



## **Journeyman Lineman**

### **Copper Basin District**

Copper Valley Electric Association (Glennallen, Alaska) is accepting applications for the position of Journeyman Lineman in the Copper Basin (Glennallen) District.

#### Requirements

- Area domicile in Glennallen, Alaska
- Must possess an Alaska Certificate of Fitness, or obtain within 45 days of reporting for duty
- Must possess a Class A CDL and a safe driving record, or obtain the CDL within 15 days of reporting for duty
- Must have a current First Aid/CPR certification
- Physical examination, including required drug and alcohol screening, which releases the successful applicant to perform the essential functions of the Journeyman Lineman position

#### Sign On Incentive

CVEA will provide a \$20,000 sign on incentive to the selected candidate, payable based on the schedule below. This payment is subject to applicable federal taxes and satisfaction of conditions of employment.

Upon hire	\$10,000
1 year anniversary	\$5,000
2 year anniversary	\$5,000

The Journeyman Lineman will report to the Glennallen Line Foreman. As with all positions at CVEA, there will be a six-month probationary period for the successful applicant. CVEA offers competitive compensation in accordance with the IBEW Local 1547 contract and an excellent comprehensive benefit program. A detailed application packet is available at [CVEA.org](http://CVEA.org) > [About Us](http://CVEA.org/AboutUs) > [Careers](http://CVEA.org/Careers). This position is open until filled. CVEA is an Equal Employment Opportunity employer.

Please contact Lindsay Malone, HR/Accounting Manager, at 907-822-8305, fax 907-822-5586, or e-mail [jobs@cvea.org](mailto:jobs@cvea.org) with questions. Applications should be emailed to [jobs@cvea.org](mailto:jobs@cvea.org), or dropped off at either CVEA office location.



**GLENNALLEN**  
**Co-op Headquarters Office**



**VALDEZ**  
**Co-op District Office**

**COPPER VALLEY ELECTRIC ASSOCIATION, INC.**

**JOURNEYMAN LINEMAN – COPPER BASIN DISTRICT**



## CVEA: A Stand Alone, Member Owned Co-op

**The Copper Valley**, also known as the Copper River Basin, encompasses approximately 20,649 square miles and is bounded by the Chugach National

Forest to the south, the Alaska Range to the north, Wrangell Mountains of Wrangell-St. Elias National Park and Preserve to the east, and the Talkeetna and Chugach Mountains to the west. This vast region has 9 of the 16 highest mountain peaks in North America. The Copper River, one of the major rivers on the continent, has its headwaters in Copper Lake, at the base of the Wrangell Mountains and bisects the region, flowing 250 miles to the Gulf of Alaska near Cordova. The Copper River supports a world-famous population of Red Salmon. The Copper Valley offers great outdoor activities such as hiking, hunting, fishing, and much, much more.

**The City of Valdez**, population 4,353, is located in Southcentral Alaska on the northeast tip of Prince William Sound. Valdez is 305 road miles east of Anchorage, and 364 road miles south of Fairbanks. The City encompasses 222.0 square miles of land and 55.1 square miles of water. The City was founded just prior to the turn of the 20<sup>th</sup> Century as a gateway to the “All-American Route” to interior gold and copper fields. Incorporated since 1901, the community’s first hundred years have been marked by a number of significant events, the most notable of which are the 1964 Alaska Earthquake, being chosen as the terminus of the Trans-Alaska Pipeline and the 1989 Exxon Valdez Oil Spill. Valdez is known for great salt water fishing in the summer and extreme skiing in the winter.

**Vision:** To reduce or eliminate our dependence on fossil fuel and stabilize the Cooperative’s cost of generation with regional, sustainable resources.

**Mission:** To provide exceptional customer service through safe, reliable, cost-effective electric service and programs.

### About CVEA

- Provides electric service to over 3,800 business and residential customers in the Copper River Basin and Valdez regions of the state
- Covers a large area: 160 miles north to south and 100 miles east to west covering a geographic area roughly the size of the state of West Virginia
- Along with generation facilities in both districts, CVEA maintains offices and customer service support in both districts.
- Winter dependence on fossil fuel for generation
- Not interconnected electrically to any other utility

### CVEA Assets

- 44 Alaskan employees
- Over 500 miles of distribution and transmission line
- 9 substations, 5 power plants
- Solomon Gulch Hydro, Allison Creek Hydro, Cogen Plant, 2 Diesel Plants
- SCADA system with remote control of all generating plants from one main station
- Density of 8 customers per mile

CVEA is a relatively small electric cooperative but had diverse power generation capabilities. There are multiple power plants: one diesel plant located in Glennallen and one in Valdez, a cogeneration plant located at the Petro Star Valdez Refinery. CVEA generates most of its energy from the Solomon Gulch and Allison Creek Hydroelectric facilities in Valdez.

A 106-mile transmission line interconnects the two areas of the state so CVEA can distribute the most economic power available, no matter which plant generates it. Within the two districts, over 450 miles of distribution line provides power to the consumers.



**CVEA's Linemen  
provide prompt,  
efficient, reliable, and  
courteous service in the  
construction and  
maintenance of rural  
electric distribution and  
transmission lines.**



### **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:**

- 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
- Recognize the responsibility of the cooperative to its members to provide continuity of service, which will require working both scheduled and unscheduled overtime

### **Education and Experience**

- High school diploma or equivalent
- Must have completed an approved electrical lineman apprentice program
- Must have at least four (4) years' practical experience and have passed the IBEW, or other equal examination, required for this classification

### **Additional Requirements**

- A valid, or the ability to obtain, Alaska Driver's License is required
- Must possess, or qualify for and obtain, a class "A" commercial driver's license, as prescribed by federal regulation
- Must possess a current Alaska Certificate of Fitness for power lineman (obtain within 30 days)
- Must be able to perform CPR and pole top rescue

## Compensation

The salary is \$55.20 per hour, in accordance with the current IBEW Collective Bargaining Agreement.

CVEA maintains an excellent benefits program.

- 4/10 work week
- Business travel accident insurance
- 401(k) contribution retirement program
- Paid time off
- Paid holidays (10)

Additional benefits administered through the IBEW

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

CVEA will provide a \$20,000 sign on incentive to the selected candidate, payable based on the schedule below. This payment is subject to applicable federal taxes and satisfaction of conditions of employment.

Upon hire	\$10,000
1 year anniversary	\$5,000
2 year anniversary	\$5,000

## To Be Considered

CVEA's application process is strictly confidential. This position is open until filled, with applications being reviewed on an ongoing basis. Interviews may be conducted at any time. Comprehensive reference and background checks will be performed.

A complete application packet is required for consideration and must include a CVEA application. Resumes and cover letters may be submitted in addition to the application. Resumes submitted without the application will not be considered. An electronic application is preferred.

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 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 Glennallen, Alaska, call or forward questions and information to Lindsay Malone, HR/Accounting Manager, at 907-822-8305, or via email at [jobs@cvea.org](mailto:jobs@cvea.org). Applications should be emailed to [jobs@cvea.org](mailto:jobs@cvea.org), or dropped off at either CVEA office location.

Valdez Office  
367 Fairbanks Street  
Valdez, AK 99686

Glennallen Office  
Mile 187 Glenn Highway  
Glennallen, AK 99588





COPPER VALLEY ELECTRIC ASSOCIATION, INC  
Glennallen, Alaska

POSITION DESCRIPTION  
Journeyman Lineman

I. JOB SUMMARY

CVEA's Journeyman Lineman provides prompt, efficient, reliable, and courteous service in the construction and maintenance of rural electric distribution and transmission lines.

II. POSITION INFORMATION

Position Type: Full-Time/Represented

FLSA Classification: Nonexempt

Location Base: Glennallen and Valdez  
Multiple in each district

Reporting Relationships:

Reports to: Line Foreman  
Line Superintendent  
Supervises: None

III. ESSENTIAL FUNCTIONS AND RESPONSIBILITIES

The Journeyman Lineman 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 Journeyman Lineman must recognize the responsibility of the cooperative to its members to provide continuity of service, which may require working overtime.

A. Personally performs the following activities:

1. Construct and maintain distribution and transmission lines and related equipment, doing all ordinary line work without special supervision.
2. Perform work on energized lines as necessary within normal safety guidelines for such work and ensure such guidelines are followed by assigned coworkers.
3. Make all types of single and polyphase transformer connections.
4. Install and move, or remove transformers, secondaries, service drops, oil circuit breakers, poles, conductors, or any other line equipment assigned.

5. Install and remove instrument transformers and recording or indicating meters of all types. Make load and voltage tests when assigned.
6. Must be able to interpret line maps, staking sheets, and REA construction drawings, and adhere to applicable codes and specifications.
7. Maintain working knowledge of up-to-date techniques of first aid pole top rescue and cardiopulmonary resuscitation.
8. Train and provide guidance to assigned apprentices and/or groundmen.
9. Adhere to all company policies, procedures, safety rules, and regulations.
10. Operate automotive and construction equipment when assigned. Comply with all traffic laws, safety rules, regulations, and safe practices while operating any cooperative equipment.
11. See that trucks, tools, and working equipment assigned to him/her are properly used and kept in good working condition, and that any repairs that may be required are promptly reported to Line Foreman or other assigned personnel.
12. Assist in the testing, disposal, and record keeping for all electrical equipment; including, but not limited to, transformers, OCRs, meters, regulators, capacitors, etc.
13. Conduct routine and regular inspection of distribution lines, transmission lines, and substations, etc. All deficiencies will be recorded in writing and turned in to Line Superintendent. If safety hazard exists, correction is to be made immediately.
  - a. A written record is to be maintained of any and all line inspections, and a copy given to Line Superintendent.

#### IV. MINIMUM QUALIFICATIONS

- Must reside in the district in which the Lineman's position is assigned. Area domicile requirements are outlined in the Collective Bargaining Agreement.
- Must recognize the responsibility of the cooperative to its members to provide continuity of service, which will require working both scheduled and unscheduled overtime.
- Must maintain a primary residence in the district in which normally assigned to work. Must fulfill residence requirements as defined in Sec. 8.1(l) of the current working agreement between Copper Valley Electric Association and the IBEW.
- This position is responsible for carrying out all activities following safety rules and guidelines as established by the National Electric Safety Code. The Lineman is also responsible for ensuring assigned personnel follow appropriate safety rules in performing all assigned duties.

A., Education/Experience

A high school diploma or equivalent is required. Must have completed an approved apprentice program for electrical lineman, have at least four (4) years practical experience, and have passed the IBEW, or other equal examination, required for this classification.

B. Certifications/Licenses

1. Must possess a current, or be able to obtain, Journeyman Lineman State Fitness Card issued by the Alaska Department of Labor.
2. Must possess, or be able to qualify for and obtain, a Class A Commercial Driver's License issued by the State of Alaska.
3. Must be able to perform CPR and pole top rescue.

C. Knowledge/Skills/Abilities

The Journeyman Lineman must carry out the following:

1. Evaluate and interpret wiring, schematic and control diagrams
2. Understand and successfully follow verbal and written instructions
3. Assess and address multiple complex technical problems simultaneously
4. Exercise independent judgment to make timely decisions
5. Perform well under stress and/or in emergencies
6. Work independently to accomplish assigned goals with little or no supervision
7. Interact appropriately and communicate effectively with a variety of individuals, including coworkers, vendors, consultants, and other utility employees, often in adverse circumstances
8. Operates vehicles daily. Must have the ability to react to adverse driving conditions in both summer and winter, and be competent in operating the following: digger/derrick, snowmachine/ATV, heavy equipment, ROW clearing equipment, track vehicle, etc.

D. Physical Activities and Demands:

This position is considered a medium work position. In order to complete the essential functions, the Line Foreman will be required to perform the following:

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

- |    |                                                                                                                            |  |  |
|----|----------------------------------------------------------------------------------------------------------------------------|--|--|
| 1. | Ascend and descend poles, ladders, stairs, scaffolding and ramps (F)                                                       |  |  |
| 2. | Position self to accomplish tasks in various environments which may include tight and confined spaces (F)                  |  |  |
| 3. | Remain in a stationary position for prolonged periods to install equipment, to make repairs, or when working at a desk (F) |  |  |
| 4. | Move around within a workspace to accomplish tasks (F)                                                                     |  |  |



5. Adjust or move objects such as tools, equipment, and/or parts to stack, load, transport, etc. up to 50 pounds in all directions (O)
6. Use or operate the following tools and equipment on a (F) and sometimes repetitive basis:
  - a. Transformers
  - b. Lightning arresters
  - c. Switches and fuses
  - d. Insulators
  - e. Crossarms
  - f. Climbing hooks and ropes
  - g. Safety belt
  - h. Heavy rubber gloves
  - i. Ladders
  - j. Voltmeter
  - k. Troubleshooting device
  - l. Landline telephones
  - m. Two-way radios
  - n. Computer terminals and keyboards
  - o. Mobile smart devices
  - p. Hot sticks
  - q. Power and hand tools, and other tools and equipment as may be required
7. Drive a CVEA vehicle to and from assigned job sites, including to and from remote locations. (F)

E. Work Environment

A majority of the work is outside, performing construction, repairs, maintenance, and inspection of the cooperative's equipment. Work is in an environment subject to: extreme cold, heat, extreme noise, vibration, and electro-magnetic fields. Hazards such as mechanical parts, electrical current, high voltage, working in high places, ditches, open water and exposure to chemicals, fumes, odors, dusts, or poor ventilation may be present.

F. Travel Requirements

Work assignments frequently require the employee to drive a vehicle between CVEA's Glennallen and Valdez districts and to remote location in CVEA's service territory, on both a scheduled and emergency basis. Overnight stays may be required on an occasional 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: \_\_\_\_\_

  
Chief Executive Officer

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

JANUARY 20, 2021



## 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.*

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**Signature of Applicant**

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**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*)  
Rank at Discharge

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.

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

City	State
------	-------

Position Title	Ending Monthly Salary
----------------	-----------------------

Supervisor	Supervisor's Phone Number
------------	---------------------------

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

City	State
------	-------

Position Title	Ending Monthly Salary
----------------	-----------------------

Supervisor	Supervisor's Phone Number
------------	---------------------------

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

City	State
------	-------

Position Title	Ending Monthly Salary
----------------	-----------------------

Supervisor	Supervisor's Phone Number
------------	---------------------------

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

City	State
------	-------

Position Title	Ending Monthly Salary
----------------	-----------------------

Supervisor	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

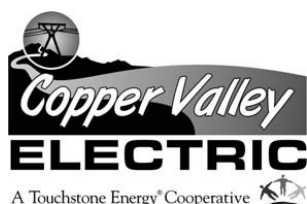
\_\_\_\_\_  
County

\_\_\_\_\_  
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.