



An Advantage Science Company

Application for Employment

Profero is an Equal Opportunity Employer offering employment without regard for race, color, religious creed, national origin, ancestry, gender, marital status, age, sexual orientation, disability, veteran status, or other legally protected categories.

Applicant Information

First Name	Middle Initial	Last Name	Social Security Number
Address Street		Mailing	
City	State	Zip Code	
Telephone Numbers (including area code)	Home	# During the day	Best time/way to reach you

Position applying for:	Date:
Salary requirements:	Date available for work:
Are you available to work: <input type="checkbox"/> Full Time <input type="checkbox"/> Part Time If part time, hours available:	

Are you currently employed?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Have you ever been employed by Profero?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Have you ever applied for a position with Profero?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do you have any relatives or friends that work for Profero? If yes, who?	<input type="checkbox"/> Yes <input type="checkbox"/> No
If you are under 18 years of age, are you able to provide authorization to work/work permit?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are you legally authorized to work in this country? (Proof of eligibility to work in the U.S will be required upon employment)	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are you able to perform the essential functions of the job for which you are applying with or without a reasonable accommodation? (If No, please specify below)	<input type="checkbox"/> Yes <input type="checkbox"/> No
How did you learn about Profero? <input type="checkbox"/> Advertisement <input type="checkbox"/> Employment Agency <input type="checkbox"/> Employee (name) _____ <input type="checkbox"/> Walk-in <input type="checkbox"/> Recruiting Event <input type="checkbox"/> Other (describe)	

Education

	Name & Address of School	Course of Study	Number of Years Completed	Diploma/ Degree
High School				
College				
Graduate/Professional				
Other (Specify)				

Employment Experience

List current or most recent job first. List all employment including U.S. Military and work done on a volunteer basis.

Company Name	Employed (Month and Year) From _____ To _____
Address	Salary Starting _____ Final _____
Name of Supervisor	Telephone and Extension (_____)
Your Job Title	Reason for Leaving
Describe Job Duties	May we contact for reference check? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> After offer

Company Name	Employed (Month and Year) From _____ To _____
Address	Salary Starting _____ Final _____
Name of Supervisor	Telephone and Extension (_____)
Your Job Title	Reason for Leaving
Describe Job Duties	May we contact for reference check? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> After offer

Company Name	Employed (Month and Year) From _____ To _____
Address	Salary Starting _____ Final _____
Name of Supervisor	Telephone and Extension (_____)
Your Job Title	Reason for Leaving
Describe Job Duties	May we contact for reference check? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> After offer

Security Information

In answering the following questions, you may omit information or answer "No Record" with regard to any conviction for which there is a sealed record on file with the Commissioner of Probation or which has been expunged. An affirmative answer to the following questions will not automatically disqualify you from being considered as a candidate for employment nor will it be an absolute bar from employment. Criminal convictions will be considered only in relation to specific job requirements.

1. Have you ever been convicted of a felony? If yes, please explain.	<input type="checkbox"/> Yes <input type="checkbox"/> No
2. Have you been convicted of a crime in the last five years, other than a first conviction for drunkenness, simple assault, speeding, minor traffic violation, affray or disturbance of the peace?	<input type="checkbox"/> Yes <input type="checkbox"/> No
3. Have you ever been bonded?	<input type="checkbox"/> Yes <input type="checkbox"/> No
4. Have you ever been denied a bond? If yes, give dates and details	<input type="checkbox"/> Yes <input type="checkbox"/> No

Note: In California you are not required to disclose information concerning any conviction more than two years prior to today for use or possession of marijuana or related paraphernalia, or for transport, attempted or offered transport, giving away or offering to give away, not more than 28.5 grams of marijuana.

IT IS UNLAWFUL IN MASSACHUSETTS, MARYLAND AND OTHER APPLICABLE JURISDICTIONS 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.

Conditions of Employment (Please read carefully before signing)

I understand that nothing in this application for employment is intended or should be construed as an offer, agreement, or contract of employment. I understand that any offer of employment that may be made to me is conditioned upon 1) the signing of Profero's EMPLOYEE AGREEMENT 2) completion of reference and background checks, including security investigation, to which I hereby consent 3) my ability to provide, within 72 hours of the commencement of any such employment, acceptable documentation of my eligibility to work in the United States.

In the event that Profero employs me, I will comply with all rules and regulations as set forth in the Company's employee guidelines and other communications to employees, as they may be changed from time to time with or without notice.

I further understand that all employment with Profero is for no definite period of time and is terminable "at will" by either the Company or myself without notice or cause.

I hereby authorize Profero to report any information to any prospective employer, governmental agency or any other person or entity having a legitimate business need concerning transactions or experiences between myself and the Company arising out of my employment.

I certify that all the statements made by me in this application are true and complete and I understand that any falsification, misrepresentation, or material omission may result in denial or dismissal from employment.

Date Signature of Applicant

Invitation to Self Identify

Profero is an equal opportunity employer offering employment without regard for an individual's gender, race, national origin, age, religion, color, sexual orientation, disability, veteran status, or other legally protected categories. Employment decisions are based solely on an individual's merit, qualifications, skills and abilities.

You are invited to provide information to assist Profero in complying with its government reporting requirements and furthering its affirmative action efforts in the employment and advancement of qualified minorities, females, individuals with disability and veterans, including disabled veterans and Vietnam era-veterans. Providing this information is strictly voluntary and any information you provide will be kept confidential and will not be used as the basis for any adverse employment decision.

Name: _____

Position Applying for: _____

Location: _____

Ethnicity (Please check, if applicable):

- Hispanic or Latino: All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultural origin, regardless of race.

Race (Not Hispanic or Latino):

- White: All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- Black/African American: All persons having origins in any of the Black racial groups of Africa.
- Asian: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent. This area includes, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.
- Native Hawaiian/Other Pacific Islander: A person having origins in any of the original peoples of the Hawaiian Islands or other Pacific Islands, including the Philippine Islands, Guam and Samoa.
- American Indian/Alaska Native: A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

Sex (Please check):

- Male
- Female

Profero is a Government contractor subject to the requirements of Section 503 of the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended (38 U.S.C. 4212). Section 503 prohibits discrimination in employment on the basis of disability, and requires affirmative action to employ, and to advance in employment, qualified individuals with disabilities. 38 U.S.C. 4212 prohibits discrimination in employment on the basis of special disabled or Vietnam era veteran status, and requires affirmative action to employ, and to advance in employment, qualified covered veterans.

Profero has affirmative action plans which describe its efforts to employ, and advance in employment, qualified persons with disabilities and qualified covered veterans. If you are an individual with a disability, a Vietnam era veteran, or a special disabled veteran, and would like to be considered under the affirmative action program, please tell us, either at this time or at any time in the future. This information will assist us in placing you in an appropriate position and if you are an individual with a disability or a special disabled veteran, in making accommodations for your disability.

Providing this information is strictly voluntary. Any information you provide will be kept confidential and will not be used in a manner inconsistent with the law. Furthermore, refusal to provide this information will not subject you to any adverse treatment.

Veteran Status (See definitions below):

- | | |
|---|---|
| <input type="checkbox"/> Special Disabled Veteran | <input type="checkbox"/> Veteran of the Vietnam-era |
| <input type="checkbox"/> Newly Separated Veteran | <input type="checkbox"/> Other Protected Veteran |

Definitions:

'Special Disabled Veteran' means (i) a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Department of Veterans Affairs for a disability (A) rated at 30 percent or more, or (B) rated at 10 or 20 percent in the case of a veteran who has been determined under Section 38 U.S.C. 3106 to have a serious employment handicap or (ii) a person who was discharged or released from active duty because of a service-connected disability.

'Veteran of the Vietnam-era' means a person who: (i) served on active duty in the U.S. military, ground, naval or air service for a period of more than 180 days, and who was discharged or released therefrom with other than a dishonorable discharge, if any part of such active duty was performed: (A) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (B) between August 5, 1964, and May 7, 1975, in all other cases; or (ii) was discharged or released from active duty in the U.S. military, ground, naval or air service for a service-connected disability if any part of such active duty was performed (A) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (B) between August 5, 1964 and May 7, 1975, in any other location.

'Newly Separated Veterans' means any veteran who served on active duty in the U.S. military, ground, naval or air service during the one-year period beginning on the date of such veteran's discharge or release from active duty.

'Other Protected Veterans' means veterans who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized.

Profero does not discriminate in employment on the basis of race, color, national origin, age, sex, sexual orientation, disability, veteran or marital status or other protected status covered by federal, state or local law.