

Application for Employment

Please Print

Equal access to programs, services and employment opportunities is available to all persons without regard to sex (including pregnancy), race, color, religion, national origin, citizenship, age, disability, genetic information, or any other basis protected by federal, state, and/or local law.

In accordance with the Americans with Disabilities Act and/or applicable state and local laws, applicants requiring reasonable accommodations for the application and/or interview process should notify the Human Resources Department. Examples of reasonable accommodations include making a change to the application process; providing written materials in an alternate format such as braille, large print or audio recording; using a sign language interpreter; using specialized equipment; or modifying testing conditions.

Name _____ Applicant ID # _____
First Middle Last

Address _____
Street City State ZIP Code

Telephone # _____ () Cellular/Other Phone # _____ () E-mail Address

_____ Position(s) applied for _____ Date _____
of application _____ / _____ / _____

Referral Source (e.g., Walk-in, Job Posting, Company's Website, etc.) _____

If necessary, best time to call you is _____
: PMAM

Home Cellular/Other

May we contact you at work? Yes

No If yes, work number and best time to call:

_____ ()
: PMAM If you are under 18 and it is required,

can you furnish a work permit? N/A Yes

No If no, please explain: _____

Have you submitted an application here before? Yes

No
If yes, give date(s) and position(s): _____

Have you ever been employed here before? Yes

No
If yes, give dates: From _____ / _____ / _____ To _____ / _____ / _____

Is this application a request for reemployment following an extended military leave of absence from this company?

Yes No

If yes, additional information may be requested.

Are you lawfully authorized to work in the United States? Yes

No

Date available for work _____

_____ / _____ / _____ What is your desired salary range or hourly rate of pay?

\$ _____ Per _____

Type of employment desired: Full-Time Part-Time

Educational Co-Op Seasonal Temporary

Will you relocate if job requires it? Yes No Will you

travel if job requires it? Yes No If

they have been explained to you, are you able to meet the attendance requirements of the position? ... N/A Yes

No Will you work overtime if required?

Yes No

If **no**, please explain:

Are you able to perform the “essential functions” of the job for which you are applying (with or without reasonable accommodation)?

This question is not designed to elicit information about an applicant's disability. Please do not provide information about the existence of a disability, particular accommodation or whether accommodation is necessary. These issues may be addressed at a later stage to the extent permitted by law.

Yes No Need more information about the job’s “essential functions” to respond

Driver’s license number required if driving may be required in the job for which you are applying:

_____ State _____

Have you ever been bonded? Yes No

Have you entered into an agreement with any former employer or

AN EQUAL OPPORTUNITY EMPLOYER

Starting with your most recent employer, provide the following information. You may include any verified work performed on a volunteer basis.

Employer	Telephone # ()
Street address	City State
Starting job title/final job title	Dates employed Month Year Month Year / to
Immediate supervisor and title (for most recent position held)	May we contact for reference? E-mail: <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Later
Why did you leave?	
Summarize the type of work performed and job responsibilities.	
What did you like most about your position?	
What were the things you liked least about the position?	

Employer	Telephone # ()
Street address	City State
Starting job title/final job title	Dates employed Month Year Month Year / to
Immediate supervisor and title (for most recent position held)	May we contact for reference? E-mail: <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Later
Why did you leave?	

other party (such as a noncompetition agreement) that might, in any

way, restrict your ability to work for our company? Yes No

If **yes**, please explain:

NOTE TO RHODE ISLAND APPLICANTS: This company is subject to the state’s workers’ compensation laws (Chapter 29-38) unless otherwise noted below (employer to list applicable exemptions):

Employment History

Summarize the type of work performed and job responsibilities.

What did you like most about your position?

What were the things you liked least about the position?

Employer	Telephone # ()		
Street address	City	State	
Starting job title/final job title	Dates employed Month Year Month Year / to		
Immediate supervisor and title (for most recent position held)	May we contact for reference?	E-mail:	
	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Later		
Why did you leave?			
Summarize the type of work performed and job responsibilities.			
What did you like most about your position?			
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Immediate supervisor and title (for most recent position held)	May we contact for reference?	E-mail:	
	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Later		
Why did you leave?			
Summarize the type of work performed and job responsibilities.			
What did you like most about your position?			
What were the things you liked least about the position?			

Explain any gaps in your employment, other than those due to personal illness, injury, or disability. _____

If not addressed on previous page, have you ever been fired or asked to resign from a job? Yes

No

If yes, please explain: _____

Employment History (continued)

Summarize any special training, skills, languages, licenses, and/or certificates that may assist you in performing the position for which you are applying:

Computer Skills (Include software titles and level of experience, such as basic, intermediate, or advanced.)

Word Processing _____ Level: _____
 Internet _____ Level: _____
 Spreadsheet _____ Level: _____ Other _____ Level: _____
 Presentation _____ Level: _____ Other _____ Level: _____
 E-mail _____ Level: _____ Other _____ Level: _____

Educational Background

Starting with your most recent school attended, provide the following information.

School (include City and State)	# of Years Completed	Completed	GPA Class Rank	Major/Minor
		<input type="checkbox"/> Diploma <input type="checkbox"/> GED <input type="checkbox"/> Degree _____ <input type="checkbox"/> Certification _____ <input type="checkbox"/> Other _____		
		<input type="checkbox"/> Diploma <input type="checkbox"/> GED <input type="checkbox"/> Degree _____ <input type="checkbox"/> Certification _____ <input type="checkbox"/> Other _____		
		<input type="checkbox"/> Diploma <input type="checkbox"/> GED <input type="checkbox"/> Degree _____ <input type="checkbox"/> Certification _____ <input type="checkbox"/> Other _____		
		<input type="checkbox"/> Diploma <input type="checkbox"/> GED <input type="checkbox"/> Degree _____ <input type="checkbox"/> Certification _____ <input type="checkbox"/> Other _____		

References

List names and telephone numbers of three business/work references who are **not** related to you and are **not** previous supervisors. If not applicable, list three school or personal references who are **not** related to you.

Name	Title	Relationship to You	Telephone	E-mail	# of Years Known
			()		
			()		
			()		

Related Information

When answering these questions, please exclude any information that would reveal sex (including pregnancy), race, color, religion, national origin, citizenship, age, disability, genetic information, or other similarly protected status.

To what job-related organizations (professional, trade, etc.) do you belong? _____

List special accomplishments, publications, awards, etc. _____

List any relevant volunteer work. _____

Is there any other job-related information you want us to know about you? _____

Applicant Statement

I certify that all information I have provided in order to apply for and secure work with this employer is true, complete, and correct.

I expressly authorize, without reservation, the employer, its representatives, employees, or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities, and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, resumé, or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees, or representatives, for seeking, gathering, and using truthful and non-defamatory information, in a lawful manner, in the employment process and all other persons, corporations, or organizations for furnishing such information about me.

I understand that this employer does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or eliminating any applicant from consideration for employment on any basis prohibited by applicable local, state, or federal law.

I understand that this application remains current for only 60 days. At the conclusion of that time, if I have not heard from the employer and still wish to be considered for employment, it will be necessary for me to reapply and fill out a new application.

If I am hired, I understand that I am free to resign at any time, with or without cause and with or without prior notice, and the employer reserves the same right to terminate my employment at any time, with or without cause and with or without prior notice, except as may be required by law. This application does not constitute an agreement or contract for employment for any specified period or definite duration. I understand that no supervisor or representative of the employer is authorized to make any assurances to the contrary and that no implied oral or written agreements contrary to the foregoing express language are valid unless they are in writing and signed by the employer's president. I also understand that if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States and that federal immigration laws require me to complete an I-9 Form in this regard.

I understand that reasonable safeguards will be taken to protect all personal information provided or obtained in conjunction with this application for employment. My personal information may be shared with the employer's affiliate(s) and third parties engaged by the employer to perform services for the employer. Any personal information shared with an affiliate or third party is to be used solely to perform the services requested by the employer.

This Company does not tolerate unlawful discrimination in its employment practices. No question on this application is used for the purpose of limiting or excluding an applicant from consideration for employment on the basis of his or her sex (including pregnancy), race, color, religion, national origin, citizenship, age, disability, genetic information, or any other protected status under applicable federal, state, or local law.

Mandatory Employer Disclosures

Notice to Maryland applicants: 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. **Notice to Massachusetts applicants:** 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. **Notice to Rhode Island applicants:** This company complies with Rhode Island law prohibiting smoking in enclosed areas within places of employment. **Notice to North Dakota applicants:** This company complies with North Dakota law prohibiting smoking within 20 feet of entrance and inside places of employment. **Notice to Indiana applicants:** This company complies with Indiana law prohibiting smoking in enclosed areas within places of employment. **Notice to Illinois applicants:** Please be advised pursuant to Illinois law, applicants are not obligated to disclose expunged juvenile records of adjudication, arrest, or conviction.

I understand that any information provided by me that is found to be false, incomplete, or misrepresented in any respect, will be sufficient cause to (i) eliminate me from further consideration for employment, or (ii) may result in my immediate discharge from the employer's service, whenever it is discovered.

DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE APPLICANT STATEMENT.

I certify that I have read, fully understand and accept all terms of the foregoing Applicant Statement.

Signature of Applicant _____

Date _____ / _____ / _____



Inc. an attorney concerning your particular situation and any specific questions or concerns you may have.

A0019DL

This product is designed to provide accurate and authoritative information. However, it is not a substitute for legal advice and does not provide legal opinions on any specific facts or services. The information is provided with the understanding that any person or entity involved in creating, producing or distributing this product is not liable for any damages arising out of the use or inability to use this product. You are urged to consult ©2020 ComplyRight,



Important note: This is approved for use by the purchaser only. This form may not be shared publicly or with third parties.

PRE-EMPLOYMENT INFORMATION DISCLOSURE
NOTICE AND DISCLOSURE

EMPLOYER: O'BANNON BANKING COMPANY

Name: _____ SS#: _____

Address: _____

City: _____ State: _____ Zip: _____

Driver's License #: _____ State: _____

(Only for motor vehicle report)

In applying for employment with O'Bannon Banking Company ("Company"), I hereby authorize the Company, or any designated agent(s) working on the Company's behalf, to obtain and review those reports checked off below as well as information related to the reports. It is my understanding the information being obtained will not be used in violation of any federal or state equal opportunity law or regulation, and that, before any adverse action is taken, based on upon review of such consumer credit report, I will be provided with a copy of said report as well as a summary of consumer's rights. I understand the nature and scope of said inquiries may include, but are not limited to, verification, inspection and/or reporting of any lawfully available records or information pertaining to work history; education; workers' compensation claims, criminal and civil court related actions; driving history (including traffic related offenses); personal financial status (including consumer credit reports); and any other information available from any public or otherwise documented record. It may also include inquiries regarding any past or present business, professional or personal associates. I hereby state that to the best of my knowledge all information I have provided to the Company, and any reporting agency, in any form, is true. I understand that any misrepresentation made to the Company or reporting agency by me will exclude me from further consideration as a candidate for employment or advancement and may result in termination of my employment with the Company if I am hired or advanced by the Company before such misrepresentation is discovered. I fully understand this authorization, waiver and release of liability is not an offer or a contract for employment by the Company. It is also understood that the Company operates under an "at-will" employment policy and that this authorization and release does not alter or affect this policy in any manner.

○ **Release of Criminal Information**

I hereby authorize O'Bannon Banking Company to request, obtain and examine any and all records that may relate to my arrest, conviction and/or imprisonment at any time prior to this date, for any felony or misdemeanor.

○ **Release of Credit Report**

I hereby authorize O'Bannon Banking Company to make inquiry into, investigate, and examine any and all records that may relate to my current or past credit worthiness: such information to include (but not be limited to) a retail credit report provided by any of the commercial retail credit reporting companies.

○ **Release of Employment Background Report**

I hereby authorize O'Bannon Banking Company to request an employment background report.

○ **Release of Educational Background**

I hereby authorize O'Bannon Banking Company to request an educational background report.

○ **Release of Motor Vehicle Records**

I hereby authorize O'Bannon Banking Company to acquire and examine a copy of my current Motor Vehicle Record.

I would like to receive a free copy of any consumer credit report relating to me that is reviewed by the Company.

Yes No Initials: _____

I hereby state that all information provided by me to the Company, in any form, is true, correct and complete. I also understand that any intentional or negligent misrepresentation made by me to the Company will exclude me from further consideration as a candidate for employment or advancement and may result in termination of my employment with the Company if I am hired.

Signature: _____ Date: _____

(Applicant)

Print Name: _____

RECEIVED BY THE COMPANY

Signature: _____ Date: _____

Name and Title: _____