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It is the policy of Castle Rock Construction Company of Colorado, LLC (CRCC) to provide equal employment opportunity to all qualified applicants for employment without regard to race, color, sexual orientation, gender identity, religion, national origin, sex, age, veteran status or disability. As an affirmative action employer under E.O. 11246, we invite all applicants to identify themselves as indicated below.

**COMPLETION OF THIS FORM IS VOLUNTARY AND IN NO WAY AFFECTS THE DECISION REGARDING YOUR APPLICATION FOR EMPLOYMENT. THIS FORM IS CONFIDENTIAL AND WILL BE MAINTAINED SEPARATELY FROM YOUR APPLICATION FORM.**

PLEASE PRINT

Name \_\_\_\_\_ Date \_\_\_\_\_  
Last First Middle

Position applied for (*list only one*) \_\_\_\_\_

Where did you hear about this job? \_\_\_\_\_

**Race/Ethnicity** (You may mark one or more of the following):

\_\_\_\_\_ **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.

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

\_\_\_\_\_ **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.

**Sex:** \_\_\_\_\_ Male \_\_\_\_\_ Female

\_\_\_\_\_ I elect not to identify

Signature \_\_\_\_\_



## Veterans Invitation to Self-Identify

Castle Rock Construction Company of Colorado, LLC., (CRCC) 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 (VEVRA), 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**.

## INVITATION TO SELF-IDENTIFY

PLEASE PRINT

NAME \_\_\_\_\_ DATE \_\_\_\_\_  
LAST FIRST MIDDLE

JOB TITLE APPLIED/HIRED FOR (*LIST ONLY ONE*) \_\_\_\_\_

SIGNATURE \_\_\_\_\_

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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.

I IDENTIFY AS ONE OR MORE OF THE CLASSIFICATIONS OF PROTECTED VETERANS LISTED ABOVE

I AM NOT A PROTECTED VETERAN

I DECLINE TO SELF-IDENTIFY

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 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.