

EMPLOYMENT APPLICATION



Contributing to the Search for Healthier Lives™

Charles River Laboratories is the world's leading provider of critical research products and integrated preclinical support services for the biomedical community to enable innovative and efficient drug discovery and development. Focused on scientific leadership, regulatory expertise, and comprehensive technical assistance, Charles River's vision is to be the premier company *Contributing to the Search for Healthier Lives™*.

Charles River strives to be a GREAT company to work for. We offer a competitive benefits package, extensive employee programs, and we continuously work to improve communication and flexibility at all levels of the Company.

EQUAL EMPLOYMENT OPPORTUNITY - We endeavor to employ those people who are best qualified to perform the work required. To this end, it is our policy to recruit, employ, train, promote, compensate, reward and discipline employees without regard to race, age, sex, sexual orientation, color, national origin, religious creed, ancestry, citizenship, military service or status as a Vietnam Era veteran, physical or mental disability, pregnancy, childbirth or related medical conditions, or any other legally protected category.

When completing this application, each question should be fully and accurately answered. No action can be taken on this application until all questions have been answered. Use blank paper if you do not have enough room on this application. PLEASE PRINT, except for your signature on the back of this application.

PERSONAL DATA

Name (First, Middle, Last)	Today's Date
Street Address (Number, Street, City, State, Zip Code)	
Social Security Number	
Telephone Number	

Type of position desired _____	Salary desired _____
Date available for employment _____	Region/Location desired _____

PERSONAL DATA (CONTINUED)

How was Charles River brought to your attention as an employment possibility?

- Advertisement College Employee Referral Govt. Employment Agency
 Internet Job/Career Fair Private Employment Agency Walk-in Other _____

Yes No Are you willing to relocate?

Yes No Are you willing to travel?

What animals do you presently have in your household? _____

(In order to prevent contamination of Charles River's purpose-bred research animals by potential disease causing organisms resident in our employees' pets, we require that certain animals not be maintained by employees in their homes and that they not have direct association with them in other contexts.)

Yes No Have you previously worked for or applied for work with Charles River, or any of its divisions?

If yes, where; and reason for leaving: _____

Yes No Are you legally eligible for employment in the United States? (If hired, you will be required to submit proof of legal right to work and remain in the United States.)

An applicant for employment with a sealed record on file with the commissioner of probation may answer 'no record' with respect to any inquiry herein relative to prior arrests, criminal court appearances or convictions. In addition, any applicant for employment may answer 'no record' with respect to any inquiry relative to prior arrests, court appearances and adjudications in all cases of delinquency or as a child in need of services which did not result in a complaint transferred to the superior court for criminal prosecution.

California applicants should not include convictions over two years old for marijuana offenses. California applicants should not include any criminal matter which resulted in referral to or participation in any pre-trial or post-trial diversion program, or any convictions expunged or sealed by the court. Convictions mean, guilty plea, a plea of nolo contendere, or a finding of guilt by a judge or jury.

Yes No Record Have you ever been convicted of a felony?

Yes No Record Have you been convicted of a misdemeanor within the last five years or have you completed an incarceration within the past five years for any misdemeanor (other than a first conviction for any of the following misdemeanors: drunkenness, simple assault, speeding, minor traffic violations, affrays or disturbance of the peace)?

Yes No Record If the answer to the above question is "yes", please state whether you were convicted more than five years ago for any offense (other than a first conviction for any of the following misdemeanors: drunkenness, simple assault, speeding, minor traffic violations, affrays or disturbance of the peace)?

A criminal conviction will not necessarily be a bar to employment. To help us evaluate your application, please describe your criminal conviction(s), listing the nature of your offense, and your rehabilitation since the conviction(s).

ACADEMIC & PROFESSIONAL BACKGROUND

Note: Falsification of educational credentials is grounds for termination

Institution's Name	Location	Major/Minor Fields Studied	Did you Graduate?	Degree or Diploma	No. of Years Completed	If No Degree, No. of Credits Received
High School			<input type="checkbox"/> Yes <input type="checkbox"/> No			
College			<input type="checkbox"/> Yes <input type="checkbox"/> No			
Graduate School			<input type="checkbox"/> Yes <input type="checkbox"/> No			
Other			<input type="checkbox"/> Yes <input type="checkbox"/> No			

Professional licenses, certifications and special skills

Job-related honors, honor societies and professional societies*

*excludes organizations which may indicate race, color, religion, national origin, age, sex, sexual orientation, physical or mental disability, veteran, marital status, or any other lawfully protected category pursuant to state or federal law.

EMPLOYMENT RECORD

Record all work experience, including job held while attending school. You may include any verified work performed on a volunteer basis. LIST MOST RECENT JOB FIRST and include military duty. Please complete this section even if a resume is attached.

From Mo/Year	To Mo/Year	Present or Most Recent Employer	May we contact?	Base Salary	Position and Nature of Work:	Additional Cash Compensation	Name, Position & Phone # of Supervisor	Reason for Leaving
1			<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Later	Start Final				
Job Duties:								
2		Employer prior to 1	<input type="checkbox"/> Yes <input type="checkbox"/> No	Start Final				
Job Duties:								
3		Employer prior to 2	<input type="checkbox"/> Yes <input type="checkbox"/> No	Start Final				
Job Duties:								
4		Employer prior to 3	<input type="checkbox"/> Yes <input type="checkbox"/> No	Start Final				
Job Duties:								

REFERENCES

List three (3) previous supervisors or faculty members who we may contact regarding your work qualifications. (Current employer will not be contacted without your permission.)

Name	Employer/Position	Work Phone	Home Phone	Relationship

STATEMENT

I understand that any employment by Charles River Laboratories (the "Company") will be at-will. If I receive an offer of employment from the Company, the employment relationship offered will be one of employment at-will in which either the Company or I may terminate the employment relationship at any time, with or without cause or notice. This application and any of the documents received or signed by me in the application process, do not constitute a promise of employment or a contract. I understand that no representative of the Company has any authority to enter into any agreement for employment for any specific period of time or to make any other agreement with me contrary to the foregoing.

I certify that all information that I have provided on this application is true and complete. I understand that falsification, misrepresentation or omission of facts called for in this application may result in denial of employment or dismissal from employment.

I give Charles River Laboratories permission, subject to the Fair Credit Reporting Act if applicable, to investigate all pertinent information concerning my application to determine my qualification for employment. Therefore, I hereby authorize my previous employers, personal references, and educational institutions to provide Charles River Laboratories with any and all information concerning my employment, work performance, school records, personal character, and any other information that may be pertinent to my qualification for employment. Furthermore, I release all parties from liability for any damage that may result through the furnishing of such information. I understand that any offer of employment may be rescinded if my references are inadequate or unacceptable to the Company.

I agree that, if accepted for employment, I will abide by all rules and policies of the Company, as these may be changed from time to time by the Company.

I understand and accept any offer of employment may be conditioned upon my signing of the Charles River Laboratories Employee Confidentiality Agreement and/or Invention Assignment Agreements.

Unless prohibited by state or federal law, I understand that any offer of employment as well as continued employment at Charles River Laboratories will be contingent upon the successful completion of a required drug test. Any attempt at sample substitution, testing replacement or sample alteration excludes me from consideration.

UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT OR CONTINUED EMPLOYMENT, THAT AN INDIVIDUAL SUBMIT TO OR TAKE A LIE DETECTOR OR SIMILAR TEST. AN EMPLOYER WHO VIOLATES THIS LAW IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100.00:

I UNDERSTAND 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.

I UNDERSTAND THAT NEW YORK STATE APPLICANTS WILL NOT BE DISQUALIFIED FROM EMPLOYMENT CONSIDERATION IF CONVICTED OF A CRIME UNLESS THERE IS A DIRECT RELATIONSHIP BETWEEN THE CRIME AND THE DUTIES AND RESPONSIBILITIES OF THE PROPOSED POSITION.

I agree that upon termination of my employment or when otherwise requested, I will return to the Company any and all property of the Company in my possession or control, including without limitation all documents and other media containing confidential or proprietary information, which information is and shall remain the sole property of the Company.

Applicant's Signature

Date

SUPPLEMENTAL APPLICANT/EMPLOYEE INFORMATION

IMPORTANT- To All Applicants: To enable us to meet government reporting regulations and maintain an Affirmative Action Plan, Charles River Laboratories requests that you complete this personal data form. Information will be used solely for government reporting purposes and will be detached and kept separate from your application. Any information that you choose to provide will not be considered by Charles River Laboratories for employment purposes and will be treated as personal and confidential. Your voluntary cooperation will be appreciated.

Charles River Laboratories is committed to provide equal employment opportunity to all persons regardless of race, age, sex, sexual orientation, color, national origin, religious creed, ancestry, citizenship, military service or status as a Vietnam Era veteran, physical or mental disability, pregnancy, childbirth or related medical conditions, or any other legally protected category. In order to take affirmative action to ensure equal opportunity, you are invited to complete this form giving race and sex information where appropriate.

Name: _____ Date: _____
 First Middle Last

Male Female

Position Applied for: _____

If any of these definitions apply to you, please check off the appropriate box(es) to be considered under our Affirmative Action Plan.

ETHNIC CATEGORY

ASIAN OR PACIFIC ISLANDER BLACK
 HISPANIC NATIVE AMERICAN OR ALASKAN NATIVE WHITE

Are you disabled? YES NO If yes specify disability: _____

Are you a Vietnam Veteran? (8/4/1964 to 5/7/1975) YES NO

Are you a Disabled Veteran? YES NO If yes specify disability: _____

If you are handicapped or disabled, please specify the accommodations which we could make which would enable you to perform the job properly and safely, including equipment, changes in physical layout of the job, elimination of certain duties relating to the job or other accommodations.

DISCLOSURE AND AUTHORIZATION FORM

Charles River Laboratories, Inc. (the "Company") may request background information about you from a consumer reporting agency in connection with your employment application and for employment purposes. This information may be obtained in the form of consumer reports and/or investigative consumer reports. These reports may be obtained at any time after receipt of your authorization and, if you are hired by the Company, throughout your employment.

HireRight, Inc., or another consumer reporting agency, will obtain the reports for the Company. HireRight, Inc. is located at 5151 California, Irvine, CA 92617, and can be contacted at 800-400-2761. The reports may contain information bearing on your character, general reputation, personal characteristics, mode of living and credit standing. The types of information that may be obtained include, but are not limited to: social security number verifications; credit reports; criminal records checks; public court records checks; driving records checks; educational records checks; employment verifications; personal and professional references checks; licensing and certification records checks; drug testing results; etc. The information contained in the reports will be obtained from private and public record sources, including, as appropriate, personal interviews with sources, such as neighbors, friends and associates.

You may request more information about the nature and scope of any investigative consumer reports by contacting the Company. A summary of your rights under the Fair Credit Reporting Act is also being provided to you.

ADDITIONAL STATE LAW NOTICES

If you are a California, Maine, New York or Washington applicant, please also note:

CALIFORNIA: Under section 1786.22 of the California Civil Code, you may view the file maintained on you by HireRight during normal business hours. You may also obtain a copy of this file, upon submitting proper identification and paying the costs of duplication services, by appearing at HireRight's offices in person, during normal business hours and on reasonable notice, or by mail. You may also receive a summary of the file by telephone, upon submitting proper identification. HireRight has trained personnel available to explain your file to you, including any coded information. If you appear in person, you may be accompanied by one other person, provided that person furnishes proper identification.

NEW YORK: You have the right, upon request, to be informed of whether or not a consumer report was requested. If a consumer report is requested, you will be provided with the name and address of the consumer reporting agency furnishing the report. You may inspect and receive a copy of the report by contacting that agency.

MAINE: You have the right, upon request, to be informed of whether an investigative consumer report was requested, and if one was requested, the name and address of the consumer reporting agency furnishing the report. You may request and receive from the Company, within five business days of our receipt of your request, the name, address and telephone number of the nearest unit designated to handle inquiries for the consumer reporting agency issuing an investigative consumer report concerning you. You also have the right, under Maine law, to request and promptly receive from all such agencies copies of any such reports.

WASHINGTON STATE: If we request an investigative consumer report, you have the right, upon written request made within a reasonable period of time after your receipt of this disclosure, to receive from us a complete and accurate disclosure of the nature and scope of the investigation we requested. You also have the right to request from the consumer reporting agency a written summary of your rights and remedies under the Washington Fair Credit Reporting Act.

AUTHORIZATION

I have carefully read and understand this Disclosure and Authorization form and the attached summary of rights under the Fair Credit Reporting Act. By my signature below, I consent to the release of consumer reports and investigative consumer reports prepared by a consumer reporting agency, such as HireRight, Inc., to the Company and its designated representatives and agents. I understand that if the Company hires me, my consent will apply, and the Company may obtain reports, throughout my employment.

I also understand that information contained in my job application or otherwise disclosed by me before or during my employment, if any, may be used for the purpose of obtaining consumer reports and/or investigative consumer reports.

By my signature below, I authorize law enforcement agencies, learning institutions (including public and private schools and universities), information service bureaus, credit bureaus, record/data repositories, courts (federal, state and local), motor vehicle records agencies, my past or present employers, the military, and other individuals and sources to furnish any and all information on me that is requested by the consumer reporting agency.

By my signature below, I certify the information I provided on this form is true and correct. I agree that this Disclosure and Authorization form in original, faxed, photocopied or electronic (including electronically signed) form, will be valid for any reports that may be requested by or on behalf of the Company.

California, Minnesota or Oklahoma applicants only – You will be provided with a free copy of any consumer reports or investigative consumer reports obtained on you if you check the box below.

I wish to receive a free copy of the report.

Applicant Last Name _____ First _____ Middle _____
Applicant Signature _____ Date _____