**APPLICATION FOR EMPLOYMENT (HRF-034 A&B) ADDENDUM**

**STATE/LOCAL MANDATED RESTRICTIONS**

**California Applicants**: Under CA Civil Code 1786.18, do not list records of arrest, indictment, information, misdemeanor complaint, or conviction of a crime that, from the date of disposition, release, or parole, antedates the report by more than seven years. These items of information shall no longer be reported if at any time it is learned that, in the case of a conviction, a full pardon has been granted or, in the case of an arrest, indictment, information, or misdemeanor complaint, a conviction did not result; except that records of arrest, indictment, information, or misdemeanor complaints may be reported pending pronouncement of judgment on the particular subject matter of those records. (8) Any other adverse information that antedates the report by more than seven years.

Do not identify any misdemeanor conviction for which probation has been successfully completed or otherwise discharged and the case has been dismissed by a court. Also, do not identify marijuana-related convictions entered by the court more than 2 years ago that involve: unlawful possession of marijuana; transportation or giving away of up to 28.5 grams of marijuana, other than concentrated cannabis, or the offering to transport or give away up to 28.5 grams of marijuana, other than concentrated cannabis; possession of paraphernalia used to smoke marijuana; being in a place with knowledge that marijuana was being used; or being under the influence of marijuana.

**Connecticut Applicants**: Do not identify any arrest, criminal charge or conviction the records of which have been erased by a court based on sections 46b-146, 54-76o or 54-142a of the Connecticut General Statutes. Criminal records subject to erasure under these sections are records concerning a finding of delinquency or the fact that a child was a member of a family with service needs, an adjudication as a youthful offender, a criminal charge that has been dismissed or nolled (not prosecuted), a criminal charge for which the person was found not guilty, or a conviction for which the offender received an absolute pardon. Any person whose criminal records have been judicially erased under one or more of these sections is deemed to have never been arrested within the meaning of the law as it applies to the particular proceedings that have been erased, and may so swear under oath.

**District of Columbia Applicants:** Do not identify convictions that were entered by the court more than 10 years ago. Individuals need not be employed at time of application to be considered for employment.

**Georgia Applicants**: Do not identify any verdict or pleas of guilty or nolo contendere that was discharged by the court under Georgia’s First Offender Act.

**Indiana Applicants**: Residents of Indiana who have restricted (i.e. the Clerk of Courts may not disclose it) or sealed criminal records may legally state on an employment application that they have not been adjudicated or convicted of the offense reported in the restricted record.

**Massachusetts Applicants:** **DO NOT COMPLETE THE “CRIMINAL HISTORY” PORTION OF THIS APPLICATION**

**Nevada Applicants**: Nevada applicants need only disclose convictions for felonies, and within the last 7 years, misdemeanors which resulted in imprisonment. In addition, the discharge and dismissal of certain first time drug offenses, after the accused has completed probation and any required treatment or educational programs, does not constitute a conviction for purposes of employment. An applicant may not be held guilty of perjury or for giving a false statement for failing to acknowledge or disclose the arrest, indictment or trial in response to any inquiry.

**City of Newark, NJ Applicants: DO NOT COMPLETE THE “CRIMINAL HISTORY” PORTION OF THIS APPLICATION**

**New York Applicants**: You may answer “no record” concerning any criminal proceeding that terminated in your favor, per section 160.50 of the New York Criminal Procedure Law; any criminal proceeding that terminated in a “youthful offender adjudication,” as defined in section 720.35 of the New York Criminal Procedure Law; and any conviction for a “violation” that already has been sealed by the court, per section 160.55 of the New York Criminal Procedure Law.

**Ohio Applicants:** Do not include convictions for minor misdemeanor drug violations pursuant to Ohio Revised Code §2925.11

**City of Philadelphia Applicants:** Do not complete the “Criminal History” portion of the Application for Employment. Do not disclose or reveal any criminal convictions before and during the first interview, pursuant to amendments to Title 9 of the Philadelphia Code, Chapter 9-3000.

**Washington Applicants:** Do not identify any conviction that is more than ten (10) years old at the time of making this application, unless some period of incarceration resulting from that conviction took place within the last 10 years.

**MINIMUM HIRING STANDARDS**

**SAFETY SENSITIVE POSITIONS\***

Thank you for your interest in employment with FirstGroup America (FGA). FirstGroup, and all of our companies; First Student, First Transit, First Vehicle Services and Greyhound, are Equal Opportunity Employers that welcome your application.

If an offer of employment is made to you, it will be contingent upon satisfactory results obtained from a pre-employment background review. This

review includes but may not be limited to:

* Motor Vehicle Record(s)
* Criminal History
* Drug Testing
* Federal Transportation Administration (FTA) / Department of Transportation (DOT) required physical examination(s)
* Prior Employment History

**Please note that any falsification or omissions in information provided on any pre-employment document may result in disqualification**

**from the hiring process.**

*What follows is general employment criteria considered by FGA for all Safety Sensitive Positions.*

**General**

* High School Diploma or Equivalent
* At least 21 years of age. This requirement does not apply to select maintenance technician positions

**Employment and Background**

* Verification of the last seven (7) years of residency, and ten (10) years of employment
* Explanation for any gap in employment exceeding thirty (30) calendar days

**Motor Vehicle Record**

* A valid driver’s license in the state in which you reside
* A minimum of three (3) years of driving experience.
* No more than two (2) moving violations within the past thirty-six (36) months
* No more than (2) accidents (verified by corresponding violation or points associated with accident) within the past thirty-six (36) months
* The ability to obtain a Commercial Drivers License (CDL) as required by the position

**Criminal Conviction History\*\***

*Criminal conviction(s) involving one of the following may potentially disqualify you from employment opportunities with any FirstGroup America company:*

* Any crime against a child or vulnerable adult (i.e. disabled, elderly or infirmed)
* Kidnapping / Abduction
* Murder / Manslaughter / Attempted Murder / Vehicular Homicide
* The possession, manufacture, cultivation, use or distribution of illegal substances or associated paraphernalia
* The unlawful use, possession, distribution, disposal or alteration of a firearm or weapon
* Any act of violence upon another individual
* Theft, dishonesty
* Any offense of a sexual or indecent nature including but not limited to the unlawful possession of publications and images, and/or downloading of such

images for the managing and assessing of any website containing unlawful sexual content

* Driving Under the Influence (DUI) or Driving While Intoxicated (DWI)

**Drug Testing**

* Applicants must pass a pre-employment drug screen

**FTA and DOT Requirements**

* The ability to pass an FTA/DOT mandated physical examination or an approved state-specific physical for non-DOT driving positions
* The willingness to comply with FTA/DOT substance abuse regulations and testing requirements outlined in CFR 665 and CFR part 40

**Physical Performance Dexterity Test (PPDT)—First Student Only**

* Company and/or contract requirements could require Bus Driver, Attendant and Monitor applicants to pass a pre-employment Physical Performance

Dexterity Test

\*Safety Sensitive Positions include; dispatchers, drivers/operators, maintenance technicians, field management/supervisors, and utility personnel

\*\*Applicants from Massachusetts and the Cities of Philadelphia, PA or Newark, NJ should not disclose any criminal conviction history on the Application for

Employment; however, the general guidelines outlined in this document still apply.

*Please note that in some instances Additional Minimum Hiring Standards may be required due to State and/or Federal regulations.*

HRF-031 Driver Minimum Hiring Standards

Revision Date: November 2012



**Application for Employment**

**Safety Sensitive Positions\***

**Note to Applicant: Please advise us in advance if you require an accommodation to complete this application.**

We are an Equal Employment Opportunity employer. We do not discriminate against any applicant or employee on the basis of race, color, sex, religion, national origin, age, disability, or any other consideration made unlawful by applicable federal, state, or local laws.

As a matter of policy and for the safety of the communities we serve, FirstGroup America, Inc. consistently applies background checking standards to all applicants. It is essential that all information requested, including educational background, work, criminal and residential history, be complete and accurate.

**Instructions:** Please type or print in black or blue ink. Answer all questions, checking all boxes that apply. Answer **“none”** on questions that do not apply. Additional forms are available for each section if needed.

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| GENERAL INFORMATION | | | | | | | | | | | | |
| **Last Name** **First**  **Middle** | | | | | | | | | **Date of Application:**  **/ /** | | | |
| **Present Address: Street City County State Zip** | | | | | | | | | **From (mo/ yr)** | | | |
| **Telephone Number and Area Code:**  **Primary ( ) Secondary ( )** | | | | | **Email address:** | | | | **If hired, can you present evidence of your legal right to work in the US?**   Yes  No | | | |
| **Social Security #:**  required by FMCSR Part 391.21 (b) (2) -- -- | | | | | **Date of Birth:**  required by FMCSR Part 391.21 (b) (2) / / | | | | | | | |
| **List any other names that you have used in the past 7 years** | | | | | | | | | | | | |
| Name Used | | | City | | | County | | State | | | From / To | |
|  | | |  | | |  | |  | | |  | |
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| **List all addresses for the past 7 years** | | | | | | | | | | | | |
| Street | | | City | | | County | | State | | | From (mo/yr) | To (mo/yr) |
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| **Have you ever been fired or asked to resign by an employer?**  Yes  No | | | **If yes, explain:** | | | | | | | | | |
| **What position are you applying for?** | | | **Minimum salary / wage requirement:** | | | | | | | | | |
| **How were you referred**  **to our company?** | Banner  Flyer  Print Ad  On-line Ad  Radio/TV Ad  State Employment Agency  Job Fair  Community Organization  Employee referral-Name:  Other | | | | | | | | | | | |
| **Have you ever worked for our company previously?**  Yes  No | | | | **Where?** | | | | | | **When?** | | |
| **Have you ever applied to our company before?**  Yes  No | | | | **Where?** | | | | | | **When?** | | |
| **If hired, what date are you available to start work?** / / | | **Would you accept employment**  **in another city?**  Yes  No  **If yes, where?** | | | | | **Are you applying for:**  Full-time  Part-time | | | **Are you able to work:**  Days  Evenings  Weekends | | |

**\*Dispatchers, Drivers/Operators, Maintenance/Technicians, Location Management/Supervisors, and Utility Personnel**

**We are an Equal Opportunity Employer that values diversity**

**Note: A pre-employment drug test and criminal history check are required for employment**

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| EDUCATIONAL BACKGROUND | | | | |
|  | **Name and city/state of**  **school or college** | **Circle**  **highest**  **grade completed** | **Did you**  **graduate?** | **What was your degree and major?** |
| Elementary and  Junior High / Middle School |  | 1 2 3 4  5 6 7 8 |  | |
| High School  and/or G.E.D. |  | 9 10 11 12 | Yes  No |  |
| College |  | 1 2 3 4 | Yes Degree \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  No  Major \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
| Trade, Business, Correspondence or Graduate School |  | Degree / Certificate earned: | Yes Degree \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  No  Major \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
| List any other training or educational programs of note: | |  | | |
| List any academic honors or other special recognition  you have received: | |  | | |
| List any extracurricular activities and school offices of note: | |  | | |

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| **EMPLOYMENT HISTORY** | | | | | | |
| All employment for the past 10 years must be noted below, including jobs held while in school or while in the military. Record your present or most recent position first and go back in chronological order. Resumes may not be substituted for any information requested, but may be submitted as an addendum to the completed application. Complete all questions for each position.  **\*Massachusetts applicants** may include any verified work performed on a volunteer basis. | | | | | | |
| **Employer name:** | **Dates employed (mo/yr):** | | **Salary / pay rate:** | | | |
|  | From: / | To: / | Beginning: | | | Ending: |
| **Employer address:** | | **Employer phone #:** | | **Supervisor’s name & title:** | | |
|  | |  | |  | | |
| **Position(s) held:** | **Briefly explain your job duties & responsibilities including supervisory experience:** | | | | | |
|  |  | | | | | |
| **May we contact this employer?** | **Reason for leaving:** | | | | | |
| Yes  No |  | | | | | |
| **Was this position covered under the Federal Motor Carrier Safety Regulations (FMCSR)?** | | | | Yes  No | | |
| **Employer name:** | **Dates employed (mo/yr):** | | **Salary / pay rate:** | | | |
|  | From: / | To: / | Beginning: | | | Ending: |
| **Employer address:** | | **Employer phone #:** | | **Supervisor’s name & title:** | | |
|  | |  | |  | | |
| **Position(s) held:** | **Briefly explain your job duties & responsibilities including supervisory experience:** | | | | | |
|  |  | | | | | |
| **May we contact this employer?** | **Reason for leaving:** | | | | | |
| Yes  No |  | | | | | |
| **Was this position covered under the Federal Motor Carrier Safety Regulations (FMCSR)?** | | | | Yes  No | | |
| **Employer name:** | **Dates employed (mo/yr):** | | **Salary / pay rate:** | | | |
|  | From: / | To: / | Beginning: | | Ending: | |
| **Employer address:** | | **Employer phone #:** | | **Supervisor’s name & title:** | | |
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| **Position(s) held:** | **Briefly explain your job duties & responsibilities including supervisory experience:** | | | | | |
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| **May we contact this employer?** | **Reason for leaving:** | | | | | |
| Yes  No |  | | | | | |
| **Was this position covered under the Federal Motor Carrier Safety Regulations (FMCSR)?** | | | | Yes  No | | |

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| **IDENTIFY AND EXPLAIN ANY EMPLOYMENT GAPS, OR PERIODS OF UNEMPLOYMENT OF 30 DAYS OR LONGER THAT HAVE OCCURRED IN THE PAST 5 YEARS**  **(Information is used for confirming work history.  You need not be currently employed at the time of application to be eligible for hire).** | | |
| **Dates:** | | **Reason:** |
| **From:** | **To:** |  |
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| |  | | --- | | **CRIMINAL CONVICTION HISTORY** | |
| We strive to provide a safe environment for our employees, the communities we support, and the patrons we transport. For these reasons, all applicants must provide a complete adult criminal conviction record *subject to federal, state and/or locally mandated restrictions.* This includes any conviction and/or criminal charge where the final disposition is still pending. Please note that a criminal conviction history will not necessarily disqualify an applicant from employment. Factors such as age, seriousness and nature of the violation as it relates to the applicable position shall be considered.  **REFER TO FORM HRF-046, ATTACHED, FOR STATE MANDATED RESTRICTIONS REGARDING DISCLOSURE OF CRIMINAL CONVICTION HISTORY.**  **MASSACHUSETTS, CITY OF PHILADELPHIA, PA & CITY OF NEWARK, NJ APPLICANTS: DO NOT COMPLETE THE “CRIMINAL HISTORY” PORTION OF THIS APPLICATION.** |

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| **Date of conviction or pending charge**  MM / YYYY | **Location of conviction or pending charge**  City, State | **Name of court** |
| / |  |  |
| **Mark appropriate box** | **Nature of conviction or pending charge** | |
| Misdemeanor (Inclusive of ordinance and "summary" convictions)  Felony  Pending Charge |  | |
| **Date of conviction or pending charge**  MM / YYYY | **Location of conviction or pending charge**  City, State | **Name of court** |
| / |  |  |
| **Mark appropriate box** | **Nature of conviction or pending charge** | |
| Misdemeanor (Inclusive of ordinance and "summary" convictions)  Felony  Pending Charge |  | |
| **Date of conviction or pending charge**  MM / YYYY | **Location of conviction or pending charge**  City, State | **Name of court** |
| / |  |  |
| **Mark appropriate box** | **Nature of conviction or pending charge** | |
| Misdemeanor (Inclusive of ordinance and "summary" convictions)  Misdemeanor  Felony  Pending Charge |  | |

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| **LICENSE INFORMATION** | | | | |
| **State** | **License #** | **Type** | | **Expiration date** |
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| A. Have you ever been denied a license, permit or privilege to operate a motor vehicle? 🞏 Yes 🞏 No  B. Has any license, permit or privilege ever been suspended or revoked? 🞏 Yes 🞏 No  C. Have you ever been disqualified subject to Part 391 of the Federal Motor Carrier Safety Regulation? 🞏 Yes 🞏 No  D. Have you in the past three (3) years failed or refused a DOT-mandated pre-employment test(s)? 🞏 Yes 🞏 No | | | | |
| **If “YES” to any of the above, explain:** | | | | |
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| **How many years of driving experience do you have?** | | | 🞏 Less than 3 years 🞏 3 years or more | |

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| **DRIVING EXPERIENCE** | | | | | | |
|  | **Class of equipment** | | **Type of equipment (van, tank, flat, etc.)** | **Dates** | | **Approximate total number of miles** |
| **From** | **To** |
| Straight Truck |  | |  |  |  |  |
| Auto or Van |  | |  |  |  |  |
| Bus |  | |  |  |  |  |
| Other \_\_\_\_\_\_\_\_\_\_\_ |  | |  |  |  |  |
| List all states where you have held a CDL in the last five years: | | | | | | |
| List special driving courses or training you have received: | | | | | | |
| What driving awards have you received? From whom? | | | | | | |
| Have you had experience supervising children or vulnerable adults? Explain: | | | | | | |
| Have you ever driven a bus?  🞏 Yes 🞏 No | | If yes, for what company or school district? | | Dates: | | Salary / pay rate: |

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| **ACCIDENT REVIEW FOR PAST 3 YEARS** | | | | |
|  | **Date** | **Nature of accident (head-on, rear-end, upset, etc.)** | **Fatalities** | **Injuries (other than yourself)** |
| Last collision |  |  |  |  |
| Next previous |  |  |  |  |
| Next previous |  |  |  |  |

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| **IMPAIRED DRIVING CONVICTIONS—DRIVING UNDER THE INFLUENCE (DUI) / DRIVING WHILE INTOXICATED (DWI)** | | | |
| **Location** | **Date** | **Charge** | **Penalty** |
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| **TRAFFIC CITATIONS / CONVICTIONS & FORFEITURES FOR THE PAST 3 YEARS (other than parking violations)** | | | |
| **Location** | **Date** | **Charge** | **Penalty** |
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| **TECHNICIAN / MECHANIC APPLICANTS ONLY** | | | |
| **Type of experience** | **Length of experience** | **Type of experience** | **Length of experience** |
| **Engine tune-up; Diesel** |  | **Air Brakes / Steering** |  |
| **Engine tune-up; Gas** |  | **Brakes / Steering** |  |
| **Electrical Systems** |  | **Lubrication** |  |
| **Clutch & Transmission-Truck** |  | **Tire repair** |  |
| **Inspection License Class** |  | **Do you own your own shop tools?** | **Yes**  **No** |
| **List current ASE’s:** |  | | |
| **Describe your diagnostic experience:** |  | | |
| **List any other skills which are relevant for the position you seek:** |  | | |

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| **ADDITIONAL QUALIFICATIONS**  Briefly describe any other relevant qualifications |
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| **APPLICANT’S STATEMENT AND RELEASE** | | | |
| I certify that all statements made on this Application for Employment and in any subsequently executed questionnaire or employment document are true and correct. I understand that any material falsifications or omissions made on this application, or on any pre-employment document, may result in termination of my candidacy or any subsequent employment.    **If an employee relationship is established, I understand that such employment is terminable at will at any time, for any reason, with or without cause, and with or without notice. I also understand that any period of employment is not for any specific duration. In addition, I understand that no one is authorized to make oral exceptions to this policy, and written exceptions are permitted only when they are signed by the President of the Company or his or her designee.**  I authorize the Company and its representatives to conduct background evaluations and obtain information including but not limited to, criminal history checks from federal, state or local authorities, the Department of Transportation (DOT) and/or the Federal Transportation Administration (FTA).  I hereby expressly authorize such inquiries and fully release and discharge the Company and consumer reporting agency, their respective affiliates, subsidiaries, directors, officers, employees, agents and attorneys thereof, and each of them, and any individual, organization, entity, agency, or other source providing information to a consumer reporting agency from all claims and damages arising out of or relating to any investigation of my background for employment purposes. This release is valid for all federal, state, county and local agencies, authorities, previous employers, military services and educational institutions.   |  | | --- | | **\*Note to Maryland Applicants:** Initial \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **I UNDERSTAND THAT UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT OR CONTINUED EMPLOYMENT, THAT ANY INDIVIDUAL SUBMIT TO OR TAKE A LIE DETECTOR OR SIMILAR TEST. AN EMPLOYER WHO VIOLATES THIS LAW IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING $100.** |  |  | | --- | | **\*Note to Massachusetts’ Applicants:** Initial: \_\_\_\_\_\_\_\_\_\_\_\_\_ I understand that it is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability. | |  | | **\*Note to New York Applicants:** Initial: **\_\_\_\_\_\_\_\_\_\_\_\_**I have received a printed copy of the New York Correction Law; Article 23-A. |  |  | | --- | | **Note to Indiana Applicants:** Initial:\_\_\_\_\_\_\_\_I HAVE NOT been asked to disclose information concerning restricted or sealed records. |   I acknowledge that any offer of employment is conditioned upon my taking a drug screen and the Company’s receipt of satisfactory results of such a test and receipt of satisfactory background checks and, if necessary to determine ability to perform essential duties of the position offered, the satisfactory results of physical examination.  This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge. | | | |
| **Applicant Name:** |  | **Date:** |  |
| **Applicant Signature:** |  | | |

**Note: This Application for Employment will be considered active for 90 calendar days.**

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| **INTERNAL USE ONLY** | | | |
| Individual receiving & reviewing application: | Title: | Your location #: | Date: |
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| **APPLICANT DISPOSITION:** | | | |
|  | A. Applicant withdrew from process |  | H. Conditional offer made |
|  | B. Disclosure of a disqualifying event |  | I. Falsification of Application |
|  | C. Cannot work required hours |  | J. Failed reference / previous employment check |
|  | D. Application reviewed—not selected |  | K. Failed pre-employment drug test / DOT physical |
|  | E. Interviewed—not selected |  | L. Failed MVR check |
|  | F. Failed pre-employment test or license requirement |  | M. Failed criminal background check |
|  | G. Does not meet minimum age requirement |  | N. Does not meet the minimum education requirement |

Voluntary Disclosure Form

**Date**

Regulations of the Equal Employment Opportunity Commission (EEOC) and the Office of Federal Contract Compliance Programs (OFCCP) require employers to compile data regarding the nature and makeup of their work forces in order to further the goals of Title VII of the Civil Rights act of 1964 as amended. Your responses to the following questions will help us comply with this requirement.

**Completion of this questionnaire is entirely voluntary**. Should you opt to complete the questionnaire, your response will be used solely for the purposes of preparing reports required by the EEOC. Your response will be kept confidential, and will play no part in our evaluation of your suitability for employment, employment performance or status. The completed questionnaire will be kept separate from your application, and any subsequent personnel file.

We appreciate your assistance.

Position applied for (indicate only one position per form):

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| --- | --- |
| Last 4 digits of Social Security Number: XXX-XX- | **SEX (check one)** |
| Male (M)  Female (F) |

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| **GROUP STATUS (check one)** |
| 1. Hispanic or Latino (Cuban, Mexican Puerto Rican, South or Central American or other Spanish culture or   origin regardless of race)   1. White (Not Hispanic or Latino) 2. Black or African American (Not Hispanic or Latino) 3. Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) 4. Asian (Not Hispanic or Latino) 5. American Indian or Alaska Native (Not Hispanic or Latino) 6. Two or More Races (Not Hispanic or Latino) |

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| **FOR OFFICE USE ONLY** |
| Company Job Title  EEO Group Status:  1  2  3  4  5  6  7  EEO Job Group:  1  2  3  4  5  6  7  8  9  10  Location/Department Name ­ Location Code |
| *Job Group Key*: 1. Exec / Sr. Mgrs. 2. First/Mid Level Mgrs. 3. Professionals 4. Technicians (requiring post secondary education). 5. Sales Workers 6. Admin. Support Workers 7. Craft Workers (includes mechanics) 8. Operatives (includes bus drivers) 9. Laborers & Helpers 10. Service Workers |

**An Equal Opportunity Employer That Values Diversity**