



## State Specific Employment Application Policies

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### For California Applicants:

#### **EQUAL EMPLOYMENT OPPORTUNITY**

The Company is committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee based on race (inclusive of traits associated with race, including hair texture and protective hairstyles), color, religion, religious creed, national origin, ancestry, sex (including pregnancy, childbirth, and breastfeeding), age, veteran or military status, marital status, physical or mental disability, medical condition, genetic information, gender, gender identity, gender expression, sexual orientation, reproductive decision-making, or any other legally recognized protected class under federal, state, or local law. The information collected by this application is solely to determine suitability for employment, verify identity, and maintain employment statistics on applicants.

Applicants with disabilities may be entitled to reasonable accommodation under the Americans with Disabilities Act (ADA), the California Fair Employment and Housing Act (FEHA), and local laws. A reasonable accommodation is a change in the way things are normally done which will ensure an equal employment opportunity without imposing undue hardship on the Company. Please inform the company's personnel representative if you need assistance completing this application or to otherwise participate in the application process.

#### **BACKGROUND INFORMATION**

The Company will consider qualified applicants with a criminal history under the California Fair Chance Act. You do not need to disclose your criminal history or participate in a background check until a conditional job offer is made to you. After making a conditional offer and running a background check, if the Company is concerned about a conviction that is directly related to the job, you will be given the chance to explain the circumstances surrounding the conviction, provide mitigating evidence, or challenge the accuracy of the background report. For more on the Fair Chance Act, visit the California Civil Rights Department's Fair Chance Act webpage.

#### **ACKNOWLEDGMENTS AND CERTIFICATIONS**

The applicant understands that, where permissible under applicable federal, state, or local law, the applicant may be subject to a pre-employment drug test after receiving a conditional offer of employment and must receive a negative test result before being permitted to commence work with the Company. Any drug test conducted by the Company does not include screening for cannabis (marijuana)/nonpsychoactive cannabis metabolites.

### For Colorado Applicants:

#### **EQUAL EMPLOYMENT OPPORTUNITY**

The Company is committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee based on race, color, religion, creed, national origin, ancestry, ethnicity, sex, pregnancy, sexual orientation, gender (including gender-related identity, gender nonconformity, and status as a transgender or transsexual individual), age (40 and over), physical or mental disability, military status, marital status, arrest record (including expunged or sealed criminal records), or any other characteristic protected under applicable federal, state, or local law.

Applicants with disabilities may be entitled to reasonable accommodation under the Americans with Disabilities Act, the Colorado Anti-Discrimination Act or local laws. A reasonable accommodation is a change in the way things are normally done which will ensure an equal employment opportunity without imposing undue hardship on the Company. Please inform the Company's personnel representative if you need assistance completing this application or to otherwise participate in the application process.

### For Florida Applicants:

#### **EQUAL EMPLOYMENT OPPORTUNITY**

The Company is committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee based on race, color, religion, national origin, sex, pregnancy, age, physical or mental disability, marital status, AIDS or HIV status, sickle-cell trait status, union membership, or any other legally

recognized protected basis under federal, state, or local law. The information collected by this application is solely to determine suitability for employment, verify identity, and maintain employment statistics on applicants.

Applicants with disabilities may be entitled to reasonable accommodation under the Americans with Disabilities Act, the Florida Civil Rights Act, or local laws. A reasonable accommodation is a change in the way things are normally done which will ensure an equal employment opportunity without imposing undue hardship on the Company. Please inform the Company's personnel representative if you need assistance completing this application or to otherwise participate in the application process.

## **For Georgia Applicants:**

### **EQUAL EMPLOYMENT OPPORTUNITY**

The Company is committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee based on race, color, religion, creed, national origin or ancestry, ethnicity, sex (including gender, pregnancy, sexual orientation, and gender identity), age, physical or mental disability, citizenship, past, current, or prospective service in the uniformed services, genetic information, domestic relationship status, parental status, familial status, or any other legally recognized protected basis under federal, state, or local law. The information collected by this application is solely to determine suitability for employment, verify identity, and maintain employment statistics on applicants.

Applicants with disabilities may be entitled to reasonable accommodation under the Americans with Disabilities Act, the Georgia Civil Rights Act, or local laws. If an applicant may be scheduled to work on a habitual day of worship, the applicant may be entitled to a reasonable accommodation to allow the applicant to enjoy the same benefits of employees who do not work on days of worship. A reasonable accommodation is a change in the way things are normally done which will ensure an equal employment opportunity without imposing undue hardship on the Company. Please inform the Company's personnel representative if you need assistance completing this application or to otherwise participate in the application process.

## **For Illinois Applicants:**

### **EQUAL EMPLOYMENT OPPORTUNITY**

The Company is committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee based on actual or perceived race (including traits associated with race, hair texture, and protective hairstyles such as braids, locks, and twists), color, religion, creed, national origin, ancestry, ethnicity, sex, pregnancy, sexual orientation, gender (including gender-related identity, gender nonconformity, and status as a transgender or transsexual individual), age (40 and over), physical or mental disability (including unlawful discrimination against an individual because of the individual's association with a person with a disability), citizenship status, work authorization status, past, current, or prospective service in the uniformed services, military status, unfavorable discharge from military service, genetic information, order of protection status, marital status, arrest record (including an arrest not leading to a conviction, a juvenile record, or criminal history information ordered expunged, sealed, or impounded), conviction record (unless there is a substantial relationship between the previous criminal offenses and the position or the employment would involve an unreasonable risk to property or to the safety or welfare of specific individuals or the general public), or any other characteristic protected under applicable federal, state, or local law.

Applicants with disabilities may be entitled to reasonable accommodation under the Americans with Disabilities Act, the Illinois Human Rights Act, or local laws. A reasonable accommodation is a change in the way things are normally done which will ensure an equal employment opportunity without imposing undue hardship on the Company. Please inform the Company's personnel representative if you need assistance completing this application or to otherwise participate in the application process.

## **For Louisiana Applicants:**

### **EQUAL EMPLOYMENT OPPORTUNITY**

The Company is committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee based on race, color, religion, creed, national origin, sex, including sexual orientation and gender identity, pregnancy, childbirth and related medical conditions, sexual orientation, age (40 and over), disability, sickle cell trait, genetic information, veteran status, or any other characteristic protected under applicable federal, state, or local law.

Applicants with disabilities may be entitled to reasonable accommodation under the Americans with Disabilities Act, the Louisiana Employment Discrimination Law, or local laws. A reasonable accommodation is a change in the way things are normally done which will ensure an equal employment opportunity without imposing undue hardship on the Company. Please inform the Company's personnel representative if you need assistance completing this application or to otherwise participate in the application process.

## **For Massachusetts Applicants:**

### **EQUAL EMPLOYMENT OPPORTUNITY**

The Company is committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee based on race, including natural or protective hairstyle, color, religion, creed, national origin or ancestry, sex, pregnancy and pregnancy-related conditions, including breastfeeding, age, physical or mental disability, veteran or military status, genetic information, sexual orientation, gender identity or any other legally recognized protected basis under federal, state, or local law. The information collected by this application is solely to determine suitability for employment, verify identity, and maintain employment statistics on applicants.

Applicants with disabilities may be entitled to reasonable accommodation under the Americans with Disabilities Act, the Massachusetts Fair Employment Act, or local laws. A reasonable accommodation is a change in the way things are normally done which will ensure an equal employment opportunity without imposing undue hardship on the Company. Please inform the Company's personnel representative if you need assistance completing this application or to otherwise participate in the application process.

### **LIE DETECTOR**

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.

### **BACKGROUND CHECK**

Under Massachusetts law, an employer is prohibited from making written, preemployment inquiries of an applicant about his or her criminal history. MASSACHUSETTS APPLICANTS SHOULD NOT RESPOND TO ANY OF THE QUESTIONS SEEKING CRIMINAL RECORD INFORMATION.

## **For Maryland Applicants:**

### **LIE DETECTOR**

It is unlawful in Maryland 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.

## **For Minnesota Applicants:**

### **EQUAL EMPLOYMENT OPPORTUNITY**

The Company is committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee based on race, color, religion, creed, national origin, sex, pregnancy or childbirth, sexual orientation (including gender identity), age (18 and over), marital status, familial status, receipt of public assistance, or any other characteristic protected under applicable federal, state, or local law.

Applicants with disabilities may be entitled to reasonable accommodation under the Americans with Disabilities Act, the Minnesota Human Rights Act, or local laws. A reasonable accommodation is a change in the way things are normally done which will ensure an equal employment opportunity without imposing undue hardship on the Company. Please inform the Company's personnel representative if you need assistance completing this application or to otherwise participate in the application process.

## **For Missouri Applicants:**

### **EQUAL EMPLOYMENT OPPORTUNITY**

The Company is committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee based on race, color, religion, creed, national origin, ancestry, ethnicity, sex, pregnancy,

sexual orientation, gender (including gender-related identity, gender nonconformity, and status as a transgender or transsexual individual), age (40 and over), physical or mental disability (including unlawful discrimination against an individual because of the individual's association with a person with a disability), citizenship status, work authorization status, past, current, or prospective service in the uniformed services, or any other characteristic protected under applicable federal, state, or local law.

Applicants with disabilities may be entitled to reasonable accommodation under the Americans with Disabilities Act, the Missouri Human Rights Act, or local laws. A reasonable accommodation is a change in the way things are normally done which will ensure an equal employment opportunity without imposing undue hardship on the Company. Please inform the Company's personnel representative if you need assistance completing this application or to otherwise participate in the application process.

## **For New Jersey Applicants:**

### **EQUAL EMPLOYMENT OPPORTUNITY**

The Company is committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee based on race, color, religion, creed, nationality, national origin or ancestry, ethnicity, sex, pregnancy, breastfeeding, gender (including gender nonconformity, status as a transgender individual, gender identity or expression), age, physical or mental disability, citizenship, past, current, or prospective service in the uniformed services, genetic information, sexual orientation, affectional orientation, marital status, civil union status, and domestic partnership status, atypical hereditary cellular or blood trait, or any other legally recognized protected basis under federal, state, or local law. The information collected by this application is solely to determine suitability for employment, verify identity, and maintain employment statistics on applicants.

Applicants with disabilities may be entitled to reasonable accommodation under the Americans with Disabilities Act, the New Jersey Law Against Discrimination, or local laws. If an applicant may be scheduled to work on a habitual day of worship, the applicant may be entitled to a reasonable accommodation to allow the applicant to enjoy the same benefits of employees who do not work on days of worship. A reasonable accommodation is a change in the way things are normally done which will ensure an equal employment opportunity without imposing undue hardship on the Company. Please inform the Company's personnel representative if you need assistance completing this application or to otherwise participate in the application process.

## **For New York Applicants:**

### **EQUAL EMPLOYMENT OPPORTUNITY**

The Company is committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee based on age, race, color, religion, creed, national origin including ancestry, ethnicity, sex including pregnancy, gender, gender identity or expression, including status as a transgender individual, physical or mental disability, including gender dysphoria and similar gender-related conditions, alienage or citizenship status, military status, including past, current, or prospective service in the uniformed services, genetic information, predisposing genetic characteristics, marital status, domestic violence victim status, familial status, actual or perceived sexual orientation, unemployment status, caregiver status, partnership status, credit history, or any other characteristic protected under applicable federal, state, or local law.

Applicants with disabilities may be entitled to reasonable accommodation under the Americans with Disabilities Act, the New York Human Rights Law, or local laws. A reasonable accommodation is a change in the way things are normally done which will ensure an equal employment opportunity without imposing undue hardship on the Company. Please inform the Company's personnel representative if you need assistance completing this application or to otherwise participate in the application process.

## **For Ohio Applicants:**

### **EQUAL EMPLOYMENT OPPORTUNITY**

The Company is committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee based on race, color, religion, creed, national origin or ancestry, sex, age, physical or mental disability, veteran or military status, genetic information, sexual orientation, gender identity, familial status, or any other legally recognized protected basis under federal, state, or local law. The information collected by this application is solely to determine suitability for employment, verify identity, and maintain employment statistics on applicants.

Applicants with disabilities may be entitled to reasonable accommodation under the Americans with Disabilities Act and certain state or local laws. A reasonable accommodation is a change in the way things are normally done which will ensure an equal employment opportunity without imposing undue hardship on the Company. Please inform the Company's personnel representative if you need assistance completing this application or to otherwise participate in the application process.

## **For Pennsylvania Applicants:**

### **EQUAL EMPLOYMENT OPPORTUNITY**

The Company is committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee based on race, color, religion, creed, national origin, ancestry, ethnicity, sex, pregnancy, sexual orientation, gender (including gender-related identity, gender nonconformity, and status as a transgender or transsexual individual), age (40 and over), physical or mental disability (including unlawful discrimination against an individual because of the individual's association with a person with a disability), citizenship status, work authorization status, past, current, or prospective service in the uniformed services, military status, unfavorable discharge from military service, order of protection status, marital status, arrest record (including expunged or sealed criminal records), conviction record (unless there is a substantial relationship between the previous criminal offenses and the position or the employment would involve an unreasonable risk to property or to the safety or welfare of specific individuals or the general public), or any other characteristic protected under applicable federal, state, or local law.

Applicants with disabilities may be entitled to reasonable accommodation under the Americans with Disabilities Act, the Pennsylvania Human Rights Act, or local laws. A reasonable accommodation is a change in the way things are normally done which will ensure an equal employment opportunity without imposing undue hardship on the Company. Please inform the Company's personnel representative if you need assistance completing this application or to otherwise participate in the application process.

## **For Tennessee Applicants:**

### **EQUAL EMPLOYMENT OPPORTUNITY**

The Company is committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee based on race, color, religion, creed, national origin, pregnancy, sexual orientation, gender (including gender-related identity, gender nonconformity, and status as a transgender or transsexual individual), age (40 and over), disability, payment of child support, membership in the Tennessee National Guard, tobacco use, or any other characteristic protected under applicable federal, state, or local law.

Applicants with disabilities may be entitled to reasonable accommodation under the Americans with Disabilities Act, the Tennessee Human Rights Act, or local laws. A reasonable accommodation is a change in the way things are normally done which will ensure an equal employment opportunity without imposing undue hardship on the Company. Please inform the Company's personnel representative if you need assistance completing this application or to otherwise participate in the application process.

## **For Texas Applicants:**

### **EQUAL EMPLOYMENT OPPORTUNITY**

The Company is committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee based on race, color, religion, creed, national origin or ancestry, ethnicity, sex (including gender, pregnancy, sexual orientation, and gender identity), age, physical or mental disability, citizenship, past, current, or prospective service in the uniformed services, genetic information, or any other legally recognized protected basis under federal, state, or local law. The information collected by this application is solely to determine suitability for employment, verify identity, and maintain employment statistics on applicants.

Applicants with disabilities may be entitled to reasonable accommodation under the Americans with Disabilities Act, the Texas Commission on Human Rights Act, or local laws. If an applicant may be scheduled to work on a habitual day of worship, the applicant may be entitled to a reasonable accommodation to allow the applicant to enjoy the same benefits of employees who do not work on days of worship. A reasonable accommodation is a change in the way things are normally done which will ensure an equal employment opportunity without imposing undue hardship on the Company. Please inform the Company's personnel representative if you need assistance completing this application or to otherwise participate in the application process.