

# FraserCon Disclosures:

By submitting this application, you:

- **Consent to Communication:** Agree to be contacted via phone, email, or text regarding employment opportunities.
- **Authorize Employment-Related Checks:** Allow the company to conduct background, reference, and employment verification checks, as permitted by law. You understand that additional authorization may be required in some states (e.g., California).
- **Confirm Accuracy:** Certify that the information provided is true and complete. You understand that false or misleading information may result in disqualification or termination.
- **Acknowledge Employment Terms:** Understand that submitting this application does not guarantee employment. If hired, employment will be at-will unless otherwise stated in writing.
- **Consent to Data Use and Storage:** Authorize the collection, use, processing, and secure storage of your personal and sensitive information—including but not limited to contact details, work history, government-issued identifiers, and, where applicable, biometric data—for employment-related purposes. This consent applies in accordance with applicable privacy laws, including but not limited to:
  - **California Consumer Privacy Act (CCPA/CPRA)**
  - **New York SHIELD Act**
  - **Illinois Biometric Information Privacy Act (BIPA)**
  - **Colorado Privacy Act (CPA)**
  - **And any other relevant federal, state, or local data protection laws**

- **Understand Additional Requirements:** Acknowledge that some positions may involve drug testing, arbitration agreements, eligibility verification, or safety-related job duties.
- **Equal Opportunity Employer:** We are an Equal Opportunity Employer and do not discriminate based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other protected classification under applicable law.

In Spanish: Consentimiento y Reconocimiento

Al enviar esta solicitud, usted da su consentimiento para ser contactado por MLS, nuestras afiliadas y representantes a través de teléfono, correo electrónico o mensaje de texto sobre oportunidades laborales actuales o futuras.

Usted autoriza la verificación de antecedentes, referencias y empleo según lo permita la ley. Confirma que toda la información proporcionada es veraz y entiende que cualquier dato falso o engañoso puede resultar en descalificación o terminación del empleo.

Usted reconoce que enviar esta solicitud no garantiza empleo. En caso de ser contratado(a), su empleo será a voluntad, a menos que se indique lo contrario por escrito.

También da su consentimiento para la recopilación y uso de su información personal con fines laborales, de acuerdo con las leyes de privacidad aplicables.