



**TOHONO O'ODHAM NATION
TRIBAL EMPLOYMENT RIGHTS OFFICE**
P.O. Box 40 Sells, Arizona 85634
Direct Line (520) 383-3304 Tucson Line (520) 547-8160
Fax (520) 383-2781 Email: tero@toua.net



Attention Tohono O'odham TERO Clients

Available Positions

4- Journeyman Electricians \$55.51

Installation of electrical systems and equipment, installation of conduit and wire.

Company: Shambaugh & Son, L.P.

Start Date: 1/5/2026

Estimated: 45 days project

Project Location – Desert Diamond Casino- Sahuarita

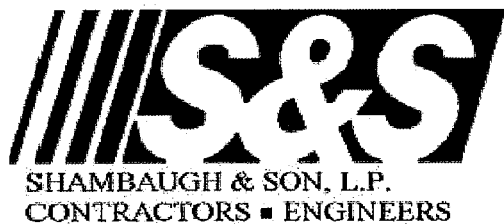
CLOSING DATE: Friday, December 26, 2025 at 10am

INTERVIEW DATE: TBD

Interviews will be held virtually

APPLICATION FOR EMPLOYMENT

Shambaugh & Son, L.P.



Equal Employment Opportunity Policy

EMCOR Group, Inc. is deeply committed to a policy of equal employment opportunity for all its job applicants and employees. We seek to employ qualified persons in all job classifications and to administer all personnel actions affecting our employees without discrimination on the basis of race, color, religion, sex, pregnancy, age, national origin, sexual orientation, gender identity, political ideology, ancestry, or genetic information. Individuals with a disability, disabled and other protected veterans and any other characteristic protected by applicable law will be given the fullest consideration for employment in positions for which they are qualified. We also are committed to making reasonable accommodations for qualified individuals with a disability as well as abiding by any and all state and local laws, which, in addition to the above, prohibit discrimination in any form.

APPLICATION DIRECTIONS

Complete all sections of the application, even if the entries duplicate information in your resume or other documentation. Resumes and other documents **are NOT** accepted in place of the information requested on this application. In order to be considered valid, all sections must be completely filled out. **Be sure to sign and date the form.**

PERSONAL INFORMATION (please print)

Last Name	First Name, Middle Initial	Home Phone	Cell Phone
Present Address (Street, Apartment Number)		City, State, Zip	Personal Email
How long have you lived at this address?			
Previous Address (Street, Apartment Number) if at present address less than 3 years:		City, State, Zip	How long did you live at this address?

EMPLOYMENT DESIRED

Position for which you are applying: _____

How did you learn of this opening?

Advertisement _____

Referred by _____

Other _____

If hired, date you can start _____

What type of work are you seeking?

☐ Full-time ☐ Part-time

☐ Regular ☐ Temporary

If part-time:

Days _____

Hours _____

If temporary:

Weeks _____

Months _____

WORK HISTORY

(List most recent job first) Be sure to account for all information requested in the Work History section of this application (be sure to include the last seven years of employment history). May we contact your current employer? Yes ☐ No ☐

Name and address of Employer _____ _____
From _____ To _____ Telephone No. () _____
Position _____ Job Responsibilities _____ _____ _____
Reason for Leaving _____
Name and address of Employer _____ _____

From _____ To _____ Telephone No. () _____

Position _____ Job Responsibilities _____

Reason for Leaving _____

Name and address of Employer _____

From _____ To _____ Telephone No. () _____

Position _____ Job Responsibilities _____

Reason for Leaving _____

Name and address of Employer _____

From _____ To _____ Telephone No. () _____

Position _____ Job Responsibilities _____

Reason for Leaving _____

Name and address of Employer _____

From _____ To _____ Telephone No. () _____

Position _____ Job Responsibilities _____

Reason for Leaving _____

EDUCATIONAL INFORMATION

School	Name & Address of School	Did you Graduate?	List Diploma, Degrees, Professional Licenses, Certifications
High School		Yes <input type="checkbox"/> No <input type="checkbox"/>	
College (Undergraduate)		Yes <input type="checkbox"/> No <input type="checkbox"/>	
College (Graduate School)		Yes <input type="checkbox"/> No <input type="checkbox"/>	
Other (i.e. vocational or trade schools, apprenticeship, etc.)		Yes <input type="checkbox"/> No <input type="checkbox"/>	

GENERAL BACKGROUND

Describe any special skills, experience, military service, education, or training you consider especially applicable to the position for which you are applying.

OTHER INFORMATION

Were you previously employed by EMCOR or any of its subsidiaries? Yes ☐ No ☐
If yes, where and when?

Are you subject to a non-competition agreement or other agreement that would preclude or restrict your employment with Shambaugh & Son Yes ☐ No ☐ If yes, please describe below:

Are you 18 years of age or older? Yes ☐ No ☐

(If under 18 years of age, applicant will be required to submit a work certificate if required by the State in which the applicant will be employed, if offered employment.)

If offered employment by Shambaugh & Son would you be legally eligible to begin employment immediately?
Yes ☐ No ☐

Will you need any immigration-related support or sponsorship from Shambaugh & Son in order to begin or continue employment with Shambaugh & Son? If you are currently on an F-1, H-1 or any other temporary work visa and have no alternate form of work authorization you should mark "Yes" to this question and complete the section below:

Yes ☐ No ☐

If "Yes" please the type of sponsorship required (if known)

Type of Sponsorship Required

DRIVING INFORMATION

(If applying for a job that requires driving) Do you have a current and valid state drivers' license? Yes ☐ No ☐

PRE-EMPLOYMENT STATEMENT

I hereby certify that the information provided on this application (and accompanying resume or other documentation, as applicable) is true and complete to the best of my knowledge. I understand that any falsified information or significant omissions in the hiring process may disqualify me from further consideration for employment and may be considered justification for termination if discovered at a later date.

I understand that my employment is at will, and that I have no express or implied contract with the Company concerning the terms and conditions of my employment. Both the Company and I have the right to terminate the employment relationship at any time, with or without cause, and with or without notice. I further acknowledge that I have not relied, or will not rely, upon any representations to the contrary, either in accepting employment with the Company or in continuing my employment with the Company. Also, the Company has the right to modify any policies adopted by the Company, and such policies do not create any contractual commitments by the Company.

I understand that according to federal law all individuals who are hired must, as a condition of employment, produce certain documentation to verify their identity and U.S. citizen status or, if aliens, their legal authorization to work in the U.S. As a consequence, I understand that any offer of employment would be contingent on my ability to produce the required documentation within the time period required by law.

I understand that the Company may not ask me or require me to disclose my current or past salary, wages, benefits or other compensation if I am applying for a job working in the following jurisdictions as of the dates indicated: Puerto Rico (3/8/17), Oregon (10/6/17), New York City (10/31/17), Albany, NY (11/9/17), Delaware (12/14/17), California (1/1/18), San Francisco, CA (7/1/18), Massachusetts (7/1/18), Vermont (7/1/18), Westchester County, NY (7/9/18), Connecticut (1/1/19), Hawaii (1/1/19), Suffolk County, NY (6/30/19), Maine (9/17/19) and Cincinnati, OH (3/12/20), Alabama (9/1/19), Colorado (1/1/21), Illinois (9/29/19), Maine (9/17/19), Kansas City, MO (10/31/19), New Jersey (1/1/20), New York State (1/6/20), Toledo, OH (7/4/20), Washington. However, in the following jurisdictions, the Company may verify my past compensation as follows: (1) if I voluntarily disclose it (New York City, Massachusetts); (2) after an offer with compensation is made (Oregon, Albany); (3) after a salary is negotiated and an offer made (Puerto Rico, Massachusetts); or (4) after an offer is made and accepted (Delaware).

Signature

Date of Application