



Clearwater Research, Inc. is an Equal Opportunity Employer. Race, color, religion, age, sex, disability, marital or veteran status, place of national origin and other categories protected by law are not factors in employment, promotion, compensation or working conditions.

Applicant Information (Please Print or Type)

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

Address: \_\_\_\_\_

City/State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Telephone: \_\_\_\_\_ Message Phone: \_\_\_\_\_

Have you ever applied to \_\_\_\_\_, or worked for \_\_\_\_\_ Clearwater Research? If yes, when? \_\_\_\_\_

Applicants must be at least 16 years of age. Are you 18 years of age or older? Yes \_\_\_\_\_ No \_\_\_\_\_

Are you 16 or 17 years old? \_\_\_\_\_ If yes, you must attach a signed Parental Acknowledgment form.

Only U.S. citizens or aliens who have a legal right to work in the U.S. are eligible for employment.

Can you, after employment, submit verification of your legal right to work in the U.S.? Yes \_\_\_ No \_\_\_

Do you have any friends or relatives working for Clearwater Research? \_\_\_\_\_

If yes, state name and relationship: \_\_\_\_\_

How did you hear about us/this opening? \_\_\_\_\_

State briefly why you would like to work for Clearwater Research:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

List any languages other than English that you can speak \_\_\_\_\_ read \_\_\_\_\_ write \_\_\_\_\_

\_\_\_\_\_

Have you in the last 10 years been convicted of a felony? \_\_\_\_\_

If yes, explain: \_\_\_\_\_

\_\_\_\_\_

General Information about Employment Desired

Position you are applying for?

Research \_\_\_\_\_  Office \_\_\_\_\_  Information Systems \_\_\_\_\_

Data Collection Interviewer

Hours of Operation: Monday – Friday 8:00 a.m. – 9:30 p.m.  
Saturday 8:00 a.m. – 7:00 p.m.  
Sunday 10:00 a.m. – 9:00 p.m.

Much of our work is done evenings, and weekends. Schedules may vary and hours may be adjusted in accordance with work available. Extra hours may be requested.

Full-time? (40+ hrs/week) \_\_\_\_\_ Part-time? (16-32 hrs/week) \_\_\_\_\_

Are you available to work weekdays? \_\_\_\_\_ (morning not available) afternoon? \_\_\_\_\_ evening? \_\_\_\_\_

Are you available to work weekends? \_\_\_\_\_ morning? \_\_\_\_\_ afternoon? \_\_\_\_\_ evening? \_\_\_\_\_

If hired, on what date could you start work? \_\_\_\_\_

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# Employment History

Provide the following information for your past and current employers, assignments or volunteer activities, starting with the most recent (use additional sheets if necessary). Explain any gaps in employment in comments section below.

EMPLOYER	TELEPHONE (      )	DATES EMPLOYED		SUMMARIZE THE TYPE OF WORK PERFORMED AND JOB RESPONSIBILITIES
		FROM	TO	
ADDRESS				
JOB TITLE		HOURLYRATE/SALARY		
		STARTING		
IMMEDIATE SUPERVISOR AND TITLE		\$	PER	
REASON FOR LEAVING		HOURLY RATE/SALARY		
		FINAL		
MAY WE CONTACT FOR REFERENCE? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> LATER		\$	PER	
EMPLOYER	TELEPHONE (      )	DATES EMPLOYED		SUMMARIZE THE TYPE OF WORK PERFORMED AND JOB RESPONSIBILITIES
		FROM	TO	
ADDRESS				
JOB TITLE		HOURLYRATE/SALARY		
		STARTING		
IMMEDIATE SUPERVISOR AND TITLE		\$	PER	
REASON FOR LEAVING		HOURLY RATE/SALARY		
		FINAL		
MAY WE CONTACT FOR REFERENCE? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> LATER		\$	PER	
EMPLOYER	TELEPHONE (      )	DATES EMPLOYED		SUMMARIZE THE TYPE OF WORK PERFORMED AND JOB RESPONSIBILITIES
		FROM	TO	
ADDRESS				
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		STARTING		
IMMEDIATE SUPERVISOR AND TITLE		\$	PER	
REASON FOR LEAVING		HOURLY RATE/SALARY		
		FINAL		
MAY WE CONTACT FOR REFERENCE? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> LATER		\$	PER	
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		STARTING		
IMMEDIATE SUPERVISOR AND TITLE		\$	PER	
REASON FOR LEAVING		HOURLY RATE/SALARY		
		FINAL		
MAY WE CONTACT FOR REFERENCE? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> LATER		\$	PER	
EMPLOYER	TELEPHONE (      )	DATES EMPLOYED		SUMMARIZE THE TYPE OF WORK PERFORMED AND JOB RESPONSIBILITIES
		FROM	TO	
ADDRESS				
JOB TITLE		HOURLYRATE/SALARY		
		STARTING		
IMMEDIATE SUPERVISOR AND TITLE		\$	PER	
REASON FOR LEAVING		HOURLY RATE/SALARY		
		FINAL		
MAY WE CONTACT FOR REFERENCE? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> LATER		\$	PER	

**Comments** INCLUDING EXPLANATION OF ANY GAPS IN EMPLOYMENT \_\_\_\_\_

**Skills and Qualifications** – Summarize any special training, skills, licenses and/or certificates that may qualify you as being able to perform job-related functions in the position for which you are applying.

**Educational Background** IF JOB-RELATED

A. List last three (3) schools attended, starting with most recent. B. List number of years completed. C. Indicate degree or diploma earned, if any. D. Grade Point Average or Class Rank. E. Major field of study. F. Minor field of study (if applicable).

A. SCHOOL	B. YEARS COMPLETED	C. DEGREE DIPLOMA	D. GPA CLASS RANK	E. MAJOR	F. MINOR

**References**

List name and telephone number of three business/work references that are *not* related to you and are *not* previous supervisors. If not applicable, list three school or personal references that are not related to you.

NAME	TELEPHONE	YEARS KNOWN
	(     )	
	(     )	
	(     )	

**Additional Information**

List professional, trade, business, or civic associations and any offices held.

EXCLUDE MEMBERSHIPS THAT WOULD REVEAL SEX, RACE, RELIGION, NATIONAL ORIGIN, AGE, COLOR, DISABILITY, OR ANY OTHER SIMILARLY PROTECTED STATUS.

ORGANIZATION	OFFICE HELD

List special accomplishments, publications, awards, etc.

EXCLUDE INFORMATION THAT WOULD REVEAL SEX, RACE, RELIGION, NATIONAL ORIGIN, AGE, COLOR, DISABILITY OR OTHER PROTECTED STATUS. \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

List any additional information you would like us to consider. \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

I understand that if I am employed, any misrepresentation or material omission made by me on this application will be sufficient cause for cancellation of this application or immediate discharge from the employer's service, whenever it is discovered.

I give the employer the right to contact and obtain information from all references, employers, educational institutions and to other wise verify the accuracy of the information contained in this application. I hereby release from liability the employer and its representatives for seeking, gathering and using such information and all other persons, corporations or organizations for furnishing such information.

The employer does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or excusing any applicant from consideration for employment on a basis prohibited by local, state or federal law.

This application will be considered active for 60 days from submission. At the conclusion of this time, if you still wish to be considered for employment, it will be necessary to fill out a new application.

If I am hired, I understand that I am free to resign at any time, with or without cause and without prior notice, and the employer reserves the same right to terminate my employment at any time, with or without cause and without prior notice, except as may be required by law. This application does not constitute an agreement or contract for employment for any specified period or definite duration. I understand that no representative of the employer, other than an authorized officer, has the authority to make any assurances to the contrary. I further understand that any such assurances must be in writing and signed by an authorized officer.

I understand it is this company's policy not to refuse to hire a qualified individual with a disability because of that person's need for a reasonable accommodation as required by the ADA.

I also understand that if I am hired, I will be required to provide proof of identity and legal work authorization.

I represent and warrant that I have read and fully understand the foregoing and seek employment under these conditions.

Signature of Applicant \_\_\_\_\_ Date \_\_\_\_/\_\_\_\_/\_\_\_\_

Revised 2/6/08

# CLEARWATER RESEARCH

## Voluntary Affirmative Action Information

Clearwater Research is an Equal Opportunity Employer. We consider applicants for all positions without regard to sex, race, color, religion, national origin, age, veteran's status, disability, or any other legally protected status.

We request your cooperation in providing the following information which will be used in accordance with federal and state statutes and regulations regarding Equal Employment Opportunity and Affirmative Action. *Providing this information is voluntary and will be kept confidential.* Refusal to provide this information will not subject you to any adverse treatment. All information received remains separate from your employment application and is not used in any way during the interviewing or hiring process.

If you choose not to provide this information, check the space below indicating your decision.

Date: \_\_\_/\_\_\_/\_\_\_

Position Sought: \_\_\_\_\_

Name: \_\_\_\_\_  
Last First Middle Initial

Address: \_\_\_\_\_  
Number Street City State Zip Code

## SURVEY

### Gender (Check One):

- Male
- Female
- I prefer not to answer.

**Race and Ethnic Identification:** Please indicate your ethnicity or race by selecting an option below. If you are Hispanic/Latino, please select the Hispanic category. If you are not Hispanic/Latino, please select one of the other categories. **(Check One):**

- Hispanic or Latino:** A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture of 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):** All persons 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 Alaskan Native (not Hispanic or Latino):** A person having origins in any of the original peoples of North America and South American (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 five races.
- I prefer not to answer.

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**HR Department Use Only:** Job Group: \_\_\_\_\_

Form Rev. 09-25-07

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## PARENTAL ACKNOWLEDGMENT

Your daughter/son is applying for employment as an interviewer in our data collection department. Your consent is necessary for us to process the application because your daughter/son is under the age of 18.

If hired for this position, your daughter/son will be required to read questions from scripts to obtain study data for clients that contract with Clearwater Research. Many of our clients are governmental, educational or health care institutions (departments of health, The Centers for Disease Control, universities, hospitals or health care associations) researching health issues and tracking health trends. Their research studies and the questions asked by interviewers may include topics such as sexual practices and beliefs, or other sexually-oriented topics that you may prefer your daughter/son not be asking and recording answers to the same. Although all of these research projects deal with legitimate medical and health issues, some people may consider the topics to be morally, politically or religiously controversial. As part of their training, interviewers receive instruction on dealing with these sensitive issues and are advised of what they can and should do if an interviewee engages in inappropriate language or behavior.

Before we interview your daughter/son, we prefer to obtain your acknowledgment of her/his application and your consent to her/his performance of interviewing responsibilities should she/he be hired by Clearwater Research. Please complete the information that follows:

My daughter/son, \_\_\_\_\_, has my permission to apply for the position of interviewer with Clearwater Research.

\_\_\_\_\_  
Parent/Guardian Signature  
Printed Name: \_\_\_\_\_

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

Phone Number for Confirmation Purposes: \_\_\_\_\_