



gray lumber company

Application for Employment

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

Position(s) Applied for:	Referral Source: <input type="checkbox"/> Advertisement <input type="checkbox"/> Employment Agency <input type="checkbox"/> Friend <input type="checkbox"/> Other (Please Specify) <input type="checkbox"/> Relative
Date of Application:	

General Information

Last Name	First Name	Middle Initial
Current Address	Street City State Zip Code	Tel. E-mail
Permanent Address (if different from above)	Street City State Zip Code	Tel. E-mail

Social Security # _____ Are you 18 years of age or older? Yes <input type="checkbox"/> No <input type="checkbox"/> Are you legally entitled to work in the United States? (Proof of legal citizenship or immigration status will be required upon employment.) Yes <input type="checkbox"/> No <input type="checkbox"/>	When are you available to start work? _____ Are you available to work: <input type="checkbox"/> Full Time <input type="checkbox"/> Part Time Do you have reliable transportation? Yes <input type="checkbox"/> No <input type="checkbox"/> Do you have a current driver's license? Yes <input type="checkbox"/> No <input type="checkbox"/> Driver's license #: _____ Expiration date: _____ Have you ever filed an application here before? Yes <input type="checkbox"/> No <input type="checkbox"/> If yes, give date _____ Are you on a lay-off and subject to recall? Yes <input type="checkbox"/> No <input type="checkbox"/>
---	---

Education

List high schools, colleges, and additional training	Address	Discipline or Program (Major)	Degree/Diploma/Certificate
List any Professional License(s)	Granted By	License Number	Expiration Date

Work Experience

Describe all work experience (paid and unpaid) starting with most recent. Include military service assignments and volunteer activities. You may exclude organization names which indicate race, color, religion, gender, sexual orientation, national origin, handicap or other protected status.

Name of Employer	Supervisor	Dates Employed From _____. To _____.
Address	Phone	
Position Held		
Work Performed:		
Reason for Leaving:		
Name of Employer	Supervisor	Dates Employed From _____. To _____.
Address	Phone	
Position Held		
Work Performed:		
Reason for Leaving:		
Name of Employer	Supervisor	Dates Employed From _____. To _____.
Address	Phone	
Position Held		
Work Performed:		
Reason for Leaving:		

Additional Experiences and Accomplishments

Highlight skills and accomplishments relevant to the position(s) sought.

References

Please provide three professional references.

1. Name	Address	Phone	Occupation
2. Name	Address	Phone	Occupation
3. Name	Address	Phone	Occupation

APPLICANT AGREES TO THE FOLLOWING CONDITIONS OF EMPLOYMENT.

I acknowledge that consideration for employment is contingent on the results of a reference and background check. I acknowledge that consideration for employment is contingent on the results of a credit check only if this information is substantially job-related. I authorize Gray Lumber to investigate the truthfulness of all statements made in this Application, contact my former employers and listed references to verify information provided on this Application, and authorize Gray Lumber to discuss the results of any investigation among company officials involved in the hiring process. Additionally, I give my consent for all persons contacted by Gray Lumber, including, but not limited to, my former employers, to provide Gray Lumber with information regarding this Application and I release each such person from any and all liability of whatever kind or nature arising out of that person providing information to Gray Lumber regarding this Application.

Gray Lumber follows the procedures in the Fair Credit Reporting Act (FCRA – Public Law 91-508, 15 U.S.C. 1681-1681u). The full text is available at the Federal Trade Commission’s Web Site.

I understand that all applicants who are being considered for employment with Gray Lumber are required, as a condition of employment, to take a drug screening test. I understand that any applicant who refuses to take or alters any drug test, or whose drug test indicates the use of illegal drugs or the abuse of legal drugs, will be dropped from further employment consideration.

I hereby consent for Gray Lumber or its agents to collect a urine specimen and conduct testing to determine the presence of drugs or controlled substances. I authorize release of my test results to the Gray Lumber Medical Review Officer. I further authorize release of my test results by the Medical Review Officer to designated Gray Lumber supervisors.

I agree and understand that the position I am applying for is of an indefinite term and may be terminated by Gray Lumber or myself at any time for any reason, with or without notice.

I certify that the information contained in this Application is true and correct to the best of my knowledge, and understand that falsification of this Application in any detail is grounds for disqualification of employment.

(Signature of Applicant)

(Date)



Shipping & Receiving
South 39th & "M" St.
Tacoma, WA

Corporate Office
PO Box 7126 • Tacoma, WA 98417-0126
Phone 253.752.7000
www.graylumber.com

Customer Service Center
6th Ave & Proctor
Tacoma, WA

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under FCRA. **For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - a person has taken adverse action against you because of information in your credit report;
 - you are the victim of identity theft and place a fraud alert in your file;
 - your file contains inaccurate information as a result of fraud;
 - you are on public assistance;
 - you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.
- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete, or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need – usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- The following FCRA right applies with respect to nationwide consumer reporting agencies:

CONSUMERS HAVE THE RIGHT TO OBTAIN A SECURITY FREEZE

You have a right to place a “security freeze” on your credit report, which will prohibit a consumer reporting agency from releasing information in your credit report without your express authorization. The security freeze is designed to prevent credit, loans, and services from being approved in your name without your consent. However, you should be aware that using a security freeze to take control over who gets access to the personal and financial information in your credit report may delay, interfere with, or prohibit the timely approval of any subsequent request or application you make regarding a new loan, credit, mortgage, or any other account involving the extension of credit.

As an alternative to a security freeze, you have the right to place an initial or extended fraud alert on your credit file at no cost. An initial fraud alert is a 1-year alert that is placed on a consumer’s credit file. Upon seeing a fraud alert display on a consumer’s credit file, a business is required to take steps to verify the consumer’s identity before extending new credit. If you are a victim of identity theft, you are entitled to an extended fraud alert, which is a fraud alert lasting 7 years.

A security freeze does not apply to a person or entity, or its affiliates, or collection agencies acting on behalf of the person or entity, with which you have an existing account that requests information in your credit report for the purposes of reviewing or collecting the account. Reviewing the account includes activities related to account maintenance, monitoring, credit line increases, and account upgrades and enhancements.

- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.consumerfinance.gov/learnmore.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:

TYPE OF BUSINESS:	CONTACT:
<p>1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates</p> <p>b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:</p>	<p>a. Consumer Financial Protection Bureau 1700 G Street, N.W. Washington, DC 20552</p> <p>b. Federal Trade Commission Consumer Response Center 600 Pennsylvania Avenue, N.W. Washington, DC 20580 (877) 382-4357</p>
<p>2. To the extent not included in item 1 above:</p> <p>a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks</p> <p>b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and Insured State Branches of Foreign Banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act.</p> <p>c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations</p> <p>d. Federal Credit Unions</p>	<p>a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050</p> <p>b. Federal Reserve Consumer Help Center P.O. Box 1200 Minneapolis, MN 55480</p> <p>c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106</p> <p>d. National Credit Union Administration Office of Consumer Financial Protection (OCFP) Division of Consumer Compliance Policy and Outreach 1775 Duke Street Alexandria, VA 22314</p>
<p>3. Air carriers</p>	<p>Asst. General Counsel for Aviation Enforcement & Proceedings Aviation Consumer Protection Division Department of Transportation 1200 New Jersey Avenue, S.E. Washington, DC 20590</p>
<p>4. Creditors Subject to the Surface Transportation Board</p>	<p>Office of Proceedings, Surface Transportation Board Department of Transportation 395 E Street, S.W. Washington, DC 20423</p>
<p>5. Creditors Subject to the Packers and Stockyards Act, 1921</p>	<p>Nearest Packers and Stockyards Administration area supervisor</p>
<p>6. Small Business Investment Companies</p>	<p>Associate Deputy Administrator for Capital Access United States Small Business Administration 409 Third Street, S.W., Suite 8200 Washington, DC 20416</p>
<p>7. Brokers and Dealers</p>	<p>Securities and Exchange Commission 100 F Street, N.E. Washington, DC 20549</p>
<p>8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations</p>	<p>Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090</p>
<p>9. Retailers, Finance Companies, and All Other Creditors Not Listed Above</p>	<p>Federal Trade Commission Consumer Response Center 600 Pennsylvania Avenue, N.W. Washington, DC 20580 (877) 382-4357</p>