



**Applicant ID:**

#47559634

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**Printed:**

May 28, 2025

11:35:37 AM EST

**Submitted:**

May 28, 2025

11:35:15 AM EST

Thank you for submitting your application of employment to the Deloitte U.S Firms. This document is a copy of your complete employment application submission for your own record retention.

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# Employment Application

## Consent to Electronic Signatures

You have been requested to complete documents online in connection with your application and consideration for employment. During this process, you will be asked to “sign” one or more of the online documents with your electronic signature. Please read the following carefully regarding the electronic signature process.

To sign a document electronically, sign your full name with your stylus, finger, or mouse.

If you want to make changes in information you provided, contact your recruiter.

If you do not agree to complete this process, including signing required documents electronically, please contact your recruiter. If at any time you need to withdraw your electronic consent previously provided, contact your recruiter. NOTE: Withdrawing your consent may cause delay in the hiring process.

When you arrive at a document that requires your electronic signature, you may use the printer button at the top of the text to print the document before you sign it and/or after you sign it. You can also download the completed, signed documents by clicking on the printer button and choosing Adobe PDF as your destination printer.

Copies of the documents you sign will be made available to you when you successfully complete the employment application process.

Once the signature process is completed, your electronic signature will be binding as if you had physically signed the document by hand.

By clicking the checkbox below, you consent to provide an electronic signature rather than a handwritten signature in connection with your application for employment and whenever you sign documents on this website relating to the application, background screening, or onboarding process.

I consent to using electronic signatures.



## Applicant Information

### Personal Details

<b>Salutation</b>	Mr.	<b>First Name</b>	Darrin
<b>Middle Name</b>	Carter	<b>Last Name</b>	Joncas

Suffix	--	Primary Phone	7202890237
Secondary Phone	7202890237	Phone (International)	--
Email	darrin.joncas@gmail.com		

Current Address

Country	United States	Address 1	4265 Coriander St
Address 2 (optional)	Lone Tree, Colorado, ] 80124	City	Castle Rock
State/Province	Colorado	Postal Code	80109-3823

Education

Please list your education below, starting with the most recently completed or degree in progress. If applicable, you may edit any existing education data. You must specify at least one education entry.

Note: If you do not locate the school attended in the picklist below, please select "Not in List" and type the school's official name directly into the free-text box.

South Alberta Inst of Tech

Country	Canada	State/Province	Alberta
School Name	South Alberta Inst of Tech		

Education Details

Did you graduate and receive a degree?	Yes	Currently Attending?	No
Education Type	Technical College / School	Degree Name	Technical School
Major Description	Information Technology	Second Major or Minor Description	--

Calgary, Univ of

Country	Canada	State/Province	Alberta
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School Name	Calgary, Univ of		
Education Details			
Did you graduate and receive a degree?	Yes	Currently Attending?	No
Education Type	College / University	Degree Name	Bachelors Degree - Commerce
Major Description	Bachelors of Technology	Second Major or Minor Description	--

## Credentials

Do you have any licenses (e.g. CPA), certificates, registrations, or other credentials you would like for us to consider?	Yes
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### SAP ASSOCIATE CERTIFICATION

Credential	SAP ASSOCIATE CERTIFICATION	Issuing Organization	SAP
Is this a license?	No		
Issue Date	Oct 2016	Expiration Date	Oct 2031
Country	United States	State/Province	Colorado
Status	Active		

## Employment History

Please list your employment experience below, starting with your current or most recent employer. If applicable, you may edit any existing employment data. You must specify at least one employment entry. Click Add New Entry to enter details for past employers.

Do you have any prior employment you would like for us to consider?	Yes
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### W5 Consulting

Employer Name	W5 Consulting	Current Employer	Yes
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**Start Date** Feb 2019

#### Job/Position Details

<b>Job Type</b>	--	<b>Agency</b>	Not Apply
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#### Relevant Experience

<b>Position Title</b>	SAP Project Manager	<b>Department</b>	--
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<b>Reason for Leaving</b>	Contract Complete
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### W5 Consulting

<b>Employer Name</b>	W5 Consulting	<b>Current Employer</b>	Yes
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<b>Start Date</b>	Jan 2018
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#### Job/Position Details

<b>Job Type</b>	--	<b>Agency</b>	Not Apply
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#### Relevant Experience

<b>Position Title</b>	SAP Project Manager	<b>Department</b>	--
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<b>Reason for Leaving</b>	Contract Complete
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Do you have any active agreement or contract (e.g., noncompete, nonsolicitation, confidentiality, intellectual property), as a past or current employee, contractor or subcontractor of any person or entity, that is inconsistent with your becoming, and serving as, an employee of any of the Deloitte U.S. Firms, or may impose limitations on your professional activities if you receive and accept an offer of employment with any of the Deloitte U.S. Firms?

**No**

## Pre-Employment Questionnaire

### Work Authorization

<b>1. Are you legally authorized to work in the United States?</b>	<b>Yes</b>
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<b>2. Will you now or in the future require sponsorship for employment visa status (for example, H-1B Visa status)?</b>	<b>No</b>
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## General Employment History

<b>1.</b> Have you ever submitted an application to work as an employee for, contractor or subcontractor to, any of the Deloitte U.S. Firms, their affiliates, or related entities?	<b>No</b>
<b>2.</b> Have you ever worked as an employee for, any of the Deloitte U.S. Firms, their affiliates, or related entities?	<b>No</b>
<b>3.</b> Have you ever worked as a contractor or subcontractor to, any of the Deloitte U.S. Firms, their affiliates, or related entities?	<b>No</b>
<b>4.</b> Have you ever been employed with any agency of the United States government, or any state or local government? If this employment was an internship, please select no. (If yes, please answer the following three questions).	<b>No</b>
<b>5.</b> Are you currently, or have you in the last year, worked on any projects with, or did you have influence over decisions to procure any services from, the Deloitte U.S. Firms at your current employer? (If you select Yes, please complete the following).	<b>No</b>
<b>6.</b> Have you been involved as a procurement official or a program manager for federal, state or local government?	<b>No</b>
<b>7.</b> Are you, or were you, a General, Flag Officer, or Senior Executive Service (SES or SIS) member in the US Federal Executive Branch?	<b>No</b>
<b>8.</b> Do you currently work, or have you within the past 12 months worked, for:	
<b>a.</b> A foreign (non-U.S.) government at any level, or any of its agencies or departments?	<b>No</b>
<b>b.</b> A foreign (non-U.S.) government-owned or government-controlled company or organization?	<b>No</b>
<b>c.</b> Any foreign (non-U.S.) political party, or any of its officials or candidates?	<b>No</b>
<b>d.</b> A public international organization, e.g., the United Nations, The World Bank, the Organization for Economic Cooperation & Development (OECD), the International Monetary Fund (IMF)?	<b>No</b>
<b>9.</b> To your knowledge, have any of the Deloitte U.S. Firms been contacted in connection with your application for employment (including internship) by anyone who works for:	
<b>a.</b> Any agency of the United States government, or any U.S. state or local government?	<b>No</b>



**b.** A foreign (non-U.S.) government at any level, or any of its agencies or departments? **No**

**c.** A foreign (non-U.S.) government-owned or government-controlled company or organization? **No**

**d.** Any U.S. domestic or foreign (non-U.S.) political party, or any of its officials or candidates? **No**

**e.** A public international organization, e.g., the United Nations, The World Bank, the Organization for Economic Cooperation & Development (OECD), the International Monetary Fund (IMF)? **No**

**f.** Any non-U.S. Deloitte entity? **No**

## Relationships and Conflicts of Interest

**1.** Are you related to, or do you live in the same household as, a partner, principal or employee of any Deloitte U.S. Firm? **No**

**2.** Are you related to any employee of, general counsel to, or consultant to, any audit client, or affiliate of an audit client, of a Deloitte Touche Tohmatsu Limited member firm? If you are uncertain, please request assistance from the Recruiter working with you. (If yes, please answer the following). **No**

**3.** Are you related to a member of the Board of Directors or Audit committee of a public company? **No**

**4.** Are you aware of any potential business or professional conflicts of interest with any Deloitte U.S. Firm? **No**

**5.** If employed by a Deloitte U.S. Firm, will you also be employed by or providing services to another entity, including an entity in which you have an ownership interest? Please include any paid or unpaid positions, including, but not limited to, working part-time at a retail store, owning a company, teaching, paid or unpaid board roles, etc. If yes, please provide additional information. **No**

## Third Party Recruiting Agency

**1.** Did you enter the Deloitte recruiting process through a third party recruiting agency? **No**

## Proceedings

**1.** Have you ever (now or in the past) been involved as a party, witness, or potential witness, or had your conduct reviewed, in any of the following types of proceedings, either in your capacity as a provider of professional services or as a holder of a professional license or registration:

- a.** Civil litigation?
- b.** Alternative dispute resolution, such as mediation or arbitration?
- c.** Administrative or disciplinary proceeding?
- d.** Governmental or regulatory inquiry or investigation?

**No**

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**2.** To the extent not already addressed in your responses, have you ever (now or in the past) been subject to, or otherwise involved in, any of the following:

- a.** A threatened claim relating to professional services that you provided?
- b.** A civil judgment?
- c.** A matter in which a client was reimbursed by you or your professional services firm for any alleged losses or damages relating to professional services that you provided?
- d.** A disciplinary proceeding with respect to a professional license or registration that resulted or could result in a denial, suspension, censure, sanction or other adverse action against you or against your professional services firm relating to professional services that you provided?
- e.** A reprimand, suspension, termination of employment or severance of association, or other disciplinary action against you at your workplace because you were found to have violated a professional standard or an ethical or other policy or practice of your workplace?
- f.** A situation in which there has been a shortage or arrears in any account for which you had financial or accounting responsibility with respect to a business, including your own, or other entity?

**No**

## Personnel Privacy Notice

To review the Personnel Privacy Notice, please click [here](https://www2.deloitte.com/us/en/legal/privacy-notices.html) or visit 'https://www2.deloitte.com/us/en/legal/privacy-notices.html'.

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I have read, understand, and acknowledge the Personnel Privacy Notice.







# Confidentiality Agreement

## Confidentiality Agreement and Required Acknowledgements

As part of my application for employment by Deloitte LLP or one of its subsidiaries located in the United States (the "Employer") and other valuable consideration, I acknowledge and agree with the terms and conditions set forth in the Confidentiality Agreement ("Agreement") and the Required Acknowledgements below:

### A. Confidentiality Agreement

**1. Defined Terms.** The italicized terms that are used in this Agreement are defined below:

- a. *Authorized Signatory*** — a partner, principal, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.
- b. *Confidential Information*** — any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of personally identifiable information or other personal information about *Personnel*, client and other third-party personnel, independent contractors, subcontractors, agents, vendors, suppliers, or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client, and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.



**c. *Deloitte Entity*** — the Employer and any corporation, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the “Deloitte US Firms”), the Deloitte Touche Tohmatsu verein, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited (“DTTL”) or any member firm of DTTL, or affiliate thereof (collectively, the “DTTL Member Firms”) or (ii) controls, is controlled by or is under common control with any of the entities outlined in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Agreement, the term “control” (including the terms “controlled by” and “under common control with”) means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

**d. *Employment*** — the nature of my relationship with the Employer or a *Deloitte Entity*. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

**e. *Form*** — paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

**f. *Intellectual Property*** — works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

**g. *Personnel*** — partners, principals, members, officers and employees of a *Deloitte Entity*.

**2. Confidentiality.** I acknowledge that, by virtue of the employment application process, I may acquire and be exposed to, or have access to *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will not disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity* in connection with the employment application process. At the conclusion of the employment application process, I will return to a *Deloitte Entity* and not retain or take with me any such *Confidential Information*.

**3. Third Party Information and Property.** I agree that during the employment application process and if I am offered and accept a position, during my *Employment*, I shall not disclose any confidential information or intellectual property of any current or former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*.



- 4. Notification of Post-Recruitment Obligations.** After the employment application process ends, if a *Deloitte Entity* has reason to believe that I am not complying with the terms of this Agreement, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I am employed or affiliated with or have accepted an offer of employment or affiliation concerning my duties and obligations under this Agreement.
- 5. Equitable Relief and Attorney's Fees.** I acknowledge and agree that a breach of this Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 2 and 3 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction, or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Agreement.
- 6. Governing Law.** This Agreement shall be governed by and construed in accordance with the laws of the State of New York, without reference to its choice-of-law rules.

## **B. Required Acknowledgements**

- 1. Employment at Will.** If I am offered a position, I acknowledge and agree that it will be offered on the condition that my *Employment* shall be at will and for no definite period, and that my *Employment* may be terminated at any time, with or without cause, for any reason or no reason, and with or without prior notice or discipline. Similarly, I may resign my *Employment* for any reason or no reason and with or without prior notice. I further acknowledge and agree that this provision on the at-will nature of my *Employment* is the final, complete, and exclusive statement concerning the nature of my *Employment* and can only be changed in a writing signed by both me and Deloitte LLP's Chief Talent Officer.
- 2. Independence Requirements.** I acknowledge and agree that Deloitte & Touche LLP ("Deloitte & Touche") provides audit and other attest services for clients. As a result, Deloitte LLP and its subsidiaries, and their partners, principals, and employees are subject to professional and regulatory independence requirements. Certain of my personal and financial relationships, or those of my relatives, may conflict with such independence requirements. Should I be offered and subsequently accept an offer of *Employment* with Deloitte LLP or one of its subsidiaries located in the United States (the "Employer"), I will be asked to review a listing of entities that Deloitte & Touche has restricted for independence purposes, and to disclose relationships or financial holdings that I, my spouse or spousal equivalent, or a dependent, may have that could affect Deloitte & Touche's independence. Any relationships or holdings that conflict with Deloitte & Touche's independence and ethics policies will need to be resolved prior to commencement of *Employment*. Further, I will be required to comply with these policies throughout my *Employment*. These policies may obligate me to disclose a currently maintained list of such personal and financial relationships to the Employer.

**3. Accurate and Complete Information.** I acknowledge and agree that the information I have provided herein is true, accurate, and complete, and that any false statement, misrepresentation, factual discrepancy or omission in my application or with respect to any information I have provided or shall provide, in any form or by whatever means, in connection with my candidacy for and throughout my *Employment* by the Employer, regardless of when discovered, may result in rejection of my candidacy, withdrawal of an offer of *Employment* or termination of my *Employment*, as the case may be.

**4. Release of Liability.** I authorize and request that all of my present and former employers and others furnish information about me, including current or past employment, a statement of the reason for the termination of my employment, work performance, abilities and other qualities pertinent to my qualifications for employment. I hereby release them from any and all liability for damages arising from furnishing the requested information.

**5. Required Massachusetts Notice:** The following notice applies only to applicants living in Massachusetts or seeking employment there:

It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability.

**6. Required Maryland Notice:** The following notice applies only to applicants living in Maryland or seeking employment there:

UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT, OR CONTINUED EMPLOYMENT, THAT AN INDIVIDUAL SUBMIT TO OR TAKE A LIE DETECTOR OR SIMILAR TEST. AN EMPLOYER WHO VIOLATES THIS LAW IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100.

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I have read, understand, and voluntarily agree to the terms and conditions contained in the Confidentiality Agreement and the Required Acknowledgements above.



## Review and Submit

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By checking this box, I agree that to the best of my knowledge and belief, I represent that the information I have provided or shall provide, in any form or by whatever means, in connection with and throughout my candidacy for employment by the applicable Deloitte U.S. Firm is and shall be true, accurate, and complete.

I understand, acknowledge, and agree this information will be subject to verification by the applicable Deloitte U.S. Firm. My failure to provide information that the applicable Deloitte U.S. Firm determines to be true, accurate, and complete could result in rejection of my candidacy.

I certify that the personally identifiable information I enter on this website will be mine and mine alone and is true, accurate, and complete to the best of my knowledge.

