

PREDICTING HIRING DISCRIMINATION FOR TRANSGENDER JOB  
APPLICANTS

by

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## ABSTRACT

This study examined the relationship between attitudes toward transgender individuals and hiring discrimination of transgender individuals as well as how several individual difference variables relate to negative attitudes toward transgender individuals.

Participants were randomly assigned to one of two conditions where they read eight applications; half of the applicants were qualified for the job and one qualified applicant was transgender. Participants reviewed the applications, rated each applicant on their qualifications, and rank-ordered applicants for hiring purposes. Researchers hypothesized participants that held negative attitudes would be less likely to report that they would hire transgender individuals. Results indicated that there were significant relationships between religiosity, controllability, attitudes toward lesbian and gays, gender role belief, exposure to transgender individuals and participants attitudes towards transgender individuals. Additionally, there was no significant relationship between attitudes toward transgender individuals and hiring discrimination.

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## CHAPTER ONE REVIEW OF LITERATURE

### **Introduction**

There has been extensive research on issues and challenges that homosexual and bisexual individuals face, but very little research has been devoted specifically to studying antecedents that lead to transgender prejudice and discrimination. Even less research had been done to examine the issue of hiring discrimination, which is very prevalent in the transgender community (Claman, 2007). The following sections will review literature on both homosexual and transgender issues and describe studies examining different variables found to be related to negative attitudes about homosexual and transgender individuals. Considering the lack of research on the transgender community, studies that have examined predictors of negative attitudes toward homosexuals will be presented alongside the research on predictors of transgender prejudice that may lead to hiring discrimination among them. Additionally, research will be addressed that examined whether negative transgender attitudes will lead to hiring discrimination.

### **Defining Transgender**

Understanding the definition and components of transgender is important to understanding why people have negative attitudes and how these attitudes might lead to hiring discrimination for transgender individuals. Transgender is broadly defined as those who identify with or express themselves in a way that is unconventional from cultural or societal expectations of male and female (Davis, 2009). A transgender person feels that their biological (assigned) sex is inconsistent with their psychological sense of their

gender. The term transgender can encompass a variety of gender non-conforming individuals including transsexual, cross-dress, pre-operative, post-operative, drag queen, etc. Transsexuals are identified as people that want to, have, or are in the process of sex reassignment, though not all transgender individuals choose to have the sex reassignment surgery. Cross-dressers are individuals who wear clothing and act in ways that are consistent with the opposite sex (Davis, 2009).

The coming out process of transgender individuals is similar to the coming out processes of homosexuals, the biggest difference is that transgender people have to live and work as the gender to which they are transitioning in order to qualify for the surgical procedure. Both Devor (2004) and Gagne, Tewksbury, and McGaughey (1997) attempted to create models of the identity formation and coming out process of transgender individuals, but given all that encompasses transgender, it is difficult to develop a model that is appropriate for all categories. Gagne et al. (1997) examined the coming out process and established three developmental steps: 1) early memories of feeling different, 2) arriving at a transgender identification and coming out to oneself, and 3) coming out to others. Devor (2004) proposed a 14-stage model of a transgender individual's identity formation.

### **Transgender Prejudice**

Hill and Willoughby (2005) determined that anti-transgender prejudice can be conceptualized into three distinct components: transphobia, genderism and gender-bashing. Transphobia is a feeling of emotional disgust or hatred toward people who identify as transgender (Davis, 2009). Genderism is the belief that people who do not conform to the social expectations of their assigned gender are pathological, which

reinforces negative feelings toward those who are gender non-conforming. For transgender individuals, genderism is a source of social oppression and psychological humiliation. Gender-bashing is the physical and/or verbal violence and harassment that is directed toward people who do not conform to gender norms created by society (Hill & Willoughby, 2005).

To study attitudes toward transgender individuals, Hill and Willoughby (2005) developed the Genderism and Transphobia Scale (GTS) which assesses negative attitudes toward transgender individuals with 32 statements reflecting the transphobia, genderism, and gender-bashing components of transgender prejudice. In response to indications of psychometric limitations of the GTS, Tebbe, Moradi, and Ege (2014) refined the structure of the GTS through confirmatory factor analysis and eliminated several items. They could confirm a two-factor model based upon the model proposed by Hill and Willoughby (2005): genderism/transphobia and gender-bashing. In addition, they created a short-form of the GTS.

Walch, Ngamake, Francisco, Stitt and Shingler (2012) inferred that participants most likely have infrequent exposure to transgender individuals and limited opportunities to express violence or harassment toward transgender individuals. With this in mind, Walch et al (2012) created the Attitudes Toward Transgender Individuals (ATTI) scale to measure the cognitive and affective components rather than behavioral components of prejudice toward transgender individuals.

## **Antecedents of Attitudes Toward Sexual Minorities**

Research examining antecedents of negative attitudes toward transgender individuals is lacking; therefore, research on other sexual minorities (homosexuals) may shed light on predictors of transgender prejudice. Although homosexuality refers to sexual orientation and transsexuality refers to gender identity, both are a part of the sexual minority group lesbian, gay, bisexual, transgender, and queer (LGBTQ); therefore, it is thought that they can be studied in comparable ways. It is believed that predictors that lead to negative attitudes of homosexuals can also be applied to transgender individuals. The subsequent sections share insight into research on a number of different variables that may influence attitudes toward transgender individuals and other sexual minorities.

**Attitudes about Homosexuals.** Both homosexual and transgender individuals are perceived to be violating the social norms of men and women through their sexual orientation and gender identity presentation (Hill & Willoughby, 2005). Supporting this notion, Tebbe and Moradi (2012) found positive correlations between LGB prejudice and transgender prejudice suggesting both sexual minority groups are stigmatized by society in similar ways. Even more evidence of the psychological link between attitudes toward homosexual and transgender individuals was established through strong positive correlations between transgender attitudes measured on a 101-point feeling thermometer and the Attitudes Toward Lesbians and Gay Men scale (Norton & Herek, 2013). All of these studies taken together provide clear evidence that research on homosexual attitudes can be extended to transgender attitudes as well as that negative attitudes toward homosexuals can predict negative attitudes toward transgender individuals.



**Religiosity & Religion.** Religiosity is a broader measure of an individual's belief systems when compared to religion which is measured by denomination (Horvath, 1999). Religious beliefs have been shown to be related to both homosexual and transgender prejudice (Allport & Ross, 1967; Claman, 2007; Ellis, Kitzinger, & Wilkinson, 2002; Herek, 1987). Religiosity has been conceptualized as encompassing two separate components: extrinsic orientation and intrinsic orientation. People that are *extrinsically oriented* by religion are those that use religion as self-serving instrument providing them with security, sociability, and status. In contrast, an *intrinsically oriented* religious individual uses religion as a spiritual tool that informs them how they should live out their lives (Allport & Ross, 1967).

Intrinsically oriented religious beliefs have been found to be positively related to prejudice toward gay men and lesbian women, such that higher intrinsic orientation scores indicate higher levels of prejudice toward gay men and lesbian women (Herek, 1987). Claman (2007) extended this research to transgender individuals, finding correlations between both intrinsic and extrinsic orientation and attitudes toward transgender individuals. These correlations provide evidence that negative attitudes toward transgender individuals tend to be higher for both intrinsically and extrinsically religious orientated people. Religiosity was found to be a significant positive predictor of transgender attitudes, such that higher levels of both intrinsic and extrinsic orientation toward religion predicted higher score on the GTS, indicating more negative attitudes (Claman, 2007).

Religious affiliation has also been examined as a potential predictor of prejudice toward homosexuals. Those who identify as having a religious affiliation (Christian,

Muslim, Jewish, and Hindu) had significantly more negative attitudes toward homosexuals than those with no religious affiliation (Ellis et al. 2002). In extending these findings, Claman (2007) examined the differences in transgender prejudice between those that identify as Christian (non-denominational, Protestant, and Catholic) and non-Christian (Jewish, Muslim, Buddhist, and no affiliation). Results indicated that there were significant differences in attitudes between Christians and non-Christians. Specifically, Christians tend to hold more negative attitudes toward transgender individuals than non-Christians (Claman, 2007). All of these results taken together provide evidence that religiosity and religious affiliation are strong predictors of prejudicial attitudes toward both homosexuals and transgender individuals.

**Controllability.** In the classic attribution theory, Heider (1958) claims that as people make sense of the world, they tend to attribute behaviors of others to either internal or external causes. Internal attribution leads the observer to attribute a person's behavior to internal characteristics of that person (e.g. personality traits or beliefs), while external attribution leads the observer to attribute other peoples' behaviors to situations or events outside that person's control (e.g. environment). Research has since expanded his research by applying the attribution theory to stigmatized groups. Research by Weiner, Perry, and Magnusson (1988) examined the controllability of the causes of 10 stigmas. They ascertained that stigmas with a mental-behavioral origin would be perceived as controllable (internal) whereas stigmas that are physical in nature would be perceived as uncontrollable (external). These hypotheses were strongly supported. Additionally, those stigmas that were categorized as controllable elicited less pity, more anger, and judgments of neglect when compared to the stigmas that were perceived to be

uncontrollable. It was shown that when stigma are perceived as controllable the stigmatized group is likely viewed more negatively than uncontrollable stigma (Weiner, Perry, & Magusson, 1988).

In advancing the research on the perceived controllability of stigmatized groups, research has begun to examine the perceptions of the controllability of homosexuality. VanderStoep and Green (1988) created a path model to examine a number of variables that are proposed to lead to negative attitudes toward homosexuals and found that one's belief about the choice of homosexuality positively correlated with negative attitudes toward homosexuals; additionally, choice mediated the relationship between religiosity and homosexual negative attitudes. A study done by Whitley (1990) used the attribution theory to hypothesize that attitudes toward homosexuals would be more negative when homosexuality was believed to be controllable rather than uncontrollable. A significant relationship between attitudes toward homosexuals and heterosexual perceptions of the controllability of homosexuality was found. These studies indicate that negative attitudes are more prevalent when participants believe that the sexual orientation is perceived as being a choice of the person; therefore, being homosexual is controllable. Based on this research, the present study hypothesized that when participants perceive gender identity to be controllable, attitudes toward these individuals will be more negative.

**Gender Role Beliefs.** The gender role belief system, created by social norms, influences the way we think about gender and the roles of men and women within society. The gender role belief system is a “set of beliefs and opinions about males and females and about the purported qualities of masculinity and femininity” (p.97; Deaux & Kite, 1987). In other words, it refers to the beliefs that people hold about what are

appropriate behaviors for men and women, as well as how they should express their gender. Not only does this belief system create a stereotypical way of thinking about males and females, but it also influences individuals' attitudes about men's and women's behaviors, and attitudes toward those people who differ from the perceived norm (such as homosexuals and transgender people). Research has shown that when people do not act in ways that are congruent with societal norms imposed on their gender they are viewed negatively (Claman, 2007; Horvath & Ryan, 2003; Norton & Herek, 2013; Tebbe & Moradi, 2012).

Horvath and Ryan (2003) used the Attitudes toward Women Scale (AWS) to measure the extent to which participants agreed with or disagreed with traditional gender role beliefs, in which higher scores indicate a belief that men's and women's societal behavior roles are distinct from each other. Correlations between gender role belief and the ATLG indicate that people with more traditional gender roles were more likely to hold more negative attitudes toward homosexuals (Horvath & Ryan, 2003).

Extending these results to transgender individuals, researchers have found a relationship between belief with traditional gender role beliefs and attitudes toward transgender individuals (Claman, 2007; Norton & Herek, 2013; Tebbe & Moradi, 2012). In addition to Horvath and Ryan (2003), Claman (2007) correlated scores on the AWS and GTS and found a negative correlation, indicating that those who agree more with traditional gender roles tend to have more negative attitudes toward transgender individuals. Scores on the AWS were found to be a significant negative predictor of attitudes toward transgender individuals (Claman, 2007). Rather than just using the AWS in order to examine the extent to which people agree or disagree with traditional gender

role beliefs, Tebbe and Moradi (2012) used both the AWS and the Gender Role Belief Scale (GRBS). They found a positive correlation between traditional gender role perceptions as measured by AWS and GRBS and transgender prejudice (Tebbe & Moradi, 2012). Norton and Herek (2013) hypothesized that to the extent that heterosexual participants agree with the binary conception of gender, their attitudes toward transgender individuals would be more negative. Attitudes toward transgender individuals was significantly related to how much participants believed in the binary nature of gender roles; specifically, higher agreement with the binary system tended to lead to more negative attitudes (Norton & Herek, 2013).

These results provide evidence that belief in the traditional gender roles of men and women have a significant relationship with whether someone will have prejudicial feelings toward sexual minorities. More specifically, these studies show that both homosexual and transgender individuals are thought to deviate from the social norms of how men and women should act.

**Contact.** The contact hypothesis posits that under certain conditions, contact with or exposure to an individual from a minority group can result in the decreased prejudice (Allport, 1954). Graham, Frame, and Kenworthy (2014) explored the contact hypothesis as it relates to attitudes toward gays and lesbians by examining the relationship between heterosexual attitudes toward gays and lesbians and their contact with homosexuals through a two-part study. Results indicated that exposure to or contact with an identified homosexual may reduce negative attitudes toward gays and lesbians (Graham et al., 2014).

Applying the contact hypothesis to the transgender individuals, it would then be expected that those who know someone who is transgender would have more positive attitudes than those who do not know someone who is transgender. Research on the civil rights of transgender individuals in the United Kingdom explored whether or not contact with transgender individuals affect participants' attitudes toward their civil rights. Although very few participants indicated that they had ever had contact with any transgender person, participants who reported contact with another sexuality minority (bisexual or homosexual) had more positive attitudes toward the civil rights of transgender individuals (Tee & Hergarty, 2006). Similarly, a study done in Hong Kong, found that contact with transgender individuals led to more positive attitudes toward transgender individuals, as well as positive attitudes toward their civil rights. Additionally, previous contact with a transgender individual led to less social distancing, less discrimination, and more positive treatment (King, Winter, & Webster, 2009). These results indicate that sexual minority contact is related to more positive attitudes toward these individuals.

### **Predictors of Hiring Discrimination**

According to the National Transgender Discrimination Survey (NTDS), unemployment or underemployment is higher within the transgender and gender non-conforming communities (14%). Employment issues are of great importance for transgender individuals. High rates of unemployment may contribute to the substantial number of individuals that turn to prostitution and drugs in order to support themselves (Grant, Mottet, Harrison, Herman, & Keisling, 2011). Specifically, 61 percent of respondents on the NTDS that were employed as sex workers, drug dealers, or in other

‘underground’ employment reported having previously experienced hiring discrimination which led them to this type of work. In regards to hiring, 44 percent of transgender individuals indicated that they did not get hired for a job because they were identified as transgender and 23 percent were denied a promotion.

**Theoretical Model of Sexual Orientation on Hiring Discrimination.** In an attempt to explain hiring discrimination between heterosexual and homosexual applicants that may occur, Horvath and Ryan (2003) proposed a model explaining the antecedents and moderators. Bringing together previously established ideas, they proposed that individual difference variables of: a) religiosity, b) controllability of homosexuality, c) exposure to a lesbian woman or gay man, and d) belief in traditional gender roles would be related to attitudes toward homosexuals. Additionally, Horvath and Ryan (2003) hypothesized that the relationship between religiosity and attitudes about homosexuals would be mediated by the participant’s belief about the controllability of homosexuality. They also proposed that attitudes toward homosexuals would be related to beliefs about employing homosexuals, and this, in turn, would be related to hiring discrimination. A number of variables (participant and applicant sex congruence, stereotype conformity, and perceptions of legality of discrimination) were thought to moderate the proposed relationship between beliefs about employing homosexuals and hiring discrimination.

In an attempt to test their model, Horvath and Ryan (2003) conducted a two-part study to test their hypotheses. The first part of the study determined if the aforementioned individual difference variables were in fact related to a participant’s attitudes toward homosexuals. All hypothesized variables were correlated with attitudes toward homosexuality. In addition, the relationship between religiosity and attitudes about

homosexuals was partially mediated by controllability (Horvath & Ryan, 2003). Structural equation modeling was utilized to test the relationships between these individual difference variables and beliefs of employing homosexuals. All paths in the proposed model were significant: Individual difference variables had an indirect effect with beliefs about employing homosexuals and attitudes toward homosexuals had a direct effect with beliefs about employing homosexuals (Horvath & Ryan, 2003). In summary, religiosity, sex role beliefs, and previous exposure to homosexuals were related to a participant's attitudes toward homosexuals; in turn, these variables were related to their beliefs about employing homosexuals. In addition, the relationship between religiosity and attitudes about homosexuals was partially mediated by controllability (Horvath & Ryan, 2003).

The second part of the study explored the relationship between beliefs about employability of homosexual job applicants and actual hiring. After reviewing several applications and resumes for a Technical writer position, participants were asked to rate the applicants on hirability. Results indicated that there was no difference in hiring between heterosexual and homosexual applicants (Horvath & Ryan, 2003). However, repeated measures regression provided support for the proposed moderators of legality of discrimination and stereotype conformity. The relationship between employability and hiring discrimination was less likely to exist when participants indicated that they believed discrimination to be illegal. Additionally, there was limited support that the degree to which the employer believed the homosexual applicant to conform to stereotype moderated the relationship (Horvath & Ryan, 2003). Despite finding no evidence for the relationship between the beliefs about employing homosexual applicants



and hiring discrimination, there was still evidence of discrimination. Homosexual applicants were rated more negatively than heterosexual men even when applications were similar (Horvath & Ryan, 2003).

### **Present Study**

The present study sought to extend and modify the model proposed by Horvath and Ryan (2003) to examine hiring discrimination against transgender applicants. Particularly, the present study examined the relationship between attitudes toward transgender individuals and hiring discrimination. Additionally, individual difference variables were examined in relation to attitudes toward transgender individuals. Based on previous research and the model proposed by Horvath and Ryan (2003) researchers proposed the following hypotheses:

1. Beliefs about the controllability of transgenderism will be correlated with attitudes toward transgender individuals, such that when participants believe that being transgender is not a choice they have more favorable attitudes about transgender individuals.
2. Beliefs in traditional gender roles will be related to attitudes toward transgender individuals in such a way that more traditional gender role belief would lead to less favorable attitudes toward transgender individuals.
3. Religiosity will correlate will be related to negative attitudes toward transgender individuals.
4. Having had previous significant exposure to a transgender individual will correlate positively with positive attitudes toward transgender individuals.
5. Attitudes toward homosexuals will be correlated with attitudes toward transgender

individuals, such that participants with negative attitudes toward homosexuals will also have negative attitudes toward transgender individuals.

6. Attitudes toward transgender individuals will be related to an individual's hiring discrimination against transgender applicants, such that participants with negative attitudes toward transgender individuals will be less likely to report that they would hire transgender individuals.

## CHAPTER TWO

### METHODS

#### **Participants**

Participants were required to participate in phase one before participating in phase two. Participating in this study allowed students to partially fulfill their required research credit for their Introductory Psychology class or were given extra credit at the discretion of their professors. Before conducting study, all modified measures were first administered as part of a pilot test to graduate students. A total of 230 participants completed phase one. Of those participants, 77 were men and 131 were women. Additionally, 164 of our participants were Christian, one identified as Buddhist, three identified as Muslim, and 41 did not identify their religion. Researchers also asked participants to indicate their ethnicity; a total of 113 participants identified as being Caucasian, 57 identified as being African American, 15 were multi-racial, 12 identified as Hispanic, five were Asian, five were Middle Eastern, and one identified as other.

#### **Procedures**

For phase one of the study, upon indicating their interest in the study, they were directed to an on-line survey administered via the Qualtrics website. After consenting, participants completed an online questionnaire which consisted of several measures and scales, some inconsequential scales were included to obfuscate the true nature of the study. The primary measures of interest for this study are: short-form of the ATLG, the Attitudes Toward Transgender Individuals (ATTI), the Multidimensional Measure of Religious Involvement (MMRI), the Attitudes Towards Women Scale (AWS), the Levitt and Klassan (1974) controllability of transgenderism measure, the Relationship

Categories Known Scale, and the Exposure to Transgender Individuals Scale. After participants completed phase one, they had the option to participate in phase two.

For phase two, 127 of the 230 participants returned. Of those participants, 42 identified as males and 76 as females. Additionally, 90 participants choose Christianity as their religion, one identified as Buddhist, two identified as Muslim and 25 choose other. Researchers asked about their ethnicity, 68 indicated that they were Caucasian while 28 indicated they were African American. Additionally, there were eight that indicated that they were multi-raced, seven Hispanic, four Asian, and 3 indicated they were Middle Eastern.

Phase two was a paper and pencil activity given in small groups. In phase two, participants were given a brief description of the job duties for an accounting position. Upon reviewing the job description, participants received an application packet containing eight applications for this accounting job. Participants were expected to review all applications. Following each application, participants were given a series of questions used as a manipulation check. These questions were asked to make sure the participants are mindful of applicant qualifications as well as the applicant gender identity. After participants, had reviewed all eight applications and answered the manipulation check questions, they rank ordered the applicants in the order they would hire them for the job (i.e. Those they would hire first would be ranked first). The top four candidates for the job would be those they selected for the four open accounting jobs. During the debriefing process, participants were asked if they were aware of the true nature of the study and were asked not to share the purpose of the study with anyone else.

## Phase 1 Measures

**Demographics.** Researchers asked participants to indicate their age, religion, sexual orientation and gender identity.

**Controllability.** Horvath and Ryan (2003) used a measure of controllability of homosexuality created by Levitt and Klassan (1974). Through a pilot test, they found that the original measure had low internal consistency reliability; therefore, Horvath and Ryan (2003) dropped some items and added others resulting in a four-item measure, with a reliability of .88. For this scale, participants used a five point Likert scale from Strongly Disagree to Strongly Agree. For the present study, researchers dropped one item, resulting in a three-item Controllability scale. This study measured transgender rather than homosexual attitudes; therefore, the existing items were modified to assess participants' beliefs regarding the controllability of transgenderism. Example items are "People choose to be transgender" and "Transgenderism is biologically determined". Higher scores on the Controllability scale indicate stronger belief in the controllability of transgenderism. Whereas lower scores on the Controllability scale reflect the belief that transgenderism is not a choice. Items with an asterisk are those items that were reverse coded. All phase 1 measures are included in Appendix A.

**Religiosity.** Participants' religiosity was measured using the Multidimensional Measure of Religious Involvement (MMRI) created by Levin, Taylor, and Chatters (1995). Levin et al. (1995) found good model fit for a three-dimensional model of religiosity resulting in a 12-item measure assessing the organizational, non-organizational, and subjective dimensions of religiosity in one scale (Levine et al., 1995). Organizational religiosity assesses institutional forms of religious involvement and non-

organizational measures private, informal types of involvement such as prayer and reading religious books. Subjective religiosity measures the attitudes toward religious involvement. Scale anchors were adopted from Horvath (1999), because Levin et al (1995) did not include the original scale anchors. Example items are “Are you an official member of your place of worship” and “Besides regular services, how often do you take part in other activities at your place of worship”. Higher scores on the MMRI reflect more involvement in religious activities. Whereas lower scores on the MMRI indicates that they have less involvement in religious activities.

**Traditional Gender Role Beliefs.** The Attitudes Toward Women Scale was found to be related to attitudes toward homosexuals in a study by Horvath and Ryan (2003). The present study, utilized the measure to determine if it is also related to attitudes toward transgender individuals. Additionally, to replicate the study done by Horvath and Ryan (2003), the present study will use the Attitudes Toward Women Scale short form (AWS) created by Spence and Helmreich (1978). Items were rated on a five-point rating scale from strongly disagree to strongly agree which was modified from its original four-point scale to match other scales within the survey; example items include “Swearing and obscenity are more repulsive in the speech of women than a man” and “Son in a family should be given more encouragement to go to college than daughters”. High scores indicate a more traditional view of women and lower scores indicate pro-feminist views. The 15-item measure has an internal consistency over .80. However, because the scale was developed in 1978, items were updated and modified based on current norms, sensibilities, and feedback from pilot testing. Higher scores on the AWS

reflect more traditionalist. Whereas lower scores on the AWS indicate pro-feminist beliefs Items that were reverse coded are indicated with an asterisk.

**Exposure to Transgender Individuals.** To measure participant's contact with transgender individuals over the course of their lifetime, the present study utilized an adapted version of the Relationship Categories Known Scale and the Contact with Homosexuals Scale developed by Berkman and Zinberg (1988). The original instructions for both scales were modified to reflect contact with transgender individuals. The Relationship Categories Known Scale lists 22 different categories of potential relationships (e.g. lovers, peers, employers, etc.) and participants were asked to indicate if they know of at least one person from each category that is transgender.

Additionally, the Contact with Homosexuals Scale was adapted to ask participants to indicate how frequently they interact with each transgender person they indicate knowing. The frequency scale was modified to be a sliding scale from "A Little" to "A Great Deal." Berkman and Zinberg (1988) found significant negative correlation with numerous measures of the different constructs showing moderate discriminant validity for the both measures.

For the present study, the potential relationship were placed into six categories: relative, romantic partner, peers, superiors, clients/subordinates, and acquaintances. To capture more potential relationships within the relative category, 11 possible relatives were added such as step brother/sister, grandmother/father, cousin, aunt/uncle, etc. Three additional items were added to the category of acquaintances: "Person at a party or event," "Someone on campus," and "Grocery store worker". Participants were directed to indicate whether they know a person within each of the six broad categories of potential

relationship as being transgender. If they indicated yes to any of the six categories, the survey display logic showed each potential relationship within that category. For each of the six categories they indicated knowing someone that is transgender, participants were directed to a list of possible persons within that category in which they were directed to mark all that apply. For those within the broad category they indicated as transgender, display logic showed an additional question asking participants to indicate the frequency of their contact with that person. The frequency scale was a sliding scale from “A Little” to “A Great Deal.” Scale scores were developed by deriving a count of how many of the main six categories participants marked as well as of each of the subcategories. Higher scores indicate more exposure to transgender individuals.

**Attitudes toward Homosexuals.** The 20-item Attitude Toward Lesbians and Gays (ATLG) scale was used to measure participant’s attitudes toward homosexuals. The ATLG was developed by Herek (1987) and includes two subscales both containing 10 items for each lesbian and gay attitude. Higher scores on the ATLG indicate more positive attitudes toward homosexuals. The measure has good reliability with a reported coefficient alpha of .90 for the whole scale, .89 for the gay men scale, and .77 for the lesbian women scale. Items are rated on a five point Likert scale from Strongly Disagree to Strongly Agree; example items include “A women’s homosexuality should not be a cause for job discrimination in any situation” and “Male homosexuals should not be allowed to teach in schools”. Higher scores on the ATLG reflect positive attitudes toward lesbian women and gay men. Whereas lower scores on the ATLG indicate less positive attitudes toward lesbian women and gay men. Items that were reverse coded are indicated via an asterisk.



**Attitudes Toward Transgender.** The Attitudes Toward Transgender Individuals (ATTI) scale created by Walch, Negmake, Fransico, Stitt, and Shingler (2012) was used to measure participant's attitudes of transgenderism. The scale was developed through exploratory factor analysis and then validated by administering the ATTI to a sample of 237 undergraduate students. Confirmatory factor analysis found support for a single factor structure. The resulting scale had a total of 20 items with high internal consistency (Cronbach's alpha = .95). Pearson correlation results with other measures provide evidence of convergent and discriminate validity. Higher scores reflect more tolerance for transgender individuals (Walch et al., 2012). Items are rated using a five point Likert scale from Strongly Agree to Strongly Disagree; example items include "There should be no restrictions on transgenderism" and "Transgenderism is immoral". Higher scores on the ATTI reflect more tolerance toward transgender individuals. Whereas lower scores on the ATTI indicate less tolerance toward transgender individuals. Reverse coded items are denoted by an asterisk.

## **Phase 2 Measures**

**Applications.** The researchers created 16 applications for an accounting job, adapted from a previous stigma study done by Frame, Rippy, Van Hein, Tate, and Ridgon (2013). To counterbalance the applications, two sets of application packets were developed each containing eight applications. Each application packet contained, four application materials submitted by unqualified job applicants and four application materials for qualified job applicants. For the accounting position, qualifications were based on education, years of experience and/or possessing a Certified Public Accounting (CPA) license. In both sets of applications, one qualified applicant was identified as

transgender. Gender identity was manipulated in the reference section of the application. For the transgender applicant in each packet, their supervisor reference indicated that the supervisor knew the applicant by a different name because of change in their gender. Packet A applications were identical to packet B applications in terms of qualifications but to control order effects, applications were presented in a different order from packet A and packet B. All names used for the applications were gender neutral to prevent discrimination based on gender. Pilot testing was done to verify the equality of each qualified application, as well as the inequality between the qualified and unqualified applicants. All 16 applications are in Appendix B; additionally, all phase 2 material are located in Appendix B.

**Applicant Rating Forms.** After reviewing each job applications, participants were asked to rate applicants on how qualified they are for the accounting job. Job descriptions and qualifications were modified from a similar study on hiring discrimination (Frame et al., 2013). The rating form was adopted from a study done by Frame et al. (2013) who originally created the rating items and anchors. The rating form contained 11-items; five of which used to ensure that participants attended to applicant qualifications. Example questions include whether or not they had a high school degree, whether has a college degree, whether or not they are a certified account, and if they have at least 2 years of experience.

The sixth questions asked participants to write the name of the candidates most recent supervisor. This question was designed to direct participant's attention to gender identity manipulation. While responses to this item did not guarantee that participants attended to the gender identity of the applicants, one can assume, participants that don't

accurately report the name of the supervisor did not attend to the gender identity manipulation.

The last five items were used to help the participant evaluate the candidate. Questions included whether they would recommend hiring the candidate, whether the candidate was qualified for the position, how they expected the candidate to perform on the job, how well they believed they would communicate and interact with customers, and how likely the candidate will get along with his or her coworkers.

**Applicant Ranking Forms.** To determine who the applicant would hire, participants were asked to rank order the applicants from who they would hire first to last. Because the accounting firm was seeking four job candidates the top four choices were taken as the participant's recommendation. Instructions asked participants to rank-order the applicants they perceived to be qualified for the job. The ranking form was adapted from a study done by Frame et al. (2013).

## CHAPTER THREE

### RESULTS

#### **Reliability and Descriptive Statistics**

Cronbach alpha levels were calculated to determine the internal consistency reliability for each of the scale measures. The controllability scale consisted of three questions with internal consistency reliability of  $\alpha=.69$ . The religiosity scale (MMRI) had an internal consistency reliability of  $\alpha=.68$  for the 11-item scale. The 15-item Attitudes toward Women Scale (AWS) which measured gender role beliefs, had an internal consistency reliability of  $\alpha=.77$ . The Attitudes toward Lesbian and Gay men (ATLG) scale consisted of 20-items and had an internal consistency reliability of  $\alpha=.95$ . The 20-items Attitudes toward Transgender Individuals (ATTI) scale which measured participant's attitudes toward transgender individuals, had an internal consistency reliability of  $\alpha=.97$ .

Based on the highest possible score for each of the following scales, researchers determined whether mean scores tended to be higher or lower on the each of the scales. The mean for Controllability was low indicating that people generally believed that being transgender was not a choice. The average score for Religiosity demonstrated that participants tended to have a moderate amount of involvement in religious activities such as going to church events, etc. Additionally, participants held slightly more traditional views of women according to the mean on the AWS. The mean score on the ATLG indicated that participants have more positive views of lesbian and gay men. The mean score for exposure indicated that participants tended not to know a lot of transgender individuals. Lastly, the average score on the ATTI provided evidence that people tended

to hold more positive views of transgender people. These means are consistent with previous research (Claman, 2007 & Horvath, 1999). Table 1 provides the descriptive statistics for each of the scales used.

Table 1  
Descriptives of Individual Difference Scales from Phase 1

	Min	Max	<i>M</i>	<i>SD</i>	<i>N</i>
Controllability	3	15	7.59	3.06	230
Religiosity	17	44	28.43	6.25	228
AWS	16	55	33.21	7.21	224
ATLG	32	100	74.54	17.00	212
Exposure per Main Categories	0	6	1.61	1.01	230
ATTI	20	100	69.37	18.28	216

### Phase 1 Correlation Analyses

Phase 1 of the study measured several individual difference variables and how they related to attitudes toward transgender individuals. The individual differences variables that were measured in Phase 1 included controllability, gender roles beliefs, religiosity, exposure, and homosexual attitudes. See Table 2 for the correlation matrix.

Hypothesis 1 stated that belief about controllability would be correlated with attitudes toward transgender individual. Results show that controllability was negatively related with attitudes toward transgender ( $r = -.42$ ), such that when people believe the being transgender is controllable they are less tolerant of transgender people.

Hypothesis 2 stated that belief in traditional gender roles, as measured by the AWS, would be related to ATTI. There was a negative relationship between AWS scores and attitudes toward transgender individuals ( $r = -.56$ ). This means that more traditional views of women are related to negative attitudes toward transgender individuals and more

pro-feminist view about gender roles are related to more positive attitudes toward transgender individuals.

It was hypothesized that scores on the religiosity (MMRI) would be correlated with ATTI (hypothesis 3). Results indicated a moderate, negative relationship between religiosity and attitudes ( $r = -.40$ ), such that higher religiosity (e.g. being more involved in religious activities) were related to more negative attitudes toward transgender individuals.

The researchers hypothesized that previous exposure to transgender individual would be related to more tolerant attitudes (hypothesis 4). Based on the results from Phase 1 correlations, there was a significant relationship between exposure and attitudes toward transgender individuals. Participants' attitudes about transgenderism was associated with how much previous exposure to transgender people the participants experienced.

Lastly, hypothesis 5 stated that there would be a relationship between a participant's attitudes toward homosexuals and their attitudes toward transgender individuals. Results indicated a strong positive correlation between the ATLG and the ATTI ( $r = .72$ ). These results show that when people held more positive attitudes toward homosexual individuals, they tend to be more tolerant of transgender individuals.

Table 2  
Correlations between Individual Difference Variables

Measures	1	2	3	4	5	6
Controllability	1					
Religiosity	.36**	1				
AWS	.40**	.29**	1			
ATLG	-.46**	.53**	-.65**	1		
ATTI	-.42**	-.40**	-.56**	.72**	1	
Exposure	-.12	-.02	-.13	-.18*	-.18*	1

\*\* Correlation is significant at the 0.01 level

\* Correlation is significant at the 0.05 level

### Phase 2 Results

Phase 2 asked participants to rank order those applicants they believed were qualified for the open accounting jobs. It was hypothesized that a participant's attitudes toward transgender individuals would predict the likelihood that an individual would discriminate against transgender applicants, such that participants with negative attitudes toward transgender individuals would be less likely to report that they would hire transgender individuals. Discrimination was defined as whether the transgender was hired or not. If a transgender applicant was ranked within the top four choices they were considered to be hired for the position, but if they were ranked within the bottom four or not at all than they were considered as being not hired. Results indicated that there was no difference in attitudes toward transgender, as measured by the ATTI, applicants for those participants that choose to hire the transgender ( $M=73.51$ ,  $SD=17.70$ ,  $n=86$ ) versus those that choose not to hire ( $M=68$ ,  $SD=18.70$ ,  $n=30$ ) them,  $t(114)=1.45$ ,  $p=.62$ .

Additional analyses were conducted on other variables to determine their

relationship with participants hiring decisions. After several post hoc analyses, no significant relations were identified. These analyses were done on the last five questions of the rating form which were used to evaluate the candidate.



## CHAPTER FOUR

### DISCUSSION

This study sought to first understand the factors that influence attitudes toward transgender individuals. Due to the lack of research on attitudes toward transgender individuals, research on other sexual minorities (e.g. homosexuals) and transgender research was used to help identify individual difference variables (e.g. gender role belief, exposure, religiosity, etc.) that were examined in this study. It was hypothesized that attitudes toward homosexuals, religiosity, gender role belief, exposure, and controllability would be significantly associated with attitudes toward transgender individuals. More specifically researchers hypothesized that, when transgenderism was believed to be controllable, participants had less exposure to transgender individuals, or held more traditional views of women then they were more likely to express negative attitudes toward transgender individuals than those who believed that transgenderism is not a choice, has had significant exposure to those in the transgender community and/or hold more pro-feminist views of women. Additionally, if participants indicated higher levels of religiosity or negative attitudes toward homosexuals they would express more negative attitudes toward transgender individuals than those with less involvement in the church and/or those that had more positive attitudes toward homosexuals.

Correlational analyses were used to explore these relationships. Researchers found that when people believed that being transgender is controllable they were less likely to be tolerant of them. Additionally, when people hold more traditional views of women they were more likely to have negative attitudes toward transgender individuals. Just as hypothesized, higher scores on religiosity were related to more negative attitudes

toward transgender individuals. Those that were exposure to more transgender individuals had more tolerant views of transgender individuals. Lastly, the present study found that when people had more positive attitudes toward homosexuals they also expressed positive attitudes toward transgender individuals. These findings are consistent with previous research done by Claman (2007) and Horvath and Ryan (2003).

The present study also sought to extend the Horvath and Ryan (2003) model by applying it to transgender discrimination in hiring. The researchers predicted that there would be a small but significant relationship between attitudes toward transgender individuals and hiring discrimination of transgender applicants; such that participants with negative attitudes toward transgender individuals would be less likely to report that they would hire transgender individuals. Results indicated that there was no relationship between the attitudes toward transgender and hiring discrimination. These results suggest that attitudes toward transgender individuals does not affect whether someone does or does not hire a qualified transgender applicant over a qualified applicant that is not transgender or an unqualified applicant. Based on the fact that transgender unemployment rates are so high (Grant et al, 2011), there are probably other variables that are contributing to the employment discrimination.

### **Implications and Limitations**

This study adds to the growing literature on transgender issues. Results of the correlations provide further evidence that gender role belief, religiosity, controllability, and attitudes toward homosexuals are related to one's attitudes toward transgender individuals. These findings suggest that individual difference variables are related to attitudes toward transgender individuals.

Not only do these results provide further evidence into variables that impact negative attitudes toward transgender individuals, results of the t-test provide evidence that discrimination of transgender job applicants is more likely due to other variables rather than attitudes toward transgender individuals. Additionally, it is likely that discrimination is subtle rather than blatant. Seeing that the present study allowed for four candidates to be hired, it would be interesting to find out that if participants were given the option to only hire one of the four qualified candidates if they would choose to hire a qualified non-transgender applicant over a qualified transgender applicant.

There are several factors that limited this study. Researchers were using undergraduate students, not actual hiring personnel, as participants. Therefore, the results of this study may not generalize to an actual organization because hiring managers may have stronger attitudes toward transgender individuals than the student population. Additionally, applications were not for real candidates but were created for this study. Therefore, the participants may not see the applicants as actual people and may not act the same as if they were in a real-life situation where they could have meet and get to know the candidate. Although exposure to transgender individuals was measured, this variable was measured with a self-report scale. Therefore, there is no way of knowing how many transgender individuals the participant truly had contact with, which could have influenced the results. Additionally, researchers derived a count for exposure based on the categories marked not the actual number of people that they know. With that being said, participants were also limited by the categories that the researchers provided. For this study researchers manipulated transgender of the applicants within the application.

Applications do not normally provide information about whether a candidate is transgender, it is more likely that that information would be disclosed in an interview or after being hired because of this it is apparent that organizations have programs in place to protect transgender employees when they do disclose. On that note, we cannot be certain that participants actually perceived whether or not the applicant was transgender. Lastly, some of the measures that were used in this study were adapted or modified from their original purpose and the controllability and religiosity scale (MMRI) were found to have low internal consistency.

### **Future Direction**

Future research should replicate this study with more participants and/or within the context of an organization may be likely future research. It is likely that transgender hiring discrimination could be more likely in an actual work place setting than when using college students. Future research should be focused on replicating the study within an actual organization setting to determine if there is significant discrimination. Additionally, it would also be interesting to look at the long-term effects of hiring an openly transgender individual both on that person performance evaluations and the social climate of the organization.

It would also be interesting to look at other potential variables that may lead to discrimination. Seeing that negative attitudes toward transgender individuals was not a significant predictor of hiring discrimination, further research needs to be done to determine other potential causes of hiring discrimination for transgender job applicants.

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APPENDICES

APPENDIX A: PHASE 1 MATERIALS

### Controllability

How many transgender individuals are born that way? \*

- All or Almost All
- More than Half
- Less than Half
- Hardly Any or None
- Don't Know

Instructions: Please respond to the following questions as indicated. Use the following scale:

	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
Transgenderism is biologically determined.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People choose to be transgender.*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Multidimensional Measure of Religious Involvement

How often do you usually attend religious services?

- Never
- Occasionally or on holidays
- About once a month
- Usually once a week
- More than once a week

Are you an official member of your place of worship?

- Yes
- No

How many clubs or organizations do you belong to or participate in at your place of worship?

- One
- Two
- Three
- More than three
- None

Besides regular service, how often do you take part in other activities at your place of worship?

- Never
- Occasionally or on holidays
- About once a month
- Usually once a week
- More than once a week

Do you hold any positions or office in your place of worship?

- Yes
- No

How often do you watch or listen to religious programs on TV or radio?

- Never
- Occasionally or on holidays
- About once a month
- Usually once a week
- More than once a day

How often do you pray?

- Never
- Occasionally
- At least once a week
- At least once a day
- More than once a day

How often do you ask someone to pray for you?

- Never
- Occasionally
- At least once a week
- At least once a day
- More than once a day

How religious would you say you are?

- Not at all religious
- Somewhat religious
- Moderately religious
- Very religious
- Extremely religious

How important was religion to you in your home when you were growing up?

- Not at all important
- Somewhat important
- Moderately important
- Very important
- Extremely important

How important is it for parents to send or take their children to religious services?

- Not at all important
- Somewhat important
- Moderately important
- Very important
- Extremely important

### Attitudes Toward Women Scale

Instructions: Please respond to the following questions as indicated. Use the following scale:

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Swearing and obscenity are more repulsive in the speech of a women than a man.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Under modern economic conditions, with women active outside the home, men should share in household tasks such as washing dishes and doing laundry. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is insulting to women to have the "obey" clause still in the marriage service. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A women should be as free as a man to propose marriage. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women should worry less about their rights and more about becoming good wives and mothers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women earning as much as their dates should bear equally the expense when they go out together. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women should assume their rightful place in business and all the professions along with men.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A woman should not expect to go to exactly the same places or to have quite the same freedom as a man.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sons in a family should be given more encouragement to go to college than daughters.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is ridiculous for a women to run a locomotive and for a man to darn socks. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In general, the father should have greater authority than the mother in bringing up the children. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The intellectual leadership of a community should be largely in the hands of men.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Economic and social freedom is worth far more to women than acceptance of the ideal of femininity, which has been set up by men. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are many jobs in which men should be given preference over women in being hired or promoted. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women should be given equal opportunity with men for apprenticeships in various trades. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Exposure to Transgender Individual Scale

Instruction: The following is a list of categories of individual you may have contact with personally and/or professionally. Which if any of the categories contain individuals that you may have contact with that is transgender? Please mark all that apply

- Relative
- Romantic partner
- Peers
- Superiors
- Clients and Subordinates
- Acquaintances

Answer If Instruction: The following is a list of categories of individual you may have contact with personally and/or professionally. Which if any of the categories contain individuals that you may have con... Relative Is Selected

Out of the following relatives, which are transgender? Mark all that apply.

- Mother
- Father
- Daughter
- Son
- Brother
- Sister
- Cousin
- Aunt
- Uncle
- Grandmother
- Grandfather
- Stepfather
- Stepmother
- Half-sister
- Half-brother
- Step sister
- Step brother
- Other \_\_\_\_\_

Answer If Out of the following relatives, which are transgender? Mark all that apply; Mother Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender mother?

Answer If Out of the following relatives, which are transgender? Mark all that apply; Father Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender father?

Answer If Out of the following relatives, which are transgender? Mark all that apply; Daughter Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender daughter?

Answer If Out of the following relatives, which are transgender? Mark all that apply; Son Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender son?

Answer If Out of the following relatives, which are transgender? Mark all that apply; Brother Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender brother?

Answer If Out of the following relatives, which are transgender? Mark all that apply; Sister Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender sister?

Answer If Out of the following relatives, which are transgender? Mark all that apply; Cousin Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender cousin?

Answer If Out of the following relatives, which are transgender? Mark all that apply; Aunt Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender aunt?

Answer If Out of the following relatives, which are transgender? Mark all that apply; Uncle Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender uncle?

Answer If Out of the following relatives, which are transgender? Mark all that apply; Grandmother Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender grandmother?

Answer If Out of the following relatives, which are transgender? Mark all that apply; Grandfather Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender grandfather?

Answer If Out of the following relatives, which are transgender? Mark all that apply; Stepfather Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender stepfather?

Answer If Out of the following relatives, which are transgender? Mark all that apply; Stepmother Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender stepmother?



Answer If Out of the following relatives, which are transgender? Mark all that apply; Half-sister Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender half-sister?

Answer If Out of the following relatives, which are transgender? Mark all that apply; Half-brother Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender half-brother?

Answer If Out of the following relatives, which are transgender? Mark all that apply; Other Is Selected

\_\_\_\_\_ How frequently do you have contact with the other relative that is transgender?

Answer If Instruction: The following is a list of categories of individual you may have contact with personally and/or professionally. Which if any of the categories contain individuals that you may have con... Romantic partner Is Selected

Out of the following romantic partners, which are transgender? Mark all that apply.

- Spouse
- Ex Spouse
- Lover
- Ex Lover

Answer If Out of the following romantic partners, which are transgender? Mark all that apply. Spouse Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender spouse?

Answer If Out of the following romantic partners, which are transgender? Mark all that apply. Ex Spouse Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender ex-spouse?

Answer If Out of the following romantic partners, which are transgender? Mark all that apply. Lover Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender lover?

Answer If Out of the following romantic partners, which are transgender? Mark all that apply. Ex Lover Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender ex-lover?

Answer If Instruction: The following is a list of categories of individual you may have contact with personally and/or professionally. Which if any of the categories contain individuals that you may have con... Peers Is Selected

Out of the following peers, which are transgender? Mark all that apply.

- Friends
- Former classmate
- Current classmate
- Neighbor
- Colleague
- Other \_\_\_\_\_

Answer If Out of the following peers, which are transgender? Mark all that apply. Friends Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender friend?

Answer If Out of the following peers, which are transgender? Mark all that apply. Former classmate Is Selected

\_\_\_\_\_ How frequently do you have contact with your former classmate that is transgender?

Answer If Out of the following peers, which are transgender? Mark all that apply. Current classmate Is Selected

\_\_\_\_\_ How frequently do you have contact with your current classmate that is transgender?

Answer If Out of the following peers, which are transgender? Mark all that apply. Neighbor Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender neighbor?

Answer If Out of the following peers, which are transgender? Mark all that apply. Colleague Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender colleague?

Answer If Out of the following peers, which are transgender? Mark all that apply. Other Is Selected

\_\_\_\_\_ How frequently do you have contact with your other peer that is transgender?

Answer If Instruction: The following is a list of categories of individual you may have contact with personally and/or professionally. Which if any of the categories contain individuals that you may have con... Superiors Is Selected

Out of the following superiors, which are transgender?

- Supervisor
- Teacher
- Employer
- Other

Answer If Out of the following superiors, which are transgender?; Supervisor Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender supervisor?

Answer If Out of the following superiors, which are transgender?; Teacher Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender teacher?

Answer If Out of the following superiors, which are transgender?; Employer Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender employer?

Answer If Out of the following superiors, which are transgender?; Other Is Selected

\_\_\_\_\_ How frequently do you have contact with your other superior that is transgender?

Answer If Instruction: The following is a list of categories of individual you may have contact with person... Clients and Subordinates Is Selected

Out of the following clients and subordinates, which are transgender? Mark all that apply.

- Clients/Customer
- Employees
- Interns
- Secretary

Answer If Out of the following clients and subordinates, which are transgender? Mark all that apply. Clients/Customer Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender client/customer?

Answer If Out of the following clients and subordinates, which are transgender? Mark all that apply. Employees Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender employee?

Answer If Out of the following clients and subordinates, which are transgender? Mark all that apply. Interns Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender intern?

Answer If Out of the following clients and subordinates, which are transgender? Mark all that apply. Secretary Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender secretary?

Answer If Instruction: The following is a list of categories of individual you may have contact with person... Acquaintances Is Selected

Out of the following acquaintances, which are transgender? Mark all that apply.

- Messenger
- Hairdresser
- Shopkeeper
- Grocery store worker
- Person at a party or event
- Someone on campus
- Other \_\_\_\_\_

Answer If Out of the following acquaintances, which are transgender? Mark all that apply.

Messenger Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender messenger?

Answer If Out of the following acquaintances, which are transgender? Mark all that apply.

Hairdresser Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender hairdresser?

Answer If Out of the following acquaintances, which are transgender? Mark all that apply.

Shopkeeper Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender shopkeeper?

Answer If Out of the following acquaintances, which are transgender? Mark all that apply.

Grocery store worker Is Selected

\_\_\_\_\_ How frequently do you have contact with your transgender grocery store worker?

Answer If Out of the following acquaintances, which are transgender? Mark all that apply.

Person at a party or event Is Selected

\_\_\_\_\_ How frequently do you have contact with someone at a party that is transgender?

Answer If Out of the following acquaintances, which are transgender? Mark all that apply.

Someone on campus Is Selected

\_\_\_\_\_ How frequently do you have contact with someone on campus that is transgender?

Answer If Out of the following acquaintances, which are transgender? Mark all that apply. Other

Is Selected

\_\_\_\_\_ How frequently do you have contact with your other acquaintance that is transgender?

## Attitudes toward Lesbians and Gays

Instructions: Please respond to the following questions as indicated. Use the following scale:

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Lesbians just can't fit into our society.*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A women's homosexuality should not be a cause for job discrimination in any situation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Female homosexuality is detrimental to society because it breaks down the natural decisions between the sexes.*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
State laws regulating private, consenting lesbian behavior should be loosened.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Female homosexuality is a sin.*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The growing number of lesbians indicates a decline in American morals.*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Female homosexuality in itself is no problem, but what society makes of it can be a problem.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Female homosexuality is a threat to many of our basic social institutions.*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Female homosexuality is an inferior form of sexuality.*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lesbians are sick.*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Male homosexual couples should be allowed to adopt children the same as heterosexual couples.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think male homosexuals are disgusting.*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Male homosexuals should not be allowed to teach school.*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Male homosexuality is a perversion.*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Just as in other species, male homosexuality is a natural expression of sexuality in human men.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If a man has homosexual feelings, he should do everything he can to overcome them.*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would not be too upset if I learned that my son were a homosexual.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Homosexual behavior between two men is just plain wrong.*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The idea of male homosexual marriages seems ridiculous to me.*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Male homosexuality is merely a different kind of lifestyle that should not be condemned.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Attitudes toward Transgender Individuals

Instructions: Please respond to the following questions as indicated. Use the following scale:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
It would be beneficial to society to recognize transgenderism as normal. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transgendered individuals should not be allowed to work with children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transgenderism is immoral.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All transgendered bars should be closed down.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transgendered individuals are a viable part of our society. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transgenderism is a sin.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transgenderism endangers the institution of the family.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transgendered individuals should be accepted completely into our society. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transgendered individuals should be barred from the teaching profession.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There should be no restrictions on transgenderism. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I avoid transgendered individuals whenever possible.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would feel comfortable working closely with a transgendered individual. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would enjoy attending social functions at which transgendered individuals were present. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would feel comfortable if I learned that my neighbor was a transgendered individual. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transgendered individuals should not be allowed to cross dress in public.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would like to have friends who are transgendered individuals. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would feel comfortable if I learned that my best friend was a transgendered individual. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would feel uncomfortable if a close family member became romantically involved with a transgendered individual.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transgendered individuals are really just closeted gays.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Romantic partners of transgendered individuals should seek psychological treatment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

APPENDIX B: PHASE 2 MATERIALS

## **Job Description and Applications**

### **Simulated Hiring Manager Survey**

You (“Logan”) have just been hired as the Hiring Supervisor for SportsDome International. You will be assisting Beth Kane, the Human Resources Manager, in selecting well-qualified applicants for open positions at Athletic Arenas International Music City.

Directions: Please review the following information (E-mail; Job Description; eight candidate applications) and answer the questions related to each candidate.



# SPORTSDOME International

## E-MAIL

TO: Logan Martin, Human Resources  
Manager  
FROM: Beth Kane, Hiring Supervisor  
DATE: October 13<sup>th</sup>  
IMPORTANCE: **HIGH!**  
SUBJECT: Recommendation for New Hire in Accounting

---

Logan,

Welcome to Music City Arena! We're excited you've joined us and I look forward to working with you.

I realize it's your first day and you don't have a lot of time, but I need your expert opinion before you leave for a week. We're hiring a four new accountants (job description attached) and must make an offer to four of these eight candidates by next Tuesday. All of the candidates have been interviewed extremely well.

Please take a look at the eight applications, our top choices. I've included the New Hire Checklist, a rating form for each candidate, and a ranking form for you to rank order your choices. I **MUST** receive these back before Jessica Bloom will allow me to make the offers next week.

Thank you for taking care of this today – when you return I'll take you out to lunch as a thank you.

Sincerely,

Beth Kane  
Human Resources  
Music City  
SportsDome  
International

## **SportsDome International Music City Arena**

*Purpose:*

**Job Description for Accountant**

Works with limited supervision to analyze financial information and prepare financial reports to determine or maintain record of assets, liabilities, profit and loss, tax liability, and/or other financial activities within Athletic Arenas International.

*Duties, Functions and Responsibilities:*

The essential duties and functions for the job of accountant for SportsDome may include the following (other related duties may be assigned):

1. Prepare, examine, or analyze accounting records, financial statements, or other financial reports to assess accuracy, completeness, and conformance to reporting and procedural standards.
2. Compute taxes owed and prepare tax returns, ensuring compliance with payment, reporting, or other tax requirements.
3. Analyze business operations, trends, costs, revenues, financial commitments, and obligations, to project future revenues and expenses or to provide advice.
4. Report to management regarding the finances of establishment.
5. Develop, maintain, and analyze budgets, preparing periodic reports that compare budgeted costs to actual costs.
6. Develop, implement, modify, and document recordkeeping and accounting systems, making use of current computer technology.
7. Prepare forms and manuals for accounting and bookkeeping personnel, and direct their work activities.
8. Advise management about issues such as resource utilization, tax strategies, and the assumptions underlying budget forecasts.

*Knowledge, Skills, and Abilities:*

Must possess required knowledge, skills, abilities, and experience and be able to explain and demonstrate, with or without reasonable accommodations, that the essential functions of the job can be performed.

Knowledge of economic and accounting principles and practices, the financial markets, banking, and the analysis and reporting of financial data.

Knowledge of laws, legal codes, court procedures, precedents, government regulations, executive orders, agency rules, and the democratic political process.

*Knowledge, Skills, and Abilities (Cont.):*

Ability to use mathematics to solve problems.

Ability to give full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times (e.g., active listening skills).

Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.

Ability to consider the relative costs and benefits of potential actions to choose the most appropriate one.

Skill in determining how a system should work and how changes in conditions, operations, and the environment will affect outcomes.

Ability to communicate information and ideas both orally and in writing so others will understand.

*Minimum Qualifications*

*Education and/or Equivalent Experience:*

Overall Experience – This position requires education in the field of finance, accounting, or business administration. A four - year bachelor's degree is required. A minimum of two years of work-related skill, knowledge, and/or experience is desired.

Applicant must have CPA (Certified Public Accountant) certification to be qualified

## **Packet A Applications**

# SPORTSDOME INTERNATIONAL

## MUSIC CITY ARENA

<b>Personal Information</b>				
<b>Last Name</b> Cooper	<b>First Name</b> Jessie	<b>Middle Initial</b> S.	Today's Date: October 1, 2016	
Street Address: 500 N. Walker Blvd	City: Smyrna	State: TN	Zip Code: 37167	
Home Phone: (615) 889-2840	Are you a United States Citizen or legally eligible to work in the U. S.? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>(if hired, you will be required to provide documentation that you are eligible to work in the U.S.)</i>			
Work Phone: (615) 964-9207				
Are you 18 or over? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
<b>Title of Position Applying For:</b> Staff Accountant			Date Available to Work: After notifying current employer	
Have you been previously interviewed or employed by SportsDome? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, list date(s) and job title(s):				
During the last ten years, have you ever been convicted of a crime other than a minor traffic offense? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, explain _____ Date convicted: _____				

<b>Education</b>				
Name and Location	Years Completed	Major Area of Study	Degree/Diploma	
High School Floyd High School	(2004-2008)		HS Diploma	
College Indiana State University	(2008-2012)	Business Administration; emphasis in Finance	Bachelor of Business Administration	
Graduate School				
Technical or Certificate Programs				

**Employment History** Please provide the following information for your previous three employers, beginning with the most recent: (Please attach an additional page if necessary, do not use "see attached resume".)

Employer: Tumea & Associates CPA Firm	Dates Employed: From: December 2014 To: Present	Job Title: Accountant
Telephone: (615) 964-9207	Job Duties: Prepare, examine and/or analyze accounting record, financial statements, or other financial reports for accuracy and completeness. Prepare weekly cash balance reports and financial statement for establishments.	
Reason for Leaving: Personal reasons		
May we contact this employer?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Employer: Monocom Accounting	Dates Employed: From: June 2012 To: December 2014	Job Title: Cost Accountant
Telephone:	Job Duties: Process daily Work Order Variance Reports, Close Work Orders to history, handle the cost on termination inventory, and process month end ad hoc reports.	
Reason for Leaving: Wanted me to relocate		
May we contact this employer?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Employer: Kemper CPA Group LLP	Dates Employed: From: May 2011 To: May 2012	Job Title: Accounting Intern
Telephone: (812) 234-7714	Job Duties: Shadowed top accountant in the firm and help them with administrative tasks and attended meetings with clients.	
Reason for Leaving: Graduated from college		
May we contact this employer?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Describe your related skills, special training, certifications, and licensures:

Critical thinker, detail oriented, great computer skills (AS400, Oracle, Hyperion, Excel, PowerPoint, MS Office), goal directed, enjoys working with numbers, & 4 years of experience analyzing cost and finance. License: Certified Public Accountant (CPA)

Please list your professional organizations and volunteer activities?

Member of American Institute of Certified Public Accountants and National Society of Accountants. Volunteer at the Boys and Girls Club

<b>References</b> Please list names of supervisors, managers, or others who can comment directly on your abilities:			
Name	Phone #	Relationship/Occupation	Years Known
Megan Calarco	(615) 898-2450	Supervisor	2 yrs
Deni Masso	(615) 396-8041	Coworker	3 yrs
Jordan Vacas	(812) 309-2111	Friend	7 yrs

\*\*\*\*\*

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\*\*\*\*\*

I certify that the facts set forth in this application for employment are true and complete to the best of my knowledge. I understand that if employed, false statements on this application shall be considered sufficient cause of dismissal. You are hereby authorized to make investigation of my personal references.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

# SPORTSDOME INTERNATIONAL

## MUSIC CITY ARENA

<b>Personal Information</b>				
<b>Last Name</b> Poole	<b>First Name</b> Jordan	<b>Middle Initial</b> N	<b>Today's Date:</b> October 1, 2016	
Street Address: 19 Stones Ferry Road City: Clem State: TX Zip Code: 87152				
Home Phone: (615) 968-3421 Work Phone: (915) 533-2100		Are you a United States Citizen or legally eligible to work in the U. S.? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (if hired, you will be required to provide documentation that you are eligible to work in the U.S.)		
Are you 18 or over? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
<b>Title of Position Applying For:</b> Staff Accountant			<b>Date Available to Work:</b> Two weeks after notifying current employer	
Have you been previously interviewed or employed by SportsDome? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, list date(s) and job title(s):				
During the last ten years, have you ever been convicted of a crime other than a minor traffic offense? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, explain _____ Date convicted: _____				

<b>Education</b>				
Name and Location	Years Completed	Major Area of Study	Degree/Diploma	
High School	Smithville High School (2005-2009)		HS Diploma	
College	University of West Texas (2009-2013)	Finance and Accounting	Bachelor of Finance	
Graduate School				
Technical or Certificate Programs				



**Employment History** Please provide the following information for your previous three employers, beginning with the most recent: (Please attach an additional page if necessary, do not use "see attached resume".)

Employer: Dunbar John W CPA	Dates Employed: From: February 2015 To: Present	Job Title: Accountant
Telephone: (915) 533-2100	Job Duties: Compute taxes owed and prepare tax returns, ensuring compliance with payment reporting and other tax requirements. Examine and analyze accounting records and financial statements.	
Reason for Leaving: Moving to the area		
May we contact this employer?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Employer: Binghamton Parks Realty	Dates Employed: From: July 2013 To: February 2015	Job Title: Cost Accountant
Telephone: (915) 544-6770	Job Duties: Prepare weekly cash balance reports and financial statements for six properties. Reconciliation of vendor accounts to ensure accuracy. Bank reconciliations. Prepare monthly recurring ledger entries.	
Reason for Leaving: I wanted to work for an accounting firm		
May we contact this employer?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Employer: Marks, Parks, Briggs, CPAs	Dates Employed: From: August 2011 To: May 2013	Job Title: Accounting Intern
Telephone: (214) 532-2901	Job Duties: Shadow accountants and do administrative tasks. Helped with various client projects with close supervision. Also worked as a receptionist.	
Reason for Leaving: Graduated from college and moved		
May we contact this employer?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Describe your related skills, special training, certifications, and licensures:

Organized and resourceful, Reliable and adaptable, fast learner, and take initiative, very skilled in mathematics, & 5 years of accounting experience. License: Certified Public Accountant (CPA)

Please list your professional organizations and volunteer activities?

Member of the National Society of Accountants and American Accounting Association. Volunteer at Red Cross.

<b>References</b> Please list names of supervisors, managers, or others who can comment directly on your abilities:			
Name	Phone #	Relationship/Occupation	Years Known
Grant Spratt	(915) 593-8311	Supervisor	2 yrs
Caleb Loftis	(214) 244-7194	Coworker	5 yrs
Hayley Meyerink	(214) 463 - 9536	Friend	12 yrs

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\*\*\*\*\*

I certify that the facts set forth in this application for employment are true and complete to the best of my knowledge. I understand that if employed, false statements on this application shall be considered sufficient cause of dismissal. You are hereby authorized to make investigation of my personal references.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

# SPORTSDOME INTERNATIONAL

## MUSIC CITY ARENA

<b>Personal Information</b>				
<b>Last Name</b> Fletcher	<b>First Name</b> Sam	<b>Middle Initial</b> J.	Today's Date: October 1, 2016	
Street Address: 7005 Brick Circle Ave. Apt. 8c    City: Lebanon    State: TN    Zip Code:				
Home Phone: (615) 482-2928 Work Phone: (615) 715-6522		Are you a United States Citizen or legally eligible to work in the U. S.? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (if hired, you will be required to provide documentation that you are eligible to work in the U.S.)		
Are you 18 or over? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
<b>Title of Position Applying For:</b> Staff Accountant			Date Available to Work: Once I have notified my current employer	
Have you been previously interviewed or employed by SportsDome? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, list date(s) and job title(s):				
During the last ten years, have you ever been convicted of a crime other than a minor traffic offense? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, explain _____ Date convicted: _____				

<b>Education</b>				
Name and Location	Years Completed	Major Area of Study	Degree/Diploma	
High School	South Louisiana High School	(2006-2010)	HS Diploma	
College	Northwestern State University	(2010-2014)	Accounting	Bachelor of Accounting
Graduate School				
Technical or Certificate Programs				

**Employment History** Please provide the following information for your previous three employers, beginning with the most recent: (Please attach an additional page if necessary, do not use "see attached resume".)

Employer: Great Lakes Financial Group	Dates Employed: From: June 2014 To: Present	Job Title: Accountant
Telephone: (615) 715-6522	Job Duties: Assisted with financial audits in publicly and privately held corporations of diversified industries. Duties included audit risk assessment, audit planning and design, budgeting, evaluation of internal control, supervision of audit procedure, testing, analysis, documentation, and communication of finding.	
Reason for Leaving: Limited growth at the company		
May we contact this employer?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Employer: Allday Consulting Group	Dates Employed: From: May 2013 To: August 2013	Job Title: Accounting Intern
Telephone: (225) 757-8555	Job Duties: Helped with various client projects with close supervision.	
Reason for Leaving: Graduated from college		
May we contact this employer?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Employer: Dupey CPA Firm	Dates Employed: From: May 2008 To: August 2010	Job Title: Receptionist
Telephone: (337) 232-3637	Job Duties: Answered client phone calls and other administrative tasks such as filing, copying, etc. .	
Reason for Leaving: Went to college		
May we contact this employer?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Describe your related skills, special training, certifications, and licensures:

Great math skills, proficient in Microsoft Word, Excel, and PowerPoint, outgoing with good interpersonal skills, and 3 years of experience in Accounting. License: Certified Public Accountant (CPA)

Please list your professional organizations and volunteer activities?

Member of the National Society of Accountants and National Society of Leadership and Success. Volunteer at Habitat for Humanity.

<b>References</b> Please list names of supervisors, managers, or others who can comment directly on your abilities:			
Name	Phone #	Relationship/Occupation	Years Known
Kyle McLaughlin	(615) 685-0143	Coworker	2 yrs
Megan Clack	(225) 635-3450	Supervisor	3 yrs
Sofia Johnson	(225) 876-2725	Friend	5 yrs

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\*\*\*\*\*

I certify that the facts set forth in this application for employment are true and complete to the best of my knowledge. I understand that if employed, false statements on this application shall be considered sufficient cause of dismissal. You are hereby authorized to make investigation of my personal references.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

# SPORTSDOME INTERNATIONAL

## MUSIC CITY ARENA

<b>Personal Information</b>				
<b>Last Name</b> Thompson	<b>First Name</b> Alex	<b>Middle Initial</b> M	<b>Today's Date:</b> October 1, 2016	
Street Address: 1214 w. Wilson Street	City: Marymount	State: AL	Zip Code: 29847	
Home Phone: (334) 962-7352	Are you a United States Citizen or legally eligible to work in the U. S.? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>(if hired, you will be required to provide documentation that you are eligible to work in the U.S.)</i>			
Work Phone: (334) 271-2200				
Are you 18 or over? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
<b>Title of Position Applying For:</b> Staff Accountant			<b>Date Available to Work:</b> Once I have notified my previous employer	
Have you been previously interviewed or employed by Da? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, list date(s) and job title(s):				
During the last ten years, have you ever been convicted of a crime other than a minor traffic offense? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, explain _____ Date convicted: _____				

<b>Education</b>				
Name and Location	Years Completed	Major Area of Study	Degree/Diploma	
High School	Mark Bard High School	(2003-2007)	HS Diploma	
College	Central Alabama University	(2007-2011)	Finance	Bachelor of Finance
Graduate School				
Technical or Certificate Programs				

**Employment History** Please provide the following information for your previous three employers, beginning with the most recent: (Please attach an additional page if necessary, do not use "see attached resume".)

Employer: Great Lakes Financial Group	Dates Employed: From: June 2013 To: Present	Job Title: Cost Accountant
Telephone: (334) 271-2200	Job Duties: Communicated with clients over the phone, entered all invoices for payment in to the accounting system, processed all cash receipts and prepared bank deposits. Received all raw materials and finished goods into the accounting and miscellaneous assignments.	
Reason for Leaving: Getting married and moving to the area		
May we contact this employer?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Employer: Publishers United Inc.	Dates Employed: From: December 2011 To: May 2013	Job Title: Finance Associate
Telephone: (334) 230-7004	Job Duties: Performed company and market research. Sat in on and helped with transactions including project management, preparation of marketing materials, etc. Balanced financial spreadsheets.	
Reason for Leaving: Was looking for more career development options		
May we contact this employer?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Employer: Accounting Firm	Dates Employed: From: May 2009 To: August 2011	Job Title: Accounting Intern
Telephone: (205) 967-9744	Job Duties: Helped on various client projects with close supervision. Did other major administrative tasks. Shadowed a number of top accountants in the firm.	
Reason for Leaving: Graduated from college and wanted to work closer to home		
May we contact this employer?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Describe your related skills, special training, certifications, and licensures:

Previous experience in finances, attention to detail, analytical thinking, problem solving, creativity, and experience with mathematics. Proficient with Microsoft Excel and SPSS and have completed group skills, project management and time management classes. Certified Public Accountant (CPA) License.

Please list your professional organizations and volunteer activities?

Volunteers with CASA. Member of the American Finance Association and a supporter of the National Center for Transgender Equality

<b>References</b> Please list names of supervisors, managers, or others who can comment directly on your abilities:			
Name	Phone #	Relationship/Occupation	Years Known
Tom Williamson	(205) 982-5500	Friend	7 yrs
Elizabeth Beaufore	(334) 271-2200	Supervisor – Knew me as Alicia because I worked for her before my gender change.	3 yrs
Emily Wilson	(205) 895-4687	Coworker	5 yrs

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\*\*\*\*\*

I certify that the facts set forth in this application for employment are true and complete to the best of my knowledge. I understand that if employed, false statements on this application shall be considered sufficient cause of dismissal. You are hereby authorized to make investigation of my personal references.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date



# SPORTSDOME INTERNATIONAL

## MUSIC CITY ARENA

<b>Personal Information</b>				
<b>Last Name</b> McClure	<b>First Name</b> Kelly	<b>Middle Initial</b> C.	<b>Today's Date:</b> October 1, 2016	
Street Address: 650 Oak Meadow Dr. City: Franklin State: TN Zip Code: 37068				
Home Phone: (615) 472-4560 Work Phone: (615) 271-2200		Are you a United States Citizen or legally eligible to work in the U. S.? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>(if hired, you will be required to provide documentation that you are eligible to work in the U.S.)</i>		
Are you 18 or over? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
<b>Title of Position Applying For:</b> Staff Accountant			<b>Date Available to Work:</b> Must notify my current employer	
Have you been previously interviewed or employed by SportsDome? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, list date(s) and job title(s):				
During the last ten years, have you ever been convicted of a crime other than a minor traffic offense? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, explain _____ Date convicted: _____				

<b>Education</b>				
Name and Location	Years Completed	Major Area of Study	Degree/Diploma	
High School	Fulton High School	(2005-2009)	HS Diploma	
College	Tennessee State University	(2009-2013)	Psychology, minor in business	Bachelor of Science
Graduate School				
Technical or Certificate Programs				

**Employment History** Please provide the following information for your previous three employers, beginning with the most recent: (Please attach an additional page if necessary, do not use "see attached resume".)

Employer: Anchin, Block & Anchin LLP	Dates Employed: From: June 2013 To: Present	Job Title: Assistant Accountant
Telephone: (615) 895-7352	Job Duties: Aided accountant with administrative tasks. Helped with various clients projects such as year end audit analysis, bank receipts postings, etc. Worked on year budget preparation, set up suppliers on accounting software. Coordinated meetings with clients.	
Reason for Leaving: Limited growth at company		
May we contact this employer? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

Employer: Armel Tax and Accounting Services LLC	Dates Employed: From: May 2012 To: August 2012	Job Title: HR Intern
Telephone: (615) 699-3109	Job Duties: Did various administrative tasks, helped with HR related projects with close supervision. Worker with accountants doing a number of administrative tasks such as filing paperwork, writing up communications, etc.	
Reason for Leaving: Temporary employment		
May we contact this employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

Employer: Armel Tax and Accounting Services LLC	Dates Employed: From: December 2009 To: August 2013	Job Title: Receptionist
Telephone: (615) 699-3109	Job Duties: Coordinated meetings and schedules of various accountants, controlled inventory for the firm, provided general administrative and clerical support. Greet client both those coming into the organization and on the phone.	
Reason for Leaving: Got my CPA license		
May we contact this employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

Describe your related skills, special training, certifications, and licensures:

Excellent analytical and problem solving skills. Works well with other people and high ability to communicate information. Great mathematic skills. Several years of experience. Certified Public Accountant

Please list your professional organizations and volunteer activities?

Member of the Society for Human Resource Management and National Society of Accountants. Volunteers at Guardian Home Care.

<b>References</b> Please list names of supervisors, managers, or others who can comment directly on your abilities:			
Name	Phone #	Relationship/Occupation	Years Known
Kristopher Botter	(615) 898-2111	Friend	10 yrs
Ken Loftis	(615) 699-3109	Supervisor	8 yrs
Erin Lincoln	(615) 699-3109	Coworker	6 yrs

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Music City is an Equal Opportunity Employer. It is the policy of the Music City not to discriminate in employment matters on the basis of race, creed, color, age, marital status, national origin, sex, or status with regard to public assistance or disability.

\*\*\*\*\*

I certify that the facts set forth in this application for employment are true and complete to the best of my knowledge. I understand that if employed, false statements on this application shall be considered sufficient cause of dismissal. You are hereby authorized to make investigation of my personal references.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

# SPORTSDOME INTERNATIONAL

## MUSIC CITY ARENA

<b>Personal Information</b>			
<b>Last Name</b> Pope	<b>First Name</b> Taylor	<b>Middle Initial</b> M.	Today's Date: October 1, 2016
Street Address: 314 Strawberry Alley Apt. C      City: Bowling Green      State: KY      Zip Code: 42101			
Home Phone: (615) 472-4560 Work Phone: (615) 271-2200		Are you a United States Citizen or legally eligible to work in the U. S.? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>(if hired, you will be required to provide documentation that you are eligible to work in the U.S.)</i>	
Are you 18 or over? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
<b>Title of Position Applying For:</b> Staff Accountant			Date Available to Work: Must notify my current employer
Have you been previously interviewed or employed by SportsDome? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, list date(s) and job title(s):			
During the last ten years, have you ever been convicted of a crime other than a minor traffic offense? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, explain _____ Date convicted: _____			

<b>Education</b>				
Name and Location	Years Completed	Major Area of Study	Degree/Diploma	
High School	Greenwood High School	(2007-2011)	HS Diploma	
College	Western Kentucky University	(2011-2015)	Business Accounting	Bachelor of science
Graduate School				
Technical or Certificate Programs				

**Employment History** Please provide the following information for your previous three employers, beginning with the most recent: (Please attach an additional page if necessary, do not use "see attached resume".)

Employer: E. Thomas & Associates, Inc.	Dates Employed: From: November 2015 To: Present	Job Title: Accountant
Telephone: (270) 781-4892	Job Duties: Analyze business operations, trends, cost, revenues, and financial commitments to project future revenues and expenses or to provide advice. Establish tables of accounts and assign entries to proper accounts. Compute taxes owed and prepare tax returns.	
Reason for Leaving: Moving to the area		
May we contact this employer?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Employer: Kroger	Dates Employed: From: May 2007 To: September 2015	Job Title: Grocery Clerk and Assist Store Manager
Telephone: (270) 745-0111	Job Duties: Grocery Clerk: Scanned grocery and communicated with customers on a daily basis. Assist Manger: Assist the manager with hiring and managing a team of sales oriented associates. Help trained new employees and assist the management in scheduling. Assist in ordering merchandise and supplies to maintain inventory levels.	
Reason for Leaving: Temporary employment while getting my CPA		
May we contact this employer?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Employer: Hensley & Throneberry	Dates Employed: From: May 2015 To: August 2015	Job Title: Intern
Telephone: (270) 782-0700	Job Duties: Assisted accountants with financial analysis of actual projected expenses. Assisted with account payables and receivables and audit preparation. Shadowed accountants using reimbursement systems and revenue processing.	
Reason for Leaving: Graduated from college		
May we contact this employer?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Describe your related skills, special training, certifications, and licensures:

Logical thinking, good at using mathematics for problem solving, great communication skills. Ability to work in a team or individually. 1 year of experience. Certified Public Accountant

Please list your professional organizations and volunteer activities?

Member of the National Society of Accountants. Volunteers at Warren County Humane Society.

<b>References</b> Please list names of supervisors, managers, or others who can comment directly on your abilities:			
Name	Phone #	Relationship/Occupation	Years Known
Amberly Moline	(270) 781-5041	Friend	4 yrs
Sam Scruggs	(270) 842-8572	Supervisor	1 yrs
Elizabeth Revels	(270) 783-9404	Coworker	1 yrs

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\*\*\*\*\*

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\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

# SPORTSDOME INTERNATIONAL

## MUSIC CITY ARENA

<b>Personal Information</b>				
<b>Last Name</b> Badar	<b>First Name</b> Charlie	<b>Middle Initial</b> N.	<b>Today's Date:</b> October 1, 2016	
Street Address: 2785 Old Nashville Hwy      City: LaVergne      State: TN      Zip Code: 37086				
Home Phone: (615) 829-1040 Work Phone: (615) 831-6601		Are you a United States Citizen or legally eligible to work in the U. S.? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (if hired, you will be required to provide documentation that you are eligible to work in the U.S.)		
Are you 18 or over? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
<b>Title of Position Applying For:</b> Staff Accountant			<b>Date Available to Work:</b> After notify my current employer 2 weeks in advance	
Have you been previously interviewed or employed by SportsDome? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, list date(s) and job title(s):				
During the last ten years, have you ever been convicted of a crime other than a minor traffic offense? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, explain _____ Date convicted: _____				

<b>Education</b>				
Name and Location	Years Completed	Major Area of Study	Degree/Diploma	
High School	West High School	(2006-2010)	HS Diploma	
College	Ohio State University	(2010-2014)	Business Administration	Bachelor of Business Administration
Graduate School				
Technical or Certificate Programs				

**Employment History** Please provide the following information for your previous three employers, beginning with the most recent: (Please attach an additional page if necessary, do not use “see attached resume”.)

Employer: Clifton Lawson Allen LLP	Dates Employed: From: August 2014 To: Present	Job Title: Accounting Clerk
Telephone: (615) 831-6601	Job Duties: Performed standardized accounting routines to process accounts payable, obtain payment authorization, generate checks, and process for payment. Processed and mailed client invoices. Drafted accounts receivable letters. Coded and posted client and debtor payments. Ensured collection of outstanding balances for >60 days and >90 days.	
Reason for Leaving: Looking for a different work environment		
May we contact this employer? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

Employer: Oak Creek Veterinary Hospital	Dates Employed: From: August 2010 To: August 2014	Job Title: Receptionist
Telephone: (614) 890-9700	Job Duties: Answer phones and interact with clients. File paperwork and check clients in for their appointment. Check clients out and schedule follow – up appointments.	
Reason for Leaving: Only planned to work here during college and moved to Tennessee following graduation.		
May we contact this employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

Employer: Norman Jones Enlow and Company	Dates Employed: From: May 2013 To: August 2013	Job Title: Accounting Intern
Telephone: (614) 228-4000	Job Duties: Shadowed a number of accounts, sat in on meeting with clients, coordinated meeting with clients, worked on various accounting project with supervision from licensed accountants.	
Reason for Leaving: Temporary employment to getting explore accounting		
May we contact this employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		



Describe your related skills, special training, certifications, and licensures:

Great technical and computer skills, excellent verbal and written communication skills, ability to work with a team or individually, exquisite attention to detail, analytical and problems solving skills. Experience in the accounting industry. Working toward my CPA license.

Please list your professional organizations and volunteer activities?

Member of the Business Administration Society. Volunteer for Make-A-Wish Foundation

<b>References</b> Please list names of supervisors, managers, or others who can comment directly on your abilities:			
Name	Phone #	Relationship/Occupation	Years Known
Kallie Moline	(615) 863-5208	Friend	2 yrs
Jessica Sanders	(614) 890-9700	Supervisor	4 yrs
Chelsea Watts	(615) 895-7777	Coworker	1 ½ yrs

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\*\*\*\*\*

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\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

# SPORTSDOME INTERNATIONAL

## MUSIC CITY ARENA

<b>Personal Information</b>			
<b>Last Name</b> Murray	<b>First Name</b> Peyton	<b>Middle Initial</b> T.	Today's Date: October 1, 2016
Street Address: 4345 Dardenne    City: St. Louis    State: MO    Zip Code: 63120			
Home Phone: (314) 231-4893  Work Phone: (314) 889-3590		Are you a United States Citizen or legally eligible to work in the U. S.? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>(if hired, you will be required to provide documentation that you are eligible to work in the U.S.)</i>	
Are you 18 or over? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
<b>Title of Position Applying For:</b> Staff Accountant			Date Available to Work: Must notify my current employer
Have you been previously interviewed or employed by SportsDome? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, list date(s) and job title(s):			
During the last ten years, have you ever been convicted of a crime other than a minor traffic offense? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, explain _____ Date convicted: _____			

<b>Education</b>				
Name and Location		Years Completed	Major Area of Study	Degree/Diploma
High School	Eldon High School	(2006-2010)		HS Diploma
College	Missouri State University	(2010-2014)	Sociology	Bachelor of Science
Graduate School				
Technical or Certificate Programs				

**Employment History** Please provide the following information for your previous three employers, beginning with the most recent: (Please attach an additional page if necessary, do not use “see attached resume”.)

Employer: Missouri State Auditor’s Office	Dates Employed: From: June 2015 To: Present	Job Title: Assistant Auditor
Telephone: (314) 889-3590	Job Duties: Ensured compliance with established internal control procedures by examining records, reports, operating practices and documentation. Completes audit work papers by documenting audit test and finding. Completed auditing questionnaires according to documents and internal control systems.	
Reason for Leaving: Looking for a different opportunity and want to work for a firm.		
May we contact this employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

Employer: Wilson Toellner & Associates LLC	Dates Employed: From: May 2014 To: May 2015	Job Title: Intern
Telephone: (314) 636-2676	Job Duties: Assisted with month-end financial reports, helped with accounts receivable, payable and bank statement reconciliation. Assisted with audits and balanced sheet reconciliation. Other administrative tasks.	
Reason for Leaving: Temporary employment		
May we contact this employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

Employer: Target	Dates Employed: From: December 2010 To: May 2014	Job Title: Sales Associate
Telephone: (573) 445-9544	Job Duties: Helped clients while they are shopping by answering question and navigating the store. Checked clients out who are shopping at our store. Help with inventory and restocking.	
Reason for Leaving: Working through college		
May we contact this employer? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

Describe your related skills, special training, certifications, and licensures:

Knowledgeable of accounting principles, proficiency in use of computer and software, fast learner and lover working with a team. Good oral and written communication skills. 1 year of experience. Certified Public Account License.

Please list your professional organizations and volunteer activities?

Member of the National State Auditor's Association (NSAA) and the American Accounting Association.  
Volunteers with United We Serve.

<b>References</b> Please list names of supervisors, managers, or others who can comment directly on your abilities:			
Name	Phone #	Relationship/Occupation	Years Known
Jeff Kane	(314) 873-5388	Friend	6 yrs
Beth McNeese	(314) 636-2676	Supervisor	2 yrs
Amanda Martin	(314) 889-3590	Coworker	1 yr

\*\*\*\*\*

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\*\*\*\*\*

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\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

## **Packet B Applications**

# SPORTSDOME INTERNATIONAL

## MUSIC CITY ARENA

<b>Personal Information</b>			
<b>Last Name</b> Schlacter	<b>First Name</b> Cam	<b>Middle Initial</b> E.	Today's Date: October 1, 2016
Street Address: 500 N. Walker Blvd		City: Smyrna	State: TN      Zip Code: 37167
Home Phone: (615) 889-2840 Work Phone: (615) 964-9207		Are you a United States Citizen or legally eligible to work in the U. S.? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>(if hired, you will be required to provide documentation that you are eligible to work in the U.S.)</i>	
Are you 18 or over? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
<b>Title of Position Applying For:</b> Staff Accountant			Date Available to Work: After notifying current employer
Have you been previously interviewed or employed by SportsDome? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, list date(s) and job title(s):			
During the last ten years, have you ever been convicted of a crime other than a minor traffic offense? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, explain _____ Date convicted: _____			

<b>Education</b>			
Name and Location	Years Completed	Major Area of Study	Degree/Diploma
High School Floyd High School	(2004-2008)		HS Diploma
College Indiana State University	(2008-2012)	Business Administration; emphasis in Finance	Bachelor of Business Administration
Graduate School			
Technical or Certificate Programs			

**Employment History** Please provide the following information for your previous three employers, beginning with the most recent: (Please attach an additional page if necessary, do not use "see attached resume".)

Employer: Tumea & Associates CPA Firm	Dates Employed: From: December 2014 To: Present	Job Title: Accountant
Telephone: (615) 964-9207	Job Duties: Prepare, examine and/or analyze accounting record, financial statements, or other financial reports for accuracy and completeness. Prepare weekly cash balance reports and financial statement for establishments.	
Reason for Leaving: Personal reasons		
May we contact this employer?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Employer: Monocom Accounting	Dates Employed: From: June 2012 To: December 2014	Job Title: Cost Accountant
Telephone:	Job Duties: Process daily Work Order Variance Reports, Close Work Orders to history, handle the cost on termination inventory, and process month end ad hoc reports.	
Reason for Leaving: Wanted me to relocate		
May we contact this employer?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Employer: Kemper CPA Group LLP	Dates Employed: From: May 2011 To: May 2012	Job Title: Accounting Intern
Telephone: (812) 234-7714	Job Duties: Shadowed top accountant in the firm and help them with administrative tasks and attended meetings with clients.	
Reason for Leaving: Graduated from college		
May we contact this employer?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Describe your related skills, special training, certifications, and licensures:

\_\_\_\_\_  
 \_\_\_\_\_  
~~Critical thinker, detail oriented, great computer skills (AS400, Oracle, Hyperion, Excel, PowerPoint, MS Office),~~  
~~goal directed, enjoys working with numbers, & 4 years of experience analyzing cost and finance. License:~~  
~~Certified Public Accountant (CPA)~~  
 \_\_\_\_\_  
 \_\_\_\_\_

Please list your professional organizations and volunteer activities?

\_\_\_\_\_  
~~Member of American Institute of Certified Public Accountants and National Society of Accountants. Volunteer at~~  
~~the Boys and Girls Club and~~  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

<b>References</b> Please list names of supervisors, managers, or others who can comment directly on your abilities:			
Name	Phone #	Relationship/Occupation	Years Known
Megan Calarco	(615) 898-2450	Supervisor	2 yrs
Deni Masso	(615) 396-8041	Coworker	3 yrs
Jordan Vacas	(812) 309-2111	Friend	7 yrs

\*\*\*\*\*

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\*\*\*\*\*

I certify that the facts set forth in this application for employment are true and complete to the best of my knowledge. I understand that if employed, false statements on this application shall be considered sufficient cause of dismissal. You are hereby authorized to make investigation of my personal references.

\_\_\_\_\_  
 Signature of Applicant

\_\_\_\_\_  
 Date



# SPORTSDOME INTERNATIONAL

## MUSIC CITY ARENA

<b>Personal Information</b>				
<b>Last Name</b> Snodgrass	<b>First Name</b> Quinn	<b>Middle Initial</b> S.	Today's Date: October 1, 2016	
Street Address: 650 Oak Meadow Dr. City: Franklin State: TN Zip Code: 37068				
Home Phone: (615) 472-4560 Work Phone: (615) 271-2200		Are you a United States Citizen or legally eligible to work in the U. S.? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (if hired, you will be required to provide documentation that you are eligible to work in the U.S.)		
Are you 18 or over? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
<b>Title of Position Applying For:</b> Staff Accountant			Date Available to Work: Must notify my current employer	
Have you been previously interviewed or employed by SportsDome? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, list date(s) and job title(s):				
During the last ten years, have you ever been convicted of a crime other than a minor traffic offense? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, explain _____ Date convicted: _____				

<b>Education</b>				
Name and Location	Years Completed	Major Area of Study	Degree/Diploma	
High School	Fulton High School	(2005-2009)	HS Diploma	
College	Tennessee State University	(2009-2013)	Psychology, minor in business	Bachelor of Science
Graduate School				
Technical or Certificate Programs				

**Employment History** Please provide the following information for your previous three employers, beginning with the most recent: (Please attach an additional page if necessary, do not use “see attached resume”.)

Employer: Anchin, Block & Anchin LLP	Dates Employed: From: June 2013 To: Present	Job Title: Assistant Accountant
Telephone: (615) 895-7352	Job Duties: Aided accountant with administrative tasks. Helped with various clients projects such as year end audit analysis, bank receipts postings, etc. Worked on year budget preparation, set up suppliers on accounting software. Coordinated meetings with clients.	
Reason for Leaving: Limited growth at company		
May we contact this employer? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

Employer: Armel Tax and Accounting Services LLC	Dates Employed: From: May 2012 To: August 2012	Job Title: HR Intern
Telephone: (615) 699-3109	Job Duties: Did various administrative tasks, helped with HR related projects with close supervision. Worker with accountants doing a number of administrative tasks such as filing paperwork, writing up communications, etc.	
Reason for Leaving: Temporary employment		
May we contact this employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

Employer: Armel Tax and Accounting Services LLC	Dates Employed: From: December 2009 To: August 2013	Job Title: Receptionist
Telephone: (615) 699-3109	Job Duties: Coordinated meetings and schedules of various accountants, controlled inventory for the firm, provided general administrative and clerical support. Greet client both those coming into the organization and on the phone.	
Reason for Leaving: Got my CPA license		
May we contact this employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

Describe your related skills, special training, certifications, and licensures:

Excellent analytical and problem solving skills. Works well with other people and high ability to communicate information. Great mathematic skills. Several years of experience. Certified Public Accountant

Please list your professional organizations and volunteer activities?

Member of the Society for Human Resource Management and National Society of Accountants. Volunteers at Guardian Home Care.

<b>References</b> Please list names of supervisors, managers, or others who can comment directly on your abilities:			
Name	Phone #	Relationship/Occupation	Years Known
Kristopher Botter	(615) 898-2111	Friend	10 yrs
Ken Loftis	(615) 699-3109	Supervisor	8 yrs
Erin Lincoln	(615) 699-3109	Coworker	6 yrs

\*\*\*\*\*

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\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

# SPORTSDOME INTERNATIONAL

## MUSIC CITY ARENA

<b>Personal Information</b>				
<b>Last Name</b> McNamera	<b>First Name</b> Blake	<b>Middle Initial</b> A.	Today's Date: October 1, 2016	
Street Address: 19 Stones Ferry Road      City: Clem      State: TX      Zip Code: 87152				
Home Phone: (615) Work Phone: (615)		Are you a United States Citizen or legally eligible to work in the U. S.? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (if hired, you will be required to provide documentation that you are eligible to work in the U.S.)		
Are you 18 or over? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
<b>Title of Position Applying For:</b> Staff Accountant			Date Available to Work: Two weeks after notifying current employer	
Have you been previously interviewed or employed by SportsDome? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, list date(s) and job title(s):				
During the last ten years, have you ever been convicted of a crime other than a minor traffic offense? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, explain _____ Date convicted: _____				

<b>Education</b>				
Name and Location	Years Completed	Major Area of Study	Degree/Diploma	
High School	Smithville High School	(2005-2009)	HS Diploma	
College	University of West Texas	(2009-2013)	Finance and Accounting	Bachelor of Finance
Graduate School				
Technical or Certificate Programs				

**Employment History** Please provide the following information for your previous three employers, beginning with the most recent: (Please attach an additional page if necessary, do not use “see attached resume”.)

Employer: Dunbar John W CPA	Dates Employed: From: February 2015 To: Present	Job Title: Accountant
Telephone: (915) 533-2100	Job Duties: Compute taxes owed and prepare tax returns, ensuring compliance with payment reporting and other tax requirements. Examine and analyze accounting records and financial statements.	
Reason for Leaving: Moving to the area		
May we contact this employer?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Employer: Binghamton Parks Realty	Dates Employed: From: July 2013 To: February 2015	Job Title: Cost Accountant
Telephone: (915) 544-6770	Job Duties: Prepare weekly cash balance reports and financial statements for six properties. Reconciliation of vendor accounts to ensure accuracy. Bank reconciliations. Prepare monthly recurring ledger entries.	
Reason for Leaving: Was getting harassed by my coworker for being transgender		
May we contact this employer?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Employer: Marks, Parks, Briggs, CPAs	Dates Employed: From: August 2011 To: May 2013	Job Title: Accounting Intern
Telephone: (214) 532-2901	Job Duties: Shadow accountants and do administrative tasks. Helped with various client projects with close supervision. Also worked as a receptionist.	
Reason for Leaving: Graduated from college and moved		
May we contact this employer?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Describe your related skills, special training, certifications, and licensures:

Organized and resourceful, Reliable and adaptable, fast learner, and take initiative, very skilled in mathematics, & 5 years of accounting experience. License: Certified Public Accountant (CPA)

Please list your professional organizations and volunteer activities?

~~Member of the and National Society of Accountants and American Accounting Association. Volunteer at Red Cross.~~

<b>References</b> Please list names of supervisors, managers, or others who can comment directly on your abilities:			
Name	Phone #	Relationship/Occupation	Years Known
Grant Spratt	(915) 593-8311	Supervisor	2 yrs
Caleb Loftis	(214) 244-7194	Coworker	5 yrs
Hayley Meyerink	(214) 463 - 9536	Friend	12 yrs

\*\*\*\*\*

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\*\*\*\*\*

I certify that the facts set forth in this application for employment are true and complete to the best of my knowledge. I understand that if employed, false statements on this application shall be considered sufficient cause of dismissal. You are hereby authorized to make investigation of my personal references.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

# SPORTSDOME INTERNATIONAL

## MUSIC CITY ARENA

<b>Personal Information</b>			
<b>Last Name</b> Adams	<b>First Name</b> Morgan	<b>Middle Initial</b> N.	Today's Date: October 1, 2016
Street Address: 314 Strawberry Alley Apt. C      City: Bowling Green      State: KY      Zip Code: 42101			
Home Phone: (615) 472-4560 Work Phone: (615) 271-2200		Are you a United States Citizen or legally eligible to work in the U. S.? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (if hired, you will be required to provide documentation that you are eligible to work in the U.S.)	
Are you 18 or over? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
<b>Title of Position Applying For:</b> Staff Accountant			Date Available to Work: Must notify my current employer
Have you been previously interviewed or employed by SportsDome? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, list date(s) and job title(s):			
During the last ten years, have you ever been convicted of a crime other than a minor traffic offense? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, explain _____ Date convicted: _____			

<b>Education</b>				
Name and Location		Years Completed	Major Area of Study	Degree/Diploma
High School	Greenwood High School	(2007-2011)		HS Diploma
College	Western Kentucky University	(2011-2015)	Business Accounting	Bachelor of science
Graduate School				
Technical or Certificate Programs				

**Employment History** Please provide the following information for your previous three employers, beginning with the most recent: (Please attach an additional page if necessary, do not use "see attached resume".)

Employer: E. Thomas & Associates, Inc.	Dates Employed: From: November 2015 To: Present	Job Title: Accountant
Telephone: (270) 781-4892	Job Duties: Analyze business operations, trends, cost, revenues, financial commitments to project future revenues and expenses or to provide advice. Establish tables of accounts and assign entries to proper accounts. Compute taxes owed and prepare tax returns.	
Reason for Leaving: Moving to the area		
May we contact this employer?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Employer: Kroger	Dates Employed: From: May 2007 To: September 2015	Job Title: Grocery Clerk and Assist Store Manager
Telephone: (270) 745-0111	Job Duties: Grocery Clerk: Scanned grocery and communicated with customers on a daily basis. Assist Manger: Assist the manager with hiring and managing a team of sales oriented associates. Help trained new employees and assist the management in scheduling. Assist in ordering merchandise and supplies to maintain inventory levels.	
Reason for Leaving: Temporary employment while getting my CPA		
May we contact this employer?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Employer: Hensley & Throneberry	Dates Employed: From: May 2015 To: August 2015	Job Title: Intern
Telephone: (270) 782-0700	Job Duties: Assisted accountants with financial analysis of actual projected expenses. Assisted with account payables and receivables and audit preparation. Shadowed accountants using reimbursement systems and revenue processing.	
Reason for Leaving: Graduated from college		
May we contact this employer?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No



Describe your related skills, special training, certifications, and licensures:

\_\_\_\_\_  
 \_\_\_\_\_  
 Logical thinker, good at using mathematics for problem solving, great communication skills. Ability to work in a team or individually. 1 year of experience. Certified Public Accountant  
 \_\_\_\_\_  
 \_\_\_\_\_

Please list your professional organizations and volunteer activities?

\_\_\_\_\_  
 Member of the National Society of Accountants. Volunteers at Warren County Humane Society.  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

<b>References</b> Please list names of supervisors, managers, or others who can comment directly on your abilities:			
Name	Phone #	Relationship/Occupation	Years Known
Amberly Moline	(270) 781-5041	Friend	4 yrs
Sam Scruggs	(270) 842-8572	Supervisor	1 yrs
Elizabeth Revels	(270) 783-9404	Coworker	1 yrs

\*\*\*\*\*

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\*\*\*\*\*

I certify that the facts set forth in this application for employment are true and complete to the best of my knowledge. I understand that if employed, false statements on this application shall be considered sufficient cause of dismissal. You are hereby authorized to make investigation of my personal references.

\_\_\_\_\_  
 Signature of Applicant

\_\_\_\_\_  
 Date

## SPORTSDOME INTERNATIONAL MUSIC CITY ARENA

<b>Personal Information</b>			
<b>Last Name</b> Seyfang	<b>First Name</b> Casey	<b>Middle Initial</b> K.	Today's Date: October 1, 2016
Street Address: 7005 Brick Circle Ave. Apt. 8c    City: Lebanon    State: TN    Zip Code:			
Home Phone: (615) 482-2928 Work Phone: (615) 715-6522		Are you a United States Citizen or legally eligible to work in the U. S.? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>(if hired, you will be required to provide documentation that you are eligible to work in the U.S.)</i>	
Are you 18 or over? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
<b>Title of Position Applying For:</b> Staff Accountant			Date Available to Work: Once I have notified my current employer
Have you been previously interviewed or employed by SportsDome? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, list date(s) and job title(s):			
During the last ten years, have you ever been convicted of a crime other than a minor traffic offense? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, explain _____ Date convicted: _____			

<b>Education</b>				
Name and Location	Years Completed	Major Area of Study	Degree/Diploma	
High School South Louisiana High School	(2006-2010)		HS Diploma	
College Northwestern State University	(2010-2014)	Accounting	Bachelor of Accounting	
Graduate School				
Technical or Certificate Programs				

**Employment History** Please provide the following information for your previous three employers, beginning with the most recent: (Please attach an additional page if necessary, do not use "see attached resume".)

Employer: Great Lakes Financial Group	Dates Employed: From: June 2014 To: Present	Job Title: Accountant
Telephone: (615) 715-6522	Job Duties: Assisted with financial audits in publicly and privately held corporations of diversified industries. Duties included audit risk assessment, audit planning and design, budgeting, evaluation of internal control, supervision of audit procedure, testing, analysis, documentation, and communication of finding.	
Reason for Leaving: Limited growth at the company		
May we contact this employer?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Employer: Allday Consulting Group	Dates Employed: From: May 2013 To: August 2013	Job Title: Accounting Intern
Telephone: (225) 757-8555	Job Duties: Helped with various client projects with close supervision.	
Reason for Leaving: Graduated from college		
May we contact this employer?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Employer: Dupey CPA Firm	Dates Employed: From: May 2008 To: August 2010	Job Title: Receptionist
Telephone: (337) 232-3637	Job Duties: Answered client phone calls and other administrative tasks such as filing, copying, etc. .	
Reason for Leaving: Went to college		
May we contact this employer?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Describe your related skills, special training, certifications, and licensures:

Great math skills, proficient in Microsoft Word, Excel, and PowerPoint, outgoing with good interpersonal skills, and 3 years of experience in Accounting. License: Certified Public Accountant (CPA)

Please list your professional organizations and volunteer activities?

Member of the and National Society of Accountants and National Society of Leadership and Success. Volunteer at Habitat for Humanity.

<b>References</b> Please list names of supervisors, managers, or others who can comment directly on your abilities:			
Name	Phone #	Relationship/Occupation	Years Known
Kyle McLaughlin	(615) 685-0143	Coworker	2 yrs
Megan Clack	(225) 635-3450	Supervisor	3 yrs
Sofia Johnson	(225) 876-2725	Friend	5 yrs

\*\*\*\*\*

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\*\*\*\*\*

I certify that the facts set forth in this application for employment are true and complete to the best of my knowledge. I understand that if employed, false statements on this application shall be considered sufficient cause of dismissal. You are hereby authorized to make investigation of my personal references.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

# SPORTSDOME INTERNATIONAL

## MUSIC CITY ARENA

<b>Personal Information</b>				
<b>Last Name</b> Turnquest	<b>First Name</b> Lane	<b>Middle Initial</b> C.	Today's Date: October 1, 2016	
Street Address: 2785 Old Nashville Hwy      City: LaVergne      State: TN      Zip Code: 37086				
Home Phone: (615) 829-1040 Work Phone: (615) 831-6601			Are you a United States Citizen or legally eligible to work in the U. S.? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (if hired, you will be required to provide documentation that you are eligible to work in the U.S.)	
Are you 18 or over? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
<b>Title of Position Applying For:</b> Staff Accountant			Date Available to Work: After notify my current employer 2 weeks in advance	
Have you been previously interviewed or employed by SportsDome? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, list date(s) and job title(s):				
During the last ten years, have your ever been convicted of a crime other than a minor traffic offense? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, explain _____ Date convicted: _____				

<b>Education</b>				
Name and Location	Years Completed	Major Area of Study	Degree/Diploma	
High School	West High School	(2006-2010)	HS Diploma	
College	Ohio State University	(2010-2014)	Business Administration	Bachelor of Business Administration
Graduate School				
Technical or Certificate Programs				

**Employment History** Please provide the following information for your previous three employers, beginning with the most recent: (Please attach an additional page if necessary, do not use “see attached resume”.)

Employer: Clifton Lawson Allen LLP	Dates Employed: From: August 2014 To: Present	Job Title: Accounting Clerk
Telephone: (615) 831-6601	Job Duties: Performed standardized accounting routines to process accounts payable, obtain payment authorization, generate checks, and process for payment. Processed and mailed client invoices. Drafted accounts receivable letters. Coded and posted client and debtor payments. Ensured collection of outstanding balances for >60 days and >90 days.	
Reason for Leaving: Looking for a different work environment		
May we contact this employer? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

Employer: Oak Creek Veterinary Hospital	Dates Employed: From: August 2010 To: August 2014	Job Title: Receptionist
Telephone: (614) 890-9700	Job Duties: Answer phones and interact with clients. File paperwork and check clients in for their appointment. Check clients out and schedule follow – up appointments.	
Reason for Leaving: Only planned to work here during college and moved to Tennessee following graduation.		
May we contact this employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

Employer: Norman Jones Enlow and Company	Dates Employed: From: May 2013 To: August 2013	Job Title: Accounting Intern
Telephone: (614) 228-4000	Job Duties: Shadowed a number of accounts, sat in on meeting with clients, coordinated meeting with clients, worked on various accounting project with supervision from licensed accountants.	
Reason for Leaving: Temporary employment to getting explore accounting		
May we contact this employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

Describe your related skills, special training, certifications, and licensures:

Great technical and computer skills, excellent verbal and written communication skills, ability to work with a team or individually, exquisite attention to detail, analytical and problems solving skills. Experience in the accounting industry. Working toward my CPA license.

Please list your professional organizations and volunteer activities?

Member of the Business Administration Society. Volunteer for Make-A-Wish Foundation

**References**

Please list names of supervisors, managers, or others who can comment directly on your abilities:

Name	Phone #	Relationship/Occupation	Years Known
Kallie Moline	(615) 863-5208	Friend	2 yrs
Jessica Sanders	(614) 890-9700	Supervisor	4 yrs
Chelsea Watts	(615) 895-7777	Coworker	1 ½ yrs

\*\*\*\*\*

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\*\*\*\*\*

I certify that the facts set forth in this application for employment are true and complete to the best of my knowledge. I understand that if employed, false statements on this application shall be considered sufficient cause of dismissal. You are hereby authorized to make investigation of my personal references.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

# SPORTSDOME INTERNATIONAL

## MUSIC CITY ARENA

<b>Personal Information</b>			
<b>Last Name</b> Reichin	<b>First Name</b> Riley	<b>Middle Initial</b> B.	Today's Date: October 1, 2016
Street Address: 1214 w. Wilson Street      City: Marymount      State: AL      Zip Code: 29847			
Home Phone: (334) 962-7352 Work Phone: (334) 271-2200		Are you a United States Citizen or legally eligible to work in the U. S.? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (if hired, you will be required to provide documentation that you are eligible to work in the U.S.)	
Are you 18 or over? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
<b>Title of Position Applying For:</b> Staff Accountant			Date Available to Work: Once I have notified my previous employer
Have you been previously interviewed or employed by SportsDome? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, list date(s) and job title(s):			
During the last ten years, have you ever been convicted of a crime other than a minor traffic offense? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, explain _____ Date convicted: _____			

<b>Education</b>				
Name and Location		Years Completed	Major Area of Study	Degree/Diploma
High School	Mark Bard High School	(2003-2007)		HS Diploma
College	Central Alabama University	(2007-2011)	Finance	Bachelor of Finance
Graduate School				
Technical or Certificate Programs				



**Employment History** Please provide the following information for your previous three employers, beginning with the most recent: (Please attach an additional page if necessary, do not use "see attached resume".)

Employer: Great Lakes Financial Group	Dates Employed: From: June 2013 To: Present	Job Title: Cost Accountant
Telephone: (334) 271-2200	Job Duties:  Communicated with clients over the phone, entered all invoices for payment in to the accounting system, processed all cash receipts and prepared bank deposits. Received all raw materials and finished goods into the accounting and miscellaneous assignments.	
Reason for Leaving:  Getting married and moving to the area		
May we contact this employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

Employer: Publishers United Inc.	Dates Employed: From: December 2011 To: May 2013	Job Title: Finance Associate
Telephone: (334) 230-7004	Job Duties:  Performed company and market research. Sat in on and helped with transactions including project management, preparation of marketing materials, etc. Balanced financial spreadsheets.	
Reason for Leaving:  Was looking for more growth opportunities		
May we contact this employer? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

Employer: Accounting Firm	Dates Employed: From: May 2009 To: August 2011	Job Title: Accounting Intern
Telephone: (205) 967-9744	Job Duties:  Helped on various client projects with close supervision. Did other major administrative tasks. Shadowed a number of top accountants in the firm.	
Reason for Leaving:  Graduated from college and wanted to work closer to home		
May we contact this employer? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

Describe your related skills, special training, certifications, and licensures:

Previous experience in finances, attention to detail, analytical thinking, problem solving, creativity, and experience with mathematics. Proficient with Microsoft Excel and SPSS and have completed group skills, project management and time management classes. Certified Public Accountant (CPA) License.

Please list your professional organizations and volunteer activities?

Volunteers with CASA. Member of the American Finance Association and a supporter of the National Center for Transgender Equality

<b>References</b> Please list names of supervisors, managers, or others who can comment directly on your abilities:			
Name	Phone #	Relationship/Occupation	Years Known
Tom Williamson	(205) 982-5500	Friend	7 yrs
Elizabeth Beaufore	(334) 271-2200	Supervisor – knew me as Bryan from before I changed my gender.	3 yrs
Emily Wilson	(205) 895-4687	Coworker	5 yrs

\*\*\*\*\*

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\*\*\*\*\*

I certify that the facts set forth in this application for employment are true and complete to the best of my knowledge. I understand that if employed, false statements on this application shall be considered sufficient cause of dismissal. You are hereby authorized to make investigation of my personal references.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

# SPORTSDOME INTERNATIONAL

## MUSIC CITY ARENA

<b>Personal Information</b>				
<b>Last Name</b> Marks	<b>First Name</b> Kerry	<b>Middle Initial</b> F.	Today's Date: October 1, 2016	
Street Address: 4345 Dardenne City: St. Louis State: MO Zip Code: 63120				
Home Phone: (314) 231-4893 Work Phone: (314) 889-3590			Are you a United States Citizen or legally eligible to work in the U. S.? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>(if hired, you will be required to provide documentation that you are eligible to work in the U.S.)</i>	
Are you 18 or over? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
<b>Title of Position Applying For:</b> Staff Accountant			Date Available to Work: Must notify my current employer	
Have you been previously interviewed or employed by SportsDome? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, list date(s) and job title(s):				
During the last ten years, have you ever been convicted of a crime other than a minor traffic offense? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, explain _____ Date convicted: _____				

<b>Education</b>				
Name and Location		Years Completed	Major Area of Study	Degree/Diploma
High School	Eldon High School	(2006-2010)		HS Diploma
College	Missouri State University	(2010-2014)	Sociology	Bachelor of Science
Graduate School				
Technical or Certificate Programs				

**Employment History** Please provide the following information for your previous three employers, beginning with the most recent: (Please attach an additional page if necessary, do not use “see attached resume”.)

Employer: Missouri State Auditor’s Office	Dates Employed: From: June 2015 To: Present	Job Title: Assistant Auditor
Telephone: (314) 889-3590	Job Duties: Ensured compliance with established internal control procedures by examining records, reports, operating practices and documentation. Completes audit work papers by documenting audit test and finding. Completed auditing questionnaires according to documents and internal control systems.	
Reason for Leaving: Looking for a different opportunity and want to work for a firm.		
May we contact this employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

Employer: Wilson Toellner & Associates LLC	Dates Employed: From: May 2014 To: May 2015	Job Title: Intern
Telephone: (314) 636-2676	Job Duties: Assisted with month-end financial reports, helped with accounts receivable, payable and bank statement reconciliation. Assisted with audits and balanced sheet reconciliation. Other administrative tasks.	
Reason for Leaving: Temporary employment		
May we contact this employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

Employer: Target	Dates Employed: From: December 2010 To: May 2014	Job Title: Sales Associate
Telephone: (573) 445-9544	Job Duties: Helped clients while they are shopping by answering question and navigating the store. Checked clients out who are shopping at our store. Help with inventory and restocking.	
Reason for Leaving: Working through college		
May we contact this employer? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

Describe your related skills, special training, certifications, and licensures:

Knowledgeable of accounting principles, proficiency in use of computer and software, fast learner and lover working with a team. Good oral and written communication skills. 1 year of experience. Certified Public Account License.

Please list your professional organizations and volunteer activities?

Member of the National State Auditor’s Association (NSAA) and the American Accounting Association.  
Volunteers with United We Serve.

<b>References</b> Please list names of supervisors, managers, or others who can comment directly on your abilities:			
Name	Phone #	Relationship/Occupation	Years Known
Jeff Kane	(314) 873-5388	Friend	6 yrs
Beth McNeese	(314) 636-2676	Supervisor	2 yrs
Amanda Martin	(314) 889-3590	Coworker	1 yr

\*\*\*\*\*

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\*\*\*\*\*

I certify that the facts set forth in this application for employment are true and complete to the best of my knowledge. I understand that if employed, false statements on this application shall be considered sufficient cause of dismissal. You are hereby authorized to make investigation of my personal references.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

### Applicant Rating Forms

Directions: Please complete the New Hire Checklist. Your recommendation will not be considered final unless the checklist is complete. Circle “Yes” or “No” based upon your review of the candidate’s application materials.

<b>Candidate 8</b>		
1. Does the candidate have a high school degree?	Yes	No
2. Does the candidate have a college degree?	Yes	No
3. Is the candidate a Certified Public Accountant?	Yes	No
4. Does the candidate have at least 2 years of accounting experience?	Yes	No
5. Is the candidate currently employed?	Yes	No
6. What is the name of the candidate’s supervisor in the reference		

Directions: Please review each applicant’s application and then rate each application on the following questions. Using the scale below each question, mark the one circle that best represents your level of agreement to each of the questions below.

How likely are you to *recommend hiring this candidate*?

Very Unlikely     
  Unlikely     
  Neither Likely or Unlikely     
  Likely     
  Very Likely

*How qualified* do you think this candidate is for the position?

Very Unqualified     
  Unqualified     
  Neither Qualified or Unqualified     
  Qualified     
  Very Qualified

How would you expect this candidate to *perform on the job*?

Poorly     
  Below Average     
  Average     
  Above Average     
  Exceptionally

How likely would the candidate be to communicate and interact well with *customers*?

Very Unlikely     
  Unlikely     
  Neither Likely or Unlikely     
  Likely     
  Very Likely

How likely would the candidate be to communicate and interact well with *coworkers*?

Very Unlikely     
  Unlikely     
  Neither Likely or Unlikely     
  Likely     
  Very Likely

**New Hire Recommendation Form**

Directions: Identify and rank order candidates you believe are *qualified* for the accountant job by writing their “name” (e.g., Candidate A, Candidate B, etc.) in the blank next to the appropriate number. For example, Number 1 is your top choice for the job.

**Note: You do not need to have 8 qualified applicants.**

Top choice for the Job	1.	_____
	2.	_____
	3.	_____
	4.	_____
	5.	_____
	6.	_____
	7.	_____
Last choice for the Job	8.	_____

APPENDIX C: IRB APPROVAL LETTERS



**IRB**  
**INSTITUTIONAL REVIEW BOARD**  
 Office of Research Compliance,  
 010A Sam Ingram Building,  
 2269 Middle Tennessee Blvd  
 Murfreesboro, TN 37129



### IRBN007 – EXEMPTION DETERMINATION NOTICE

Monday, October 03, 2016

Investigator(s): Emilie Johnson (PI), and Dr. Mark Frame (FA)  
 Investigator(s)' Email(s): emj2r@mtmail.mtsu.edu  
 Department: Psychology

Study Title: Assessing attitudes toward homosexuals and transgendered individuals  
 Protocol ID: **17-1047**

Dear Investigator(s),

The above identified research proposal has been reviewed by the MTSU Institutional Review Board (IRB) through the **EXEMPT** review mechanism under 45 CFR 46.101(b)(2) within the research category (2) *Educational Tests*. A summary of the IRB action and other particulars in regard to this protocol application is tabulated as shown below:

IRB Action	EXEMPT from further IRB review***	
Date of expiration	<b>NOT APPLICABLE</b>	
Participant Size	200 Participants	
Participant Pool	Psychology Research Pool at MTSU	
Mandatory Restrictions	Participants need to consent.	
Additional Restrictions	<b>Adults (18 years or older)</b>	
Comments	N/A	
Amendments	<b>Date</b> N/A	<b>Post-Approval Amendments</b> None

\*\*\*This exemption determination only allows above defined protocol from further IRB review such as continuing review. However, the following post-approval requirements still apply:

- Addition/removal of subject population should not be implemented without IRB approval
- Change in investigators must be notified and approved
- Modifications to procedures must be clearly articulated in an addendum request and the proposed changes must not be incorporated without an approval
- Be advised that the proposed change must comply within the requirements for exemption
- Changes to the research location must be approved – appropriate permission letter(s) from external institutions must accompany the addendum request form
- Changes to funding source must be notified via email ([irb\\_submissions@mtsu.edu](mailto:irb_submissions@mtsu.edu))
- The exemption does not expire as long as the protocol is in good standing
- Project completion must be reported via email ([irb\\_submissions@mtsu.edu](mailto:irb_submissions@mtsu.edu))

- Research-related injuries to the participants and other events must be reported within 48 hours of such events to [compliance@mtsu.edu](mailto:compliance@mtsu.edu)

The current MTSU IRB policies allow the investigators to make the following types of changes to this protocol without the need to report to the Office of Compliance, as long as the proposed changes do not result in the cancellation of the protocols eligibility for exemption:

- Editorial and minor administrative revisions to the consent form or other study documents
- Increasing/decreasing the participant size

The investigator(s) indicated in this notification should read and abide by all applicable post-approval conditions imposed with this approval. [Refer to the post-approval guidelines posted in the MTSU IRB's website](#). Any unanticipated harms to participants or adverse events must be reported to the Office of Compliance at (615) 494-8918 within 48 hours of the incident.

All of the research-related records, which include signed consent forms, current & past investigator information, training certificates, survey instruments and other documents related to the study, must be retained by the PI or the faculty advisor (if the PI is a student) at the secure location mentioned in the protocol application. The data storage must be maintained for at least three (3) years after study completion. Subsequently, the researcher may destroy the data in a manner that maintains confidentiality and anonymity. IRB reserves the right to modify, change or cancel the terms of this letter without prior notice. Be advised that IRB also reserves the right to inspect or audit your records if needed.

Sincerely,

Institutional Review Board  
Middle Tennessee State University

Quick Links:

[Click here](#) for a detailed list of the post-approval responsibilities.  
More information on exempt procedures can be found [here](#).

**IRB**  
**INSTITUTIONAL REVIEW BOARD**  
 Office of Research Compliance,  
 010A Sam Ingram Building,  
 2269 Middle Tennessee Blvd  
 Murfreesboro, TN 37129



## IRBN007 – EXEMPTION DETERMINATION NOTICE

Wednesday, October 26, 2016

Investigator(s): Emilie Johnson (PI), and Dr. Mark Frame (FA)  
 Investigator(s) Email(s): emj2r@mtmail.mtsu.edu  
 Department: Psychology

Study Title: Predicting Hiring Discrimination for Transgender Job Applicants  
 Protocol ID: **17-1076**

Dear Investigator(s),

The above identified research proposal has been reviewed by the MTSU Institutional Review Board (IRB) through the **EXEMPT** review mechanism under 45 CFR 46.101(b)(2) within the research category (2) *Educational Tests*. A summary of the IRB action and other particulars in regard to this protocol application is tabulated as shown below:

IRB Action	EXEMPT from further IRB review***	
Date of expiration	<b>NOT APPLICABLE</b>	
Participant Size	200	
Participant Pool	<a href="#">MTSU Psychology Research Pool</a>	
Mandatory Restrictions	All participants need to consent.	
Additional Restrictions	<b>Adults (18 years of age or older)</b>	
Comments	N/A	
Amendments	<b>Date</b> N/A	<b>Post-Approval Amendments</b> None

\*\*\*This exemption determination only allows above defined protocol from further IRB review such as continuing review. However, the following post-approval requirements still apply:

- Addition/removal of subject population should not be implemented without IRB approval
- Change in investigators must be notified and approved
- Modifications to procedures must be clearly articulated in an addendum request and the proposed changes must not be incorporated without an approval
- Be advised that the proposed change must comply within the requirements for exemption
- Changes to the research location must be approved – appropriate permission letter(s) from external institutions must accompany the addendum request form
- Changes to funding source must be notified via email ([irb\\_submissions@mtsu.edu](mailto:irb_submissions@mtsu.edu))
- The exemption does not expire as long as the protocol is in good standing
- Project completion must be reported via email ([irb\\_submissions@mtsu.edu](mailto:irb_submissions@mtsu.edu))

- Research-related injuries to the participants and other events must be reported within 48 hours of such events to [compliance@mtsu.edu](mailto:compliance@mtsu.edu)

The current MTSU IRB policies allow the investigators to make the following types of changes to this protocol without the need to report to the Office of Compliance, as long as the proposed changes do not result in the cancellation of the protocols eligibility for exemption:

- Editorial and minor administrative revisions to the consent form or other study documents
- Increasing/decreasing the participant size

The investigator(s) indicated in this notification should read and abide by all applicable post-approval conditions imposed with this approval. [Refer to the post-approval guidelines posted in the MTSU IRB's website](#). Any unanticipated harms to participants or adverse events must be reported to the Office of Compliance at (615) 494-8918 within 48 hours of the incident.

All of the research-related records, which include signed consent forms, current & past investigator information, training certificates, survey instruments and other documents related to the study, must be retained by the PI or the faculty advisor (if the PI is a student) at the secure location mentioned in the protocol application. The data storage must be maintained for at least three (3) years after study completion. Subsequently, the researcher may destroy the data in a manner that maintains confidentiality and anonymity. IRB reserves the right to modify, change or cancel the terms of this letter without prior notice. Be advised that IRB also reserves the right to inspect or audit your records if needed.

Sincerely,

Institutional Review Board  
Middle Tennessee State University

Quick Links:

[Click here](#) for a detailed list of the post-approval responsibilities.  
More information on exempt procedures can be found [here](#).