



MDS COMMUNICATIONS CORPORATION

Telephone Fundraising. It 's Our Calling.

Welcome to MDS!

You are considering employment with one of the most exciting and innovative telephone fundraising companies in the country.

MDS Communications was founded in 1992 by Jay Mount to provide high quality telephone fundraising services to pro-life organizations, conservative political causes and Christian ministries. Our mission statement says that we exist

*“to lower the cost of telephone fundraising for non-profit organizations...
and to be a catalyst for change in the fundraising industry.”*

Our purpose is to match superior fundraising services with the lowest possible cost in order to help our non-profit clients receive the maximum benefit from their fundraising efforts.

Our clients include:

- National Right to Life Committee
(and many state right to life organizations)
- Republican National Committee
- Concerned Women for America
- CARE International
- Salvation Army
- Worship Network
- Food for the Hungry
- Navigators
- City Team
- Union Rescue Mission

MDS is a great place to work! Our dress code is casual, our work environment is pleasant and friendly, and we have a great group of people working together as a team. MDS offers well paid positions with a generous benefits plan including, medical, dental, 401 (k), profit sharing, bonus, paid holidays and vacations. It is customary for one of our employees to begin each shift with a prayer of thanks to God for his blessing on our country, our company, our families and ourselves.

Our management style at MDS is very participative, and managers' doors are open for anyone to ask questions, make suggestions or give ideas for doing our work better. All of us at MDS— executives, managers, supervisors and Communications Specialists— consider ourselves part of a team. We are excited to have you consider joining that team.

MDS COMMUNICATIONS

Employee Application

Please Print Clearly

Please complete all sections even if you are submitting a resume.

| Personal Information | | | |
|-----------------------|---------------|--------|------|
| Name | First | Middle | Last |
| Address | Street Number | | |
| | City | State | Zip |
| Home Telephone | | | |
| Cell Phone | | | |
| Email | | | |

| Employment Information | | | |
|--|--|---|--|
| For what position are you applying? | | What is your preferred Shift? | |
| | | <input type="checkbox"/> Full Time | <input type="checkbox"/> Days |
| | | <input type="checkbox"/> Part Time | <input type="checkbox"/> Evenings |
| What date are you available to start? | | | <input type="checkbox"/> Saturdays? |
| | | | <input type="checkbox"/> Yes <input type="checkbox"/> No |

| Other Information | |
|---|--|
| How did you hear about MDS? | |
| Were you referred by an MDS employee? | <input type="checkbox"/> Yes <input type="checkbox"/> No Name: |
| Are you 18 years or older? | <input type="checkbox"/> Yes <input type="checkbox"/> No <i>(if under age 18, please attach proof that you are of minimum legal age (16))</i> |
| Do you have the legal right to work in the U.S.? | <input type="checkbox"/> Yes <input type="checkbox"/> No <i>(Proof of identity and legal authorization to work in the U.S. is required.)</i> |
| Have you ever been convicted of a crime other than a minor traffic violation? | <input type="checkbox"/> Yes <input type="checkbox"/> No <i>(If yes, please use the back of this page to state the date of conviction, nature of the crime and final disposition of your case. A prior conviction does not necessarily disqualify you from employment at MDS.)</i> |

| Education | | | | |
|----------------------------|--------------------------|----------------------|--|-------------------|
| | School Name, City, State | # of years completed | Did you Graduate | Diploma or Degree |
| High School | | | <input type="checkbox"/> Yes <input type="checkbox"/> No | |
| College/University | | | <input type="checkbox"/> Yes <input type="checkbox"/> No | |
| Vocational/Business | | | <input type="checkbox"/> Yes <input type="checkbox"/> No | |
| Other | | | <input type="checkbox"/> Yes <input type="checkbox"/> No | |

| | | | | | |
|--|------------------------------------|---|----------------------------------|-------------------|-----|
| Employment History – Call Center | | <i>Please list <u>only</u> call center experience in the space provided</i> | | | |
| <input type="checkbox"/> I have no call center/telemarketing experience (go to next page...) | | | | | |
| Call Center Name: | | | | | |
| Address: | | Street Number | City | State | Zip |
| Supervisor's Name: | | | | Phone #: | |
| Type Of Experience: | <input type="checkbox"/> In-Bound | <input type="checkbox"/> Sales | <input type="checkbox"/> Service | | |
| | <input type="checkbox"/> Out-Bound | <input type="checkbox"/> Collections | <input type="checkbox"/> Survey | | |
| | | <input type="checkbox"/> Fundraising | <input type="checkbox"/> Other | | |
| Position Title: | | Start Date: | | Start Pay: | |
| | | End Date: | | End Pay: | |
| Duties: | | | | | |
| | | | | | |
| Reason for Leaving: | | | | | |
| | | | | | |
| Call Center Name: | | | | | |
| Address: | | Street Number | City | State | Zip |
| Supervisor's Name: | | | | Phone #: | |
| Type Of Experience: | <input type="checkbox"/> In-Bound | <input type="checkbox"/> Sales | <input type="checkbox"/> Service | | |
| | <input type="checkbox"/> Out-Bound | <input type="checkbox"/> Collections | <input type="checkbox"/> Survey | | |
| | | <input type="checkbox"/> Fundraising | <input type="checkbox"/> Other | | |
| Position Title: | | Start Date: | | Start Pay: | |
| | | End Date: | | End Pay: | |
| Duties: | | | | | |
| | | | | | |
| Reason for Leaving: | | | | | |
| | | | | | |
| Call Center Name: | | | | | |
| Address: | | Street Number | City | State | Zip |
| Supervisor's Name: | | | | Phone #: | |
| Type Of Experience: | <input type="checkbox"/> In-Bound | <input type="checkbox"/> Sales | <input type="checkbox"/> Service | | |
| | <input type="checkbox"/> Out-Bound | <input type="checkbox"/> Collections | <input type="checkbox"/> Survey | | |
| | | <input type="checkbox"/> Fundraising | <input type="checkbox"/> Other | | |
| Position Title: | | Start Date: | | Start Pay: | |
| | | End Date: | | End Pay: | |
| Duties: | | | | | |
| | | | | | |
| Reason for Leaving: | | | | | |
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| | | | | | |
|----------------------------|--|----------------------|-----------------|-------------------|------------|
| Employment History – Other | | | | | |
| Company Name: | | | | | |
| Address: | | Street Number | City | State | Zip |
| Supervisor's Name: | | | Phone #: | | |
| Position Title: | | Start Date: | | Start Pay: | |
| | | End Date: | | End Pay: | |
| Duties: | | | | | |
| | | | | | |
| Reason for Leaving: | | | | | |

| | | | | | |
|----------------------------|--|----------------------|-----------------|-------------------|------------|
| Company Name: | | | | | |
| Address: | | Street Number | City | State | Zip |
| Supervisor's Name: | | | Phone #: | | |
| Position Title: | | Start Date: | | Start Pay: | |
| | | End Date: | | End Pay: | |
| Duties: | | | | | |
| | | | | | |
| Reason for Leaving: | | | | | |

| | | | | | |
|----------------------------|--|----------------------|-----------------|-------------------|------------|
| Company Name: | | | | | |
| Address: | | Street Number | City | State | Zip |
| Supervisor's Name: | | | Phone #: | | |
| Position Title: | | Start Date: | | Start Pay: | |
| | | End Date: | | End Pay: | |
| Duties: | | | | | |
| | | | | | |
| Reason for Leaving: | | | | | |

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|--------------------------------|--|--|-------------|-----------------|------------|
| Professional References | | <i>Please list 3 persons, not related to you, who have knowledge of your work experience and performance in the past 3 years</i> | | | |
| Name: | | | | | |
| Address: | | Street Number | City | State | Zip |
| How Acquainted: | | # of Years: | | Phone #: | |
| Name: | | | | | |
| Address: | | Street Number | City | State | Zip |
| How Acquainted: | | # of Years: | | Phone #: | |
| Name: | | | | | |
| Address: | | Street Number | City | State | Zip |
| How Acquainted: | | # of Years: | | Phone #: | |

MDS is a cause driven company. We specialize in raising funds for organizations and causes that are controversial to many people such as the pro-life side of the abortion debate, groups opposed to gay marriage and evangelical Christian ministries who believe the Bible to be the literal Word of God. We also do a lot of political work and MDS *only* works for Republican candidates and the Republican Party.

There is an old adage that the two subjects that polite people avoid discussing are religion and politics. If you come to work at MDS, you will spend most of your working time discussing those subjects. Therefore it is important for us to understand how comfortable you will be talking about and raising funds for these causes.

It is not a requirement that you agree 100% with the positions espoused by the company or our clients. In fact, the only requirement we have regarding these issues and causes is that you are not hostile towards them. However, we have found that believing in the missions of our clients is a strong indicator that you will be a successful telephone fundraiser. Therefore, your responses to the following questions will be one criteria of several used in the selection process.

Please **answer** the following questions **as fully as possible**. If you do not have an opinion or are not familiar with an organization, please note that where asked. You are free to decline to answer any of the following questions.

How comfortable would you be representing organizations fighting to end abortion, opposing gay marriage and electing a Republican President? Why? (use back of page if needed...)

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Do you have any experience or familiarity with A) the pro-life movement, B) conservative political candidates, C) the Republican Party, or D) Evangelical Christian ministries? Please detail. (use back of page if needed...)

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The following is a list of MDS clients. Please indicate if you have any experience or familiarity with any of the below by placing a check in the corresponding box and please detail that experience in the space provided below. (use back of page if needed...)

- | | | |
|---|---|---|
| <input type="checkbox"/> National Right to Life Committee (NRLC) | <input type="checkbox"/> Salvation Army | <input type="checkbox"/> C.A.R.E. International |
| <input type="checkbox"/> Republican National Committee (RNC) | <input type="checkbox"/> American Bible Society | <input type="checkbox"/> Promise Keepers |
| <input type="checkbox"/> Concerned Women for America (CWA) | <input type="checkbox"/> Navigators | <input type="checkbox"/> Crown Financial Ministries |
| <input type="checkbox"/> I do not have any experience with any of the above | | <input type="checkbox"/> Decline to state |

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Accuracy of This Application

I hereby certify that the information contained in this application is true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any misrepresentation, falsification or omission of information on this application or on any document used to secure employment shall be grounds for rejection of this application or immediate discharge if I am employed, regardless of the time elapsed before discovery.

_____ *I have read, understood and agree to comply with the terms of the preceding paragraph*
Initial

Authorization to Investigate

I hereby authorize MDS Communications to thoroughly investigate the information on my application, my references, work and education records and other matters related to my suitability for employment. I also authorize the references I have listed to disclose information related to my work record, without giving me prior notice. In addition, I hereby release MDS Communications, my former employers and all other persons or entities from any and all claims, demands or liabilities arising out of or in any way related to such investigation or disclosures.

_____ *I have read, understood and agree to comply with the terms of the preceding paragraph*
Initial

Applicant's Signature

Date

Please fill out the attached survey and return with your application.



Answer **EVERY** Question!!!

ProScan® Survey
(400 Series)

Date: ____ / ____ / ____

Name: _____

Organization: _____

Department: _____

Job Title: _____ Manager: _____

Address: _____

Phone: _____

1 **DIRECTIONS:** Mark the response which best describes **HOW YOU FEEL YOU REALLY ARE** on a scale from 1 to 5, with 1 being **NO OR LEAST** and 5 being **YES OR MOST**.

- | | No | | Yes |
|-------------------------|----|---|-------|
| 1. Trustworthy..... | ① | ② | ③ ④ ⑤ |
| 2. Gentle..... | ① | ② | ③ ④ ⑤ |
| 3. Spirited..... | ① | ② | ③ ④ ⑤ |
| 4. Understanding..... | ① | ② | ③ ④ ⑤ |
| 5. Individualistic..... | ① | ② | ③ ④ ⑤ |
| 6. Esteemed..... | ① | ② | ③ ④ ⑤ |
| 7. Earnest..... | ① | ② | ③ ④ ⑤ |
| 8. Compassionate..... | ① | ② | ③ ④ ⑤ |
| 9. Convincing..... | ① | ② | ③ ④ ⑤ |
| 10. Bold..... | ① | ② | ③ ④ ⑤ |
| 11. Precise..... | ① | ② | ③ ④ ⑤ |
| 12. Adaptable..... | ① | ② | ③ ④ ⑤ |
| 13. Organized..... | ① | ② | ③ ④ ⑤ |
| 14. Aggressive..... | ① | ② | ③ ④ ⑤ |
| 15. Shy..... | ① | ② | ③ ④ ⑤ |
| 16. Compelling..... | ① | ② | ③ ④ ⑤ |
| 17. Calm..... | ① | ② | ③ ④ ⑤ |
| 18. Daring..... | ① | ② | ③ ④ ⑤ |
| 19. Spontaneous..... | ① | ② | ③ ④ ⑤ |
| 20. Outgoing..... | ① | ② | ③ ④ ⑤ |
| 21. Fussy..... | ① | ② | ③ ④ ⑤ |
| 22. Talkative..... | ① | ② | ③ ④ ⑤ |
| 23. Demanding..... | ① | ② | ③ ④ ⑤ |
| 24. Industrious..... | ① | ② | ③ ④ ⑤ |
| 25. Generous..... | ① | ② | ③ ④ ⑤ |
| 26. Careful..... | ① | ② | ③ ④ ⑤ |
| 27. Pleasant..... | ① | ② | ③ ④ ⑤ |
| 28. Conventional..... | ① | ② | ③ ④ ⑤ |
| 29. Warm..... | ① | ② | ③ ④ ⑤ |
| 30. Efficient..... | ① | ② | ③ ④ ⑤ |

BE SURE ALL 30 LINES ARE MARKED

2 **Note NEW Directions** Mark the response which best describes **HOW YOU FEEL OTHERS EXPECT YOU TO BE OR ACT** on a scale from 1 to 5, with 1 being **NO OR LEAST** and 5 being **YES OR MOST**.

- | | No | | Yes |
|-----------------------|----|---|-------|
| 1. Stable..... | ① | ② | ③ ④ ⑤ |
| 2. Sympathetic..... | ① | ② | ③ ④ ⑤ |
| 3. Persistent..... | ① | ② | ③ ④ ⑤ |
| 4. Agreeable..... | ① | ② | ③ ④ ⑤ |
| 5. Lively..... | ① | ② | ③ ④ ⑤ |
| 6. Dedicated..... | ① | ② | ③ ④ ⑤ |
| 7. Charming..... | ① | ② | ③ ④ ⑤ |
| 8. Complicated..... | ① | ② | ③ ④ ⑤ |
| 9. Self-assured..... | ① | ② | ③ ④ ⑤ |
| 10. Cheerful..... | ① | ② | ③ ④ ⑤ |
| 11. Dependent..... | ① | ② | ③ ④ ⑤ |
| 12. Nice..... | ① | ② | ③ ④ ⑤ |
| 13. Congenial..... | ① | ② | ③ ④ ⑤ |
| 14. Adventurous..... | ① | ② | ③ ④ ⑤ |
| 15. Enthusiastic..... | ① | ② | ③ ④ ⑤ |
| 16. Tolerant..... | ① | ② | ③ ④ ⑤ |
| 17. Fearless..... | ① | ② | ③ ④ ⑤ |
| 18. Optimistic..... | ① | ② | ③ ④ ⑤ |
| 19. Charitable..... | ① | ② | ③ ④ ⑤ |
| 20. Brave..... | ① | ② | ③ ④ ⑤ |
| 21. Persuasive..... | ① | ② | ③ ④ ⑤ |
| 22. Loyal..... | ① | ② | ③ ④ ⑤ |
| 23. Deliberate..... | ① | ② | ③ ④ ⑤ |
| 24. Outstanding..... | ① | ② | ③ ④ ⑤ |
| 25. Impulsive..... | ① | ② | ③ ④ ⑤ |
| 26. Controlling..... | ① | ② | ③ ④ ⑤ |
| 27. Soft-hearted..... | ① | ② | ③ ④ ⑤ |
| 28. Systematic..... | ① | ② | ③ ④ ⑤ |
| 29. Good-natured..... | ① | ② | ③ ④ ⑤ |
| 30. Analytical..... | ① | ② | ③ ④ ⑤ |

BE SURE ALL 30 LINES ARE MARKED

Voluntary Information Form

The completion of this form is voluntary; you are under no obligation to respond. If you choose to respond, your responses will remain confidential within the Human Resources Department and will be used only for the EEOC reporting purposes.

Section 1: Description of Job Categories (please check one)

- Official/Manager – *administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual departments or special phases of a firm's operations.*
- Professional – *occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background.*
- Technician – *occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through 2 years of post high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training.*
- Sales Worker – *occupations engaging wholly or primarily in direct selling.*
- Office/Clerical – *includes all clerical-type work regardless of level of difficulty, where the activities are predominantly non-manual.*
- Craft Worker – *manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work.*
- Operative – *workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training.*
- Laborer – *workers in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days.*
- Service Worker – *workers in both protective and non-protective service occupations.*

Section 2: Gender

- Male
- Female

Section 3: Race/Ethnic Identification (please check all that 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)

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.