



ARS Products is an equal opportunity employer. As required by law, we must record certain information to be made a part of our affirmative action program.

Applicants for employment are invited to participate in the affirmative action program by reporting their status as a minority. In extending this invitation, we advise you that: (a) workers (applicants) are under no obligation to respond but may do so in the future if they choose; (b) responses will remain confidential within the human resource department; and (c) responses will be used only for the necessary information to include in our affirmative action program. We are a company that values diversity. We actively encourage women, minorities, veterans and disabled employees to apply.

Refusal to provide this information will have no bearing on your application and will not subject you to any adverse treatment.

**Name:** \_\_\_\_\_

**Position Applied for:** \_\_\_\_\_

**Race or Ethnicity Identity\* (select all the apply, see below for definitions)**

- Hispanic or Latino
- White (not Hispanic or Latino)
- Black or African American (not Hispanic or Latino)
- Native Hawaiian or Pacific Islander (not Hispanic or Latino)
- Asian (not Hispanic or Latino)
- American Indian or Alaskan Native (not Hispanic or Latino)
- Two or more races (not Hispanic or Latino)

**Gender**

- Male
- Female
- I do not wish to self-identify

**How did you hear of our opening?**

- Employee referral
- Company website
- Job board
- Social media
- Recruiter
- Other – please explain: \_\_\_\_\_.

**Signature:** \_\_\_\_\_

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

## **\*EEOC RACE/ETHNIC IDENTIFICATION CATEGORIES**

**Hispanic or Latino** - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

**White (*not Hispanic or Latino*)** - A person having origins in any of the original peoples of Europe, the Middle East or North Africa.

**Black or African American (*not Hispanic or Latino*)** - A person having origins in any of the black racial groups of Africa.

**Native Hawaiian or Other Pacific Islander (*not Hispanic or Latino*)** - A person having origins in any of the peoples of Hawaii, Guam, Samoa or other Pacific Islands.

**Asian (*not Hispanic or Latino*)** - A person having origins in any of the original peoples of the Far East, Southeast Asia or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.

**American Indian or Alaska Native (*not Hispanic or Latino*)** - A person having origins in any of the original peoples of North and South America (including Central America) and who maintain tribal affiliation or community attachment.

**Two or more races (*not Hispanic or Latino*)** - All persons who identify with more than one of the above races.



As a government contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) of 1974, ARS Products is required to submit a report to the U.S. Department of Labor each year identifying the number of our employees belonging to each specified protected veteran category. If you believe you belong to any of the categories of protected veterans listed below, please indicate by checking the appropriate box.

**Print Name:** \_\_\_\_\_

**Position Applied for:** \_\_\_\_\_

**I BELONG TO THE FOLLOWING CLASSIFICATIONS OF PROTECTED VETERANS  
(CHOOSE ALL THAT APPLY):**

**DISABLED VETERAN**

A "disabled veteran" is one of the following:

- 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 Secretary of Veterans Affairs; or
- A person who was discharged or released from active duty because of a service-connected disability.

**RECENTLY SEPARATED VETERAN**

A "recently separated veteran" means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service.

**ACTIVE WARTIME OR CAMPAIGN BADGE VETERAN**

An "active duty wartime or campaign badge veteran" means a veteran 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 under the laws administered by the Department of Defense.

**ARMED FORCES SERVICE MEDAL VETERAN**

An "Armed Forces service medal veteran" means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

**I am a protected veteran, but I choose not to self-identify the classifications to which I belong.**

**I am NOT a protected veteran.**

If you are a disabled veteran, it would assist us if you tell us whether there are accommodations we could make that would enable you to perform the essential functions of the job, including special equipment, changes in the physical layout of the job, changes in the way the job is customarily performed, provision of

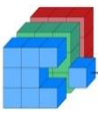
personal assistance services or other accommodations. This information will assist us in making reasonable accommodations for your disability.

Submission of this information is voluntary, and refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with the VEVRAA, as amended.

The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) government officials engaged in enforcing laws administered by the Office of Federal Contract Compliance Programs, or enforcing the Americans with Disabilities Act, may be informed.

**Signature:** \_\_\_\_\_

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



ARS Products is an equal opportunity employer and does not discriminate against otherwise qualified applicants on the basis of race, color, creed, religion, ancestry, age, sex, marital status, national origin, disability or handicap, or veteran status.

POSITION DESIRED: \_\_\_\_\_ AVAIL DATE: \_\_\_\_\_ SALARY DESIRED: \$ \_\_\_\_\_

TODAY'S DATE \_\_\_\_ / \_\_\_\_ / \_\_\_\_

NAME \_\_\_\_\_, \_\_\_\_\_ M.I. \_\_\_\_\_  
LAST FIRST

HOME ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_, ST \_\_\_\_\_ ZIP \_\_\_\_\_

MAILING ADDRESS \_\_\_\_\_

(IF DIFFERENT FROM HOME ADDRESS ABOVE)

CITY \_\_\_\_\_, ST \_\_\_\_\_ ZIP \_\_\_\_\_

EMAIL \_\_\_\_\_

HOME / CELL PHONE (\_\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_

ALT. PHONE (\_\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_ TYPE \_\_\_\_\_

**EMPLOYMENT HISTORY**

FROM: \_\_\_\_ / \_\_\_\_  
MO YEAR COMPANY NAME CITY STATE

TO: \_\_\_\_ / \_\_\_\_  
MO YEAR COMPANY TELEPHONE NUMBER JOB TITLE / POSITION

JOB DUTIES: \_\_\_\_\_

\_\_\_\_\_  
SUPERVISOR'S NAME REASON FOR LEAVING

FROM: \_\_\_\_ / \_\_\_\_  
MO YEAR COMPANY NAME CITY STATE

TO: \_\_\_\_ / \_\_\_\_  
MO YEAR COMPANY TELEPHONE NUMBER JOB TITLE / POSITION

JOB DUTIES: \_\_\_\_\_

\_\_\_\_\_  
SUPERVISOR'S NAME REASON FOR LEAVING

FROM: \_\_\_\_ / \_\_\_\_  
MO YEAR COMPANY NAME CITY STATE

TO: \_\_\_\_ / \_\_\_\_  
MO YEAR COMPANY TELEPHONE NUMBER JOB TITLE / POSITION

JOB DUTIES: \_\_\_\_\_

\_\_\_\_\_  
SUPERVISOR'S NAME REASON FOR LEAVING

**EMPLOYMENT CONTINUED**

**FROM:** \_\_\_\_\_ / \_\_\_\_\_  
MO YEAR COMPANY NAME CITY STATE

**TO:** \_\_\_\_\_ / \_\_\_\_\_  
MO YEAR COMPANY TELEPHONE NUMBER JOB TITLE / POSITION

**JOB DUTIES:** \_\_\_\_\_

\_\_\_\_\_  
SUPERVISOR'S NAME REASON FOR LEAVING

**EDUCATION**

**PLEASE CHECK:**  COLLEGE DEGREE  TRADE SCHOOL GRAD  HS DIPLOMA  GED  NO GED

	NAME AND LOCATION	DID YOU GRADUATE? "YES" / "NO"	DEGREE RECEIVED OR COURSE PROGRAM
HIGH SCHOOL			
COLLEGE, TRADE OR BUSINESS SCHOOL			

**3 PROFESSIONAL REFERENCES**

NAME & COMPANY	TITLE	PHONE NUMBER	ADDRESS (OR EMAIL)

**ARE YOU A U.S. CITIZEN, OR ARE YOU OTHERWISE AUTHORIZED TO WORK IN THE U.S. WITHOUT ANY RESTRICTIONS?** [ ] YES [ ] NO

**ARE YOU SUBJECT TO AN ACTIVE NON-COMPETE / NON-DISCLOSURE AGREEMENT WITH ANY CURRENT OR PREVIOUS EMPLOYER?** [ ] YES [ ] NO **IF YES, COMPANY:** \_\_\_\_\_ **END DATE:** \_\_\_\_\_

**AUTHORIZATION**

*My signature certifies that the facts contained in this application are true and complete to the best of my knowledge. I also acknowledge that should I be employed; any falsified statements in this application will be grounds for immediate dismissal. I authorize the investigation of all statements contained within, including verification of all education, employment and personal references. "I authorize the release of any and all pertinent information from the above listed institutions, companies and individuals and release ARS Products Inc. from all liability for any damage that may result from utilization of such information."*

**SIGNATURE OF APPLICANT** \_\_\_\_\_ **DATE** \_\_\_\_\_

**DO NOT WRITE BELOW THIS AREA**

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<b>RESULTS</b>
Employed: YES [ ] NO [ ]
If Yes, Job Title: _____ Department _____
Date beginning Employment _____ Compensation \$ _____ per _____
Interviewed by: _____ Date: _____
REVISED: 01/10/2020