

Plant Operator Trainee Valdez District



COPPER VALLEY ELECTRIC STRIVES
TO BE THE EMPLOYER OF CHOICE IN
THE COPPER RIVER BASIN AND
VALDEZ REGIONS OF ALASKA

JOIN OUR TEAM

Posted
11/26/2024

cvea.org/careers



Position At A Glance

Copper Valley Electric Association is accepting applications for the position of Plant Operator Trainee in the Valdez District.

Requirements

- Area domicile in Valdez, Alaska. Must be able to respond in one hour.
- High school diploma or equivalent.
- Power plant experience desired, including overhauls, plant maintenance activities, and plant operations.
- Ability to perform the essential mental and physical requirements of the position including the ability to distinguish colors used in coding.
- Physical examination, including required drug and alcohol screening, which releases the successful applicant to perform the essential functions of the Plant Operator Trainee position.

The Plant Operator Trainee reports to the Power Generation Manager. As with all Union positions at CVEA, there will be a probationary period of 1,040 hours for the successful applicant. This position is compensated at 70% of Plant Operator rate, or \$40.79 per hour in accordance with the IBEW Local 1547 contract with step increases to full rate. CVEA offers an excellent comprehensive benefit program.

Applications will be accepted until 5:00 p.m. on Thursday, January 2, 2025.

Please contact Lisa Howard, Admin & HR Manager, at 907-822-8345 or email hr@cvea.org with any questions. The application is attached at the end of this packet (page 12). Please complete and email to hr@cvea.org or drop off at either CVEA office location.

Glennallen Office
Mile 187 Glenn Highway
Glennallen, AK 99588

Valdez Office
367 Fairbanks Street
Valdez, AK 99686

Information and application can be found at:
cvea.org/careers

Questions can be directed to:
Lisa Howard,
Admin & HR
Manager
907-822-8345
hr@cvea.org

Email Applications to: hr@cvea.org

About CVEA



Mission:

To provide exceptional customer service through safe, reliable, cost-effective electric service and programs

Strategic Goals:

- Build financial strength
- Maintain and improve system reliability
- Reduce dependence on fossil fuel
- Be an advocate for CVEA members
- Be the employer of choice



Assets and Facts:

- CVEA is a stand alone electric cooperative, not interconnected to any other utility
- Employs 44 Alaskan employees
- Service territory roughly the size of West Virginia; 160 miles north to south and 100 miles east to west
- Over 540 miles of distribution and transmission line
- 9 substations and 5 power plants
 - Solomon Gulch Hydroelectric Plant
 - Allison Creek Hydroelectric Plant
 - Cogeneration Plant
 - Valdez Diesel Plant
 - Glennallen Diesel Plant
- SCADA system with remote control of all generating plants
- Serves roughly 3,900 residential and commercial members in two service districts (Copper Basin and Valdez)
- Maintain offices and customer service support in both districts
- Density of 7 customers per mile



For more information about Copper Valley Electric, visit cvea.org

Work. Live. Play.

Copper Basin District

The Copper Valley has been called authentic Alaska; flanked by mountain ranges, raging rivers, glacial lakes, log cabins, abandoned copper mines, and historic Native American villages. The area is a mecca for fishing, hunting, gardening, and farming. It is quiet, away from the hustle and bustle of big cities, but only a couple of hours, via highway, to the Mat-Su Valley and all big city conveniences.

Community Resources

The Copper Basin is a wonderful place to call home, with a K-12 public and home school educational system as well as a community college (satellite), healthcare clinics, banking, local grocery, gas, US postal service, a Chamber of Commerce, churches, libraries, a fitness center, restaurants, shopping, and many youth clubs and community groups and support organizations.

Summer Activities

- Hunting for moose, caribou, bear, Dall sheep, and a variety of birds
- Fishing for world-famous Copper River Reds, king and silver salmon, trout, grayling, and burbot
- Gardening and farming
- Berry Picking
- Camping
- Hiking
- Kayaking and Rafting
- Riding ATVs
- Flightseeing
- National Parks

Winter Activities

- Snowmachining
- Ice Fishing
- Snow shoeing
- Trapping

Annual Activities

- School and club sporting events
- Community events and festival



Eric Scheidt



Matt Craig



For hunting & fishing information, visit adfg.alaska.gov.

Work. Live. Play.

Valdez District

Located near the head of a deep fjord in Prince William Sound, Valdez is a mix of tidewater glaciers, rainforests, towering mountains, and incredible wildlife on both land and sea. Valdez offers unparalleled natural scenery that is matched only by the abundant activities, like fishing, glacier viewing, kayaking, snow machining, fat tire biking, and more offered throughout the year.

Community Resources

Valdez is a small community that has everything needed to live a high quality of life. Valdez has a K-12 public and home school educational system as well as a community college, Valdez is part of the Providence hospital and healthcare system. There is local banking, grocery, gas, libraries, US postal service, a civic event center, community center, a single-movie theatre, churches, restaurants, shopping, a fitness center, a variety of community events, and many youth clubs, and community groups and support organizations.

Summer Activities

- Hunting for deer, goat, bear, moose, and birds
- Fishing for silver, pink, and king salmon, halibut, rockfish, ling cod, shrimp, crab, and shark
- Berry Picking
- Camping
- Kayaking and Rafting
- Glacier Sightseeing, Boating, and Flightseeing
- Sea life viewing; whales, sea lions, sea otters, and water fowl
- Hiking, Biking, and riding ATVs

Winter Activities

- Snowmachining
- Ice Fishing
- Snow shoeing
- Cross country, downhill, and heli-skiing
- Fat tire biking

Annual Activities

- School and club sporting events
- Community events and festivals



Kayleigh Mazzocoli



Wayne McKinzey



Pangaea Adventures



What We Are Looking For

CVEA's Plant Operator Trainee provides efficient, safe, and reliable operation of power plant equipment under the guidance and supervision of experienced plant personnel.

Essential Functions and Responsibilities:

- Performs all essential functions and responsibilities in a safe and efficient manner using industry best practices.
- In addition to the specific functions described in the attached position description, the essential functions of this position also require attendance at all assignments and job sites and the ability to understand and adhere to all safety standards.

The Ideal Candidate Must:

- Possess the ability to function under adverse outage conditions, requiring knowledge of operating and outage restoration procedures.
- Ability to keep up-to-date records on generation units, fuel availability, outages, switching and other activities that may affect the operation of the system.
- Ability to provide minor repair and maintenance on Cooperative vehicles, building grounds, and generation equipment, electrical equipment.

Education and Experience:

- Minimum of a high school diploma or equivalent.
- Relevant power generation or industrial plant experience, including equipment operation and maintenance activities, mechanical or electrical experience is preferred.

Additional Requirements:

- A valid, or the ability to obtain, Alaska Driver's License is required
- Must maintain working knowledge of up to date first aid techniques and cardiopulmonary resuscitation.
- Upon hire, reside in the district in which they are normally assigned to work, and must fulfill residence requirements as defined in Sec.8.1(1) of the current working agreement between CVEA and the IBEW.

Key Characteristics:

- Hungry
- Humble
- Smart
- Leader
- Driven
- Collaborator
- Strategic thinker
- Strong communicator
- Good listener
- Inclusive
- Innovative
- Transparent
- Teambuilder

Compensation

Per the IBEW contract, the starting salary is 70% of the Plant Operator rate, or \$40.79 per hour.

CVEA maintains an excellent benefits program:

- Rotating Shift Schedule
- 401(K) contribution retirement program
- Business travel accident
- Paid time off
- Paid holidays

Additional benefits administered through the IBEW:

- Major medical, dental, and vision insurance
- Short-term disability and long-term disability insurance
- Pension plan

To Be Considered



CVEA's application process is strictly confidential. Applications will be accepted until 5:00 p.m., Thursday, January 2, 2025. If an application for this position has been submitted to CVEA in the past year, you may request to resubmit your application in lieu of completing a new one by emailing hr@cvea.org with your request.

An electronic application is recommended and preferred. A complete application packet is required for consideration and must include a CVEA application. Resumes and cover letters are **strongly encouraged** and may be submitted in addition to the application. Resumes or cover letters submitted without the application will not be considered. Comprehensive reference and background checks will be performed.

Candidates who possess the best overall match for CVEA's outlined criteria may be initially interviewed via telephone by the position's immediate supervisor or department manager. Any onsite interview arrangements will be made by and expenses will be paid by CVEA. Some relocation assistance is applicable for the selected candidate.

For more information about this excellent opportunity to live and work in Valdez, Alaska, please contact Lisa Howard, Admin & HR Manager, at 907-822-8304 or via email at hr@cvea.org.

COPPER VALLEY ELECTRIC ASSOCIATION, INC.
Glennallen, Alaska

POSITION DESCRIPTION
Plant Operator Trainee

I. JOB SUMMARY

CVEA's Plant Operator Trainee provides efficient, safe, and reliable operation of power plant equipment.

II. POSITION INFORMATION

Position Type: Full-Time/Represented

FLSA Classification: Nonexempt

Location Base: Glennallen or Valdez

Reporting Relationships:

Reports to: Chief Plant Operators

Supervises: None

III. ESSENTIAL FUNCTIONS AND RESPONSIBILITIES

The Plant Operator Trainee performs all essential functions and responsibilities in a safe and efficient manner using industry best practices. In addition to the specific functions described below, the essential functions of this position also require attendance at all assignments and job sites and the ability to understand and adhere to all safety standards. If requested, reasonable accommodations may be made to enable individuals with disabilities to perform these essential functions.

The Plant Operator Trainee is expected to perform the responsibilities of the Plant Operator under the guidance and supervision of experienced plant personnel.

- A. Ability to function under adverse outage conditions which requires a thorough working knowledge of operating procedures, outage restoration procedures, switching procedures, and maintenance program, as well as normal operating procedures to maximize resources, water, and fuel.
- B. Must keep up-to-date records on generation units, fuel availability, outages, switching, personnel activities that may affect the operation of the system, and report changes to supervisors per directives and communications.
- C. Maintain working knowledge of up to date first aid techniques and cardiopulmonary resuscitation.
- D. Provide minor repair and maintenance on Cooperative vehicles, building grounds, and generation equipment in an efficient and thorough manner.

- E. Provide minor repair and maintenance on Cooperative's electrical equipment, including furnaces, boilers, lighting, and generation-related equipment.
- F. Perform welding, fabrication, and remodeling as directed by the Chief Plant Operator.
- G. Keep plant and shop area clean and orderly, including parts storage area.
- H. Proficient in the use of basic hand tools and power tools to maintain equipment.
- I. Must be able to read and understand electrical/mechanical drawings as required to perform routine maintenance.
- J. Maintain working knowledge of applicable safety codes.
- K. Perform maintenance tasks on generation prime movers.
- L. Monitor and control power generating units using local and remote controls.
- M. Enter data on electronic spreadsheets and word documents.
- N. Perform other duties as assigned.

IV. MINIMUM QUALIFICATIONS

A. Education/Experience

Graduation from high school or GED equivalent is required.

Relevant power generation or industrial plant experience, including equipment operation and maintenance activities is preferred.

B. Certification/Licenses Required

A valid Alaska driver's license is required.

Complete achievement of certain requirements herein may not be required if, in the opinion of the CVEA hiring supervisor, a particular candidate possesses significant offsetting characteristics, such as past accomplishments, experience, or education. Should an applicant be deficient in certain educational achievements, offsetting experience may be substituted or vice versa.

C. Knowledge/Skills/Abilities

The Plant Operator Trainee must carry out the following:

1. Perform administrative duties to include planning, accurate recordkeeping, and reporting.
2. Mechanical requirements include construction, electrical, plumbing, and repairing of facilities.
3. Mathematical skills are required for calculating, problem solving, and reasoning in finding solutions.
4. Basic reading and writing skills are required for correspondence and comprehension of technical reports.

5. Computer and electronic device skills to control equipment, record data, and communicate.

D. Physical Activities and Demands

This position is considered a heavy work position. The Plant Operator Trainee position includes day and night 12-hour shifts (night shifts are in Valdez only) for seven consecutive days under a week-on-week-off rotation. After a ten-week shift rotation in Glennallen or a thirty-week shift rotation in Valdez, there will be a five-week relief shift of five eight-hour days.

In order to complete the essential functions, the Plant Operator Trainee will be required to perform the following:

Constantly (C) Frequently (F) Occasionally (O) Seldom (S)

1. Exertion of force:
 - a. Up to 100 pounds of force (O)
 - b. Up to 50 pounds of force (F)
 - c. Up to 20 pounds of force (C)
2. Walk on varying surfaces including snow, ice, mud, gravel, and grease, while carrying equipment and/or supplies. (O)
3. Measure fuel levels in outside tanks, shovel snow, access outside steel racks, perform building maintenance, move oil barrels, stock supplies, access parts and tools. (F)
4. This position requires “being on your feet” for extended periods of time whether standing, walking, climbing, etc. (C)
5. Standing on ground to relay tools to worker on an engine, generator, radiator, etc., or while operating controls, standing by, or during outages or testing. (C)
6. Sitting while writing logs, writing/maintaining reports, operating computers or traveling by truck, snow machine, or ATV. (F)
7. Operate hand tools, torque wrenches, manual hoist, etc., pull on ropes to obtain tools and equipment from ground to guide objects. (F)
8. Reaching:
 - a. Overhead with arms extended to operate hoist, guide equipment, etc. (F)
 - b. At shoulder level (F)
 - c. Below shoulder level to obtain tools and equipment (C)
 - d. Removal and installation of valve covers, rocker boxes, and cylinder heads (O)

9. Visual, verbal, and written communications (C)
 - a. Read control panel, recording measurements (C)
 - b. Distinguish colors used in coding (red and green) (C)
 - c. Use of phones and 2-way radio (F)
 - d. Sense generator operations and alarms (C)
 - e. Phone, radio, and coworker communications (C)
10. Dexterity to handle nuts and washers, use finger controls to operate torque wrenches and other hand tooling, control panel, voltage control, etc. (C)
11. Climb stairs, hills, and ladders on engines with worst case scenario to climb and carry a 230-pound coworker in an emergency. (F)

E. Work Environment

A majority of the work is performed inside. Some work is performed outside for fuel storage, snow removal, dam inspection, etc. Work is in an environment subject to extreme noise, vibration, and extreme cold. Hazards such as mechanical parts, rotating equipment, electrical currents, and exposure to hazardous solvents may be present. Noise exposure equals or exceeds an eight-hour time-weighted average sound level (TWA) of 85 decibels. Ear protection and participation in the Hearing Conservation Program is required.

F. Travel Requirements

Work assignments seldom require the employee to drive a vehicle between CVEA's Glennallen and Valdez districts but it does occur on a scheduled and emergency basis. Overnight stays may be required on a rare basis.

V. OTHER JOB DUTIES

CVEA reserves the right to revise or change the position authorities and responsibilities as the need arises with or without advance notice. This position description does not constitute a written or implied contract of employment.

VI. SIGNATURE

Approved: Jaime L. Matthews
Chief Executive Officer

Date: November 25, 2024



EMPLOYMENT APPLICATION

Information for Applicants

CVEA accepts applications only for open positions. Applications are not maintained on file for future positions once the position applied for has been filled.

All candidates must complete an application before a job offer can be made. A resume submitted to CVEA does not constitute an 'application for employment.' A resume may be submitted to supplement information required by the application. It is not necessary to duplicate information required on the application that is included on an attached resume.

All employees who either operate a CVEA vehicle or could reasonably be required to operate a CVEA vehicle must have a valid Alaska driver's license for the vehicle operated and a driving record that is acceptable to and insurable by CVEA's insurance carrier.

CVEA requires a pre-employment alcohol and drug use screening. The D/A screening will be paid for by CVEA.

As an applicant for employment, I understand that no employment contract is being offered, that my employment is for no definite period of time, and that CVEA can change wages, benefits, and conditions at any time. I also understand that a condition of employment is the agreement that the policies and benefits of employment may be changed unilaterally and that no vested rights in pre-existing rights or benefits shall exist. Although the employer makes every effort to accommodate individual preferences, business needs may at times make the following conditions mandatory: overtime, shift work, or a work schedule other than Monday through Thursday. I further understand that CVEA will observe all labor agreements that are in effect.

Furthermore, as an applicant for the position noted on page 2 of this application, I confirm that I am physically and mentally capable of performing the duties and responsibilities as described in the position description.

I understand that if employed, I am required to abide by all rules, regulations, and policies of CVEA.

Signature of Applicant

Date

CVEA is an EEO Employer

We consider applicants for all positions, without regard to race, color, religion, sex, national origin, marital or veteran status, the presence of a non-job-related medical condition or disability, or any other legally protected status.

Please complete the attached Voluntary Affirmative Action Questionnaire.

Completion of the questionnaire will not affect CVEA's employment decision.

COPPER VALLEY ELECTRIC ASSOCIATION, INC.
EMPLOYMENT APPLICATION
(Please Print)

<hr/> Date of Application	<hr/> Position Applied for	
<hr/> Last Name	<hr/> First Name	<hr/> Middle Name
<hr/> Mailing Address		
<hr/> City	<hr/> State	<hr/> Zip
<hr/> Home Telephone	<hr/> Cell	
<hr/> Email Address		<hr/> Social Security Number

GENERAL INFORMATION

	YES	NO
If you are under 18 years of age, can you provide required proof of your eligibility to work?	<input type="checkbox"/>	<input type="checkbox"/>
Are you currently employed?	<input type="checkbox"/>	<input type="checkbox"/>
May we contact your current employer?	<input type="checkbox"/>	<input type="checkbox"/>
Are you currently laid off and subject to recall?	<input type="checkbox"/>	<input type="checkbox"/>
What is your availability to work? Check all that apply:		
	Full Time	<input type="checkbox"/>
	Part Time	<input type="checkbox"/>
	Shift Work	<input type="checkbox"/>
	Temporary	<input type="checkbox"/>
Can you travel if a job requires it?	<input type="checkbox"/>	<input type="checkbox"/>
Can you work overtime if necessary?	<input type="checkbox"/>	<input type="checkbox"/>
Do you have a valid Alaska driver's license?	<input type="checkbox"/>	<input type="checkbox"/>
Current license number: _____ State: _____		
Have you ever filed an application with CVEA before?	<input type="checkbox"/>	<input type="checkbox"/>
If yes, date/s of previous application/s: _____		
Have you ever been employed by CVEA before?	<input type="checkbox"/>	<input type="checkbox"/>
If yes, dates of previous employment: <i>from</i> _____ <i>to</i> _____ (<i>month/year</i>)		

Last Name: _____

YES NO

Are you prevented from lawfully becoming employed in this country because of visa or immigration status? (*Proof of citizenship or immigration status will be required upon employment.*)

☐ ☐

Have you ever been denied government security clearance?

☐ ☐

Has your driver's license ever been revoked or suspended?

☐ ☐

Have you been convicted of a felony within the last seven (7) years? If yes, please explain. (*Conviction will not necessarily disqualify an applicant from employment.*)

☐ ☐

Are you related, directly or through marriage, however remotely, to any present CVEA management/supervisory employee or to any member of CVEA's Board of Directors?
If yes, in what way?

☐ ☐

Have you tested positive or refused to test on any drug or alcohol test in the past two years?

☐ ☐

Do you have any of the following:

Commercial Driver's License

Number _____

Expiration date _____

☐ ☐

First Aid Card

Number _____

Expiration date _____

☐ ☐

CPR Certification

Number _____

Expiration date _____

☐ ☐

Alaska Fitness Card

Number _____

Expiration date _____

☐ ☐

On what date would you be available for work? _____

Last Name: _____

MILITARY STATUS

Complete this section if you serve or have served in the US Armed Forces.

_____ from _____ to _____
Branch of Service Period of Active Duty (*month/year*)

_____ Date of Discharge _____ Discharge Status (*optional*)

Describe your duties and any special training:

EDUCATION

Mark highest grade completed: High School 9 10 11 12 College 1 2 3 4 5 6 7 8

_____ High School (*Name/Location*)

_____ College (*Name/Location*)

_____ Degree/Course of Study

_____ College (*Name/Location*)

_____ Degree/Course of Study

_____ Technical (*Name/Location*)

_____ Degree/Course of Study

_____ Other (*Name/Location*)

_____ Degree/Course of Study

SKILLS AND QUALIFICATIONS

Please describe skills and qualifications you bring to this position.

ATTACH ANY OTHER DOCUMENTS YOU THINK ARE APPROPRIATE.

Resume, Reference Letters, Letters of Commendation, etc.

Last Name: _____

TEN-YEAR EMPLOYMENT AND SALARY HISTORY
(REQUIRED)

Please give an accurate, complete full-time and part-time employment record for the last ten years. Start with your present or most recent employer. Use additional sheets if necessary. It is not necessary to duplicate information provided on your resume; however, ending monthly salary is required.

<hr/> Employer	<i>from</i> _____ <i>to</i> _____ Employed (<i>month/year</i>)
----------------	---

<hr/> City	<hr/> State
------------	-------------

<hr/> Position Title	<hr/> Ending Monthly Salary
----------------------	-----------------------------

<hr/> Supervisor	<hr/> Supervisor's Phone Number
------------------	---------------------------------

<hr/> Employer	<i>from</i> _____ <i>to</i> _____ Employed (<i>month/year</i>)
----------------	---

<hr/> City	<hr/> State
------------	-------------

<hr/> Position Title	<hr/> Ending Monthly Salary
----------------------	-----------------------------

<hr/> Supervisor	<hr/> Supervisor's Phone Number
------------------	---------------------------------

<hr/> Employer	<i>from</i> _____ <i>to</i> _____ Employed (<i>month/year</i>)
----------------	---

<hr/> City	<hr/> State
------------	-------------

<hr/> Position Title	<hr/> Ending Monthly Salary
----------------------	-----------------------------

<hr/> Supervisor	<hr/> Supervisor's Phone Number
------------------	---------------------------------

<hr/> Employer	<i>from</i> _____ <i>to</i> _____ Employed (<i>month/year</i>)
----------------	---

<hr/> City	<hr/> State
------------	-------------

<hr/> Position Title	<hr/> Ending Monthly Salary
----------------------	-----------------------------

<hr/> Supervisor	<hr/> Supervisor's Phone Number
------------------	---------------------------------

Last Name: _____

REFERENCES
(REQUIRED)

EMPLOYMENT REFERENCES

Name

Title

Company

Phone Number

Name

Title

Company

Phone Number

Name

Title

Company

Phone Number

PERSONAL REFERENCES

(Include no more than one college faculty member; do not include former employers or relatives.)

Name

Years Known

Title or Occupation

Phone Number

Name

Years Known

Title or Occupation

Phone Number

Name

Years Known

Title or Occupation

Phone Number

Last Name: _____

AUTHORIZATION & CONSENT FOR RELEASE OF INFORMATION **(REQUIRED)**

We truly welcome your application with Copper Valley Electric Association (CVEA). As a condition of employment, we require that you consent to and authorize a pre-employment background check, including verification of information submitted on your application or resume.

This release and authorization acknowledges that CVEA may now or at any time during your employment conduct, to the fullest extent permitted by law, an inquiry into your education, previous employment/work history, personal references, and motor vehicle records, as well as receive any criminal history information pertaining to you that may be in the files of any Federal, State, or local criminal justice agency, and/or other information deemed necessary to evaluate your ability to fulfill the job requirements. The results of this verification process will be used to determine employment eligibility.

I authorize CVEA and any of its agents or attorneys to conduct the inquiry authorized by this Release. I further authorize CVEA to disclose verbally and in writing the results of this inquiry and/or interview to the designated authorized representatives of CVEA.

I, the undersigned applicant, do hereby certify that the information provided by me for the purpose of employment is true and complete to the best of my knowledge. I understand that any false statements may result in denial of employment or in discharge from employment.

I have read and understand this Release and Consent, and I authorize the background inquiry and verification. I authorize persons, schools, current and former employers, and other organizations and agencies to provide CVEA and its agents or attorneys with all information requested, and I hereby release all the persons and agencies providing such information from any and all claims and damages connected to their release of any requested information. I also waive any right to notice of any such release. I agree that any copy of this document is as valid as the original.

I do hereby agree to forever release and discharge, to the full extent permitted by law, CVEA, its employees or agents, and its associated agents and attorneys from any claims, damages, losses, liabilities, costs and expenses, or any other charge or complaint filed with any agency or court, arising from the retrieving and reporting of the information authorized by this Release.

Applicant Name, Printed (first, middle, last)

Date

Applicant Signature

Social Security Number

Address (permanent residence street address)

Driver's License Number

State

City

County

Phone Number

State

Zip

Date of Birth



VOLUNTARY AFFIRMATIVE ACTION QUESTIONNAIRE

**Copper Valley Electric Association
is an Equal Opportunity Employer**

State and Federal laws require that employers keep records on the race and gender of applicants and employees to facilitate the enforcement of Equal Employment Opportunity laws. This statement will be filed separately from all of your employment records and will be retained confidentially. As required by State law, it will be available only to Copper Valley Electric Association's Employee Relations Department and Federal and State employment enforcement officers. Accordingly, information provided here will not be considered as part of your application. Your responses are strictly voluntary and failure to provide the information requested will not subject you to adverse effects; however, we urge you to complete all items. This page will be detached from your application prior to its referral to a selecting official.

Date Position Applied for

Last Name First Name Middle Name

Mailing Address

City State Zip

Date of Birth

Gender: ☐ Male ☐ Female

Race: ☐ White ☐ Black ☐ Hispanic
☐ Alaska Native/American Indian ☐ Asian or Pacific Islander

Veteran Status: ☐ Disabled ☐ Vietnam Era (Aug 5, 1964–May 7, 1975)

Disabling Conditions:

<input type="checkbox"/> Visual Impairment	<input type="checkbox"/> Psychological Impairment (Mentally Restored)
<input type="checkbox"/> Hearing Impairment	<input type="checkbox"/> Chemical Dependence
<input type="checkbox"/> Developmental Disability	<input type="checkbox"/> Multiple Disabilities
<input type="checkbox"/> Other Physical Impairment/s	<input type="checkbox"/> No Disabling Condition
<input type="checkbox"/> Other (Specify): _____	

DEFINITIONS OF RACIAL/ETHNIC GROUPS

Racial/ethnic groups are defined as follows for required statistics and reporting:

White: a person having origins in any of the original peoples of Europe, North Africa, or the Middle East.

Black: a person having origins in any of the black racial groups of Africa.

Hispanic: a person of Mexican, Puerto Rican, Cuban, Central or South American descent or having origins in any other Spanish culture, regardless of race.

Asian or Pacific Islander: a person having origins in any of the original peoples of the Far East, South East Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.

Alaska Native or American Indian: a person having origins in any of the original peoples of North America and who maintains cultural identification through tribal affiliation or community recognition.

DEFINITIONS FOR DISABLING CONDITION

Disabled Person: any person who has a physical or mental impairment that substantially limits one or more of his or her major life activities. Physical impairment is defined as any physical disability, infirmity, malformation, or disfigurement that is caused by bodily injury, birth defect, or illness, including epilepsy, and includes any degree of paralysis, amputation, lack of physical coordination, blindness or visual impairment, or physical reliance on a guide dog for the blind, a wheelchair, or any other remedial appliance or device.

Visual and Hearing Impairment: loss of vision or hearing to a degree that substantially limits one or more major life activities.

Developmental Disability: a group of disabilities that affects a person during the developmental stages of his or her life and usually continues indefinitely and that constitutes a substantial handicap to his or her functioning. Conditions included in this category are mental retardation, cerebral palsy, epilepsy, and autism.

Other Physical Impairment: physical impairments not included in the three definitions above, including orthopedic abnormalities, missing or crippled limbs and extremities (which can be congenital or caused by trauma or diseases such as arthritis, rheumatism, or polio), motor impairments (which can be the result of injury or other conditions), cardiovascular or neurological disorders (such as heart disease, paraplegia, multiple sclerosis, or Parkinson's disease), diabetes, tuberculosis, cancer, and obesity.

Psychological Impairment (Mentally Restored): returned to health after mental illness.

Chemical Dependence: a dependence on alcohol or drugs to a degree that substantially limits one or more life activity.

Multiple Disabilities: more than one disability, occurring in two or more different categories or within a single category.

Other Disability: a disability that does not fit into any of the above categories.