are you under eighteen (18) years of age?  Yes  No

If "Yes", can you provide required proof of your eligibility to work?  Yes  No

Have you ever submitted an application with the company before?  Yes  No

If "Yes", please give date(s): \_\_\_\_\_

Have you ever been employed with the company before?  Yes  No

If "Yes", please give dates: \_\_\_\_\_

Have you ever been convicted of a felony? (Providing this information will not necessarily prevent you from being considered for employment)  Yes  No

Are you currently employed?  Yes  No

May we contact your present employer for references?  Yes  No

Are you legally qualified to work in the United States?  Yes  No

(Proof of citizenship or immigration status will be required upon employment.)

On what date will you be available for work? \_\_\_\_\_

## EDUCATION

	Elementary School	High School	Technical School	College	Other
School Name and Location					
Years Completed (circle)	4 5 6 7 8	1 2 3 4	1 2	1 2 3 4	1 2 3 4
Diploma/Degree		Yes No	Yes No	Yes No	
Major Course(s) of Study					

Summarize special skills and training not listed above:

Describe honors received:

## References

Give name, address and telephone number of two (2) business references who are not related to you:

1. \_\_\_\_\_
2. \_\_\_\_\_

## EMPLOYMENT

Start with your present or most-recent position. If information is already on your resume, fill in only those items not listed on your resume (e.g., reason for leaving, salary, etc.)

1. Employer	Dates Employed		Work Performed
Address	From	To	
Telephone Number(s)	Base Pay		
Job Title	Start	Final	
Supervisor			
Reason for Leaving			
2. Employer	Dates Employed		Work Performed
Address	From	To	
Telephone Number(s)	Base Pay		
Job Title	Start	Final	
Supervisor			
Reason for Leaving			
3. Employer	Dates Employed		Work Performed
Address	From	To	
Telephone Number(s)	Base Pay		
Job Title	Start	Final	
Supervisor			
Reason for Leaving			
4. Employer	Dates Employed		Work Performed
Address	From	To	
Telephone Number(s)	Base Pay		
Job Title	Start	Final	
Supervisor			
Reason for Leaving			

If you need additional space, please continue on a separate sheet of paper.

**Special Skills and Qualifications**

Summarize special job-related skills and qualifications acquired from employment or other experience.

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Providing the following information is strictly voluntary. You are not required to provide this information.

Height: \_\_\_feet \_\_\_in Weight: \_\_\_lbs. Date of Birth: \_\_\_\_\_

Have you ever had any job-related training in the United States military?  Yes  No

If "Yes", please elaborate:

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Are you able to perform the essential requirements of the Job?  Yes  No

If "No", are there reasonable accommodations that can be made to allow to perform the essential functions of the job?

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State any additional information you feel may be helpful to us in considering your application.

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I certify that the answers given herein are true and complete to the best of my knowledge. I also authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision.

I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will" nature, which means that the Employee may resign at any time and the Employer may discharge Employee at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written documentation or by conduct unless such change is specifically acknowledged in writing by an authorized executive of this organization.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the Employer.

\_\_\_\_\_  
**Signature of Applicant**

\_\_\_\_\_  
**Date**



## INSTRUCTIONS

PLEASE READ ALL INSTRUCTIONS CAREFULLY BEFORE COMPLETING THIS FORM

**Anti-Discrimination Notice.** It is an unlawful employment practice for an employer to fail or refuse to hire or discharge any individual, or otherwise to discriminate against any individual with respect to that individual's terms and conditions of employment, because of such individual's race, color, religion, sex, or national origin.

This employer is subject to certain nondiscrimination recordkeeping and reporting requirements which require the employer to invite employees to voluntarily self-identify their race/ethnicity. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information obtained will be kept confidential and may only be used in accordance with the provisions of applicable federal laws, executive orders, and regulations, including those which require the information to be summarized and reported to the Federal Government for civil rights enforcement purposes.

If you choose not to self-identify your race/ethnicity at this time, the federal government requires this employer to determine this information by visual survey and/or other available information.

For civil rights monitoring and enforcement purposes only, all race/ethnicity information will be collected and reported in the seven categories identified below. The definitions for each category have been established by the federal government. If you choose to voluntarily self-identify, you may mark only one of the boxes below.

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### INVITATION TO SELF-IDENTIFY

PLEASE ANSWER THE FOLLOWING QUESTION

What is your race/ethnicity? Please mark the **one box** that describes the race/ethnicity category with which you primarily identify.

- Hispanic or Latino:** a person of Cuban, Mexican, Chicano, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- White:** a person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- 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 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 Hawaiian or Other Pacific Islander:** a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- 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.
- Two or More Races:** a person who primarily identifies with two or more of the above race/ethnicity categories.

# MEASURING TAPE ACTIVITY

Fill in the measurements for the six blanks below. Reduce to lowest terms and place your answers in the spaces provided.

