

APPLICATION FOR EMPLOYMENT

For Office Use Only

| INTERVIEWS SCHEDULED | | | |
|----------------------|------|------|-------------|
| | Date | Time | Interviewer |
| 1 | | | |
| 2 | | | |
| 3 | | | |

Date: ____/____/____

PLEASE TYPE OR PRINT. In order to be considered for employment, this application must be completed in full. Please indicate the specific job title for which you are interested in being considered.

| PERSONAL DATA | | | |
|--|------------------------|---|-----|
| Name (Last, First, Middle) | | | |
| Address | City | State | Zip |
| Phone <input type="checkbox"/> Home <input type="checkbox"/> Work <input type="checkbox"/> Cell | | Alternate Phone <input type="checkbox"/> Home <input type="checkbox"/> Work <input type="checkbox"/> Cell | |
| E-mail address | Social Security Number | Are you a citizen of the U.S. or can you submit verification of your legal right to work in the U.S.? <input type="checkbox"/> Yes <input type="checkbox"/> No | |

NOTE: New employees will be required to substantiate work eligibility status in compliance with the Immigration Reform and Control Act of 1986.

| GENERAL INFORMATION | | | |
|--|---|---|----------------|
| Position Applying For | | Salary Requirement | Date Available |
| Work Status Desired <input type="checkbox"/> Full-time <input type="checkbox"/> Temporary <input type="checkbox"/> Part-time <input type="checkbox"/> Summer | If seeking part-time, hours available | Could you travel if required? <input type="checkbox"/> Yes <input type="checkbox"/> No | |
| Have you ever submitted an application for employment here before? <input type="checkbox"/> Yes <input type="checkbox"/> No | If yes, when? | | |
| Have you ever been employed here or with any of our affiliates? <input type="checkbox"/> Yes <input type="checkbox"/> No | If yes, when and where? | | |
| Are you related to anyone currently employed by our organization? <input type="checkbox"/> Yes <input type="checkbox"/> No | If yes, please list name(s) and relationship(s) | | |
| Referral Source (please check all that apply) | <input type="checkbox"/> Website <input type="checkbox"/> Job Posting/ Newspaper Ad <input type="checkbox"/> Walk-in <input type="checkbox"/> Staffing Agency <input type="checkbox"/> Government Agency (IA Workforce Development) <input type="checkbox"/> Other <input type="checkbox"/> Referred by _____ | | |
| Have you ever been convicted of, or plead guilty or no contest to any misdemeanor or felony? <input type="checkbox"/> Yes <input type="checkbox"/> No | If yes, provide date(s) and details <small>(Any criminal offense will not necessarily disqualify you from employment, but each offense will be evaluated based upon its nature, when it occurred and the type of position sought with the company.)</small> | | |

This company practices equal employment opportunity. We do not discriminate in hiring or employment on the basis of race, color, religion, sex, national origin, age, gender bias, gender identity, disability, or status as a disabled or Vietnam era veteran. This form is designed to secure information that is job related; no question in this application form is intended to secure information that will be used for any unlawful or discriminatory purpose.

EDUCATION

| | Name of School | City/State | # of years completed | Did you graduate? | Degree Earned | Major |
|-----------------|----------------|------------|----------------------|---|--|-------|
| High School | | | | <input type="checkbox"/> Yes <input type="checkbox"/> No | <input type="checkbox"/> Diploma <input type="checkbox"/> GED | |
| College | | | | <input type="checkbox"/> Yes <input type="checkbox"/> No | <input type="checkbox"/> Associates <input type="checkbox"/> Bachelors <input type="checkbox"/> Other _____ | |
| Graduate School | | | | <input type="checkbox"/> Yes <input type="checkbox"/> No | <input type="checkbox"/> Masters <input type="checkbox"/> Other _____ | |
| Other | | | | <input type="checkbox"/> Yes <input type="checkbox"/> No | | |

WORK HISTORY

Please list your work experience beginning with your most recent job held. Please include at least the **past five years**, attach additional sheets if necessary.

| | | | |
|---|--|-------------------|---------------------------|
| Employer Name | EMPLOYMENT DATES | | Last Job Title |
| Address | From (MO/YR) | To (MO/YR) | Summary of Duties |
| | SALARY | | |
| Phone Number | Starting | Final | |
| Supervisor Name | Status: <input type="checkbox"/> Full Time <input type="checkbox"/> Part Time | | |
| May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No | | | Reason for leaving |

| | | | |
|---|--|-------------------|---------------------------|
| Employer Name | EMPLOYMENT DATES | | Last Job Title |
| Address | From (MO/YR) | To (MO/YR) | Summary of Duties |
| | SALARY | | |
| Phone Number | Starting | Final | |
| Supervisor Name | Status: <input type="checkbox"/> Full Time <input type="checkbox"/> Part Time | | |
| May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No | | | Reason for leaving |

| | | | |
|---|--|-------------------|---------------------------|
| Employer Name | EMPLOYMENT DATES | | Last Job Title |
| Address | From (MO/YR) | To (MO/YR) | Summary of Duties |
| | SALARY | | |
| Phone Number | Starting | Final | |
| Supervisor Name | Status: <input type="checkbox"/> Full Time <input type="checkbox"/> Part Time | | |
| May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No | | | Reason for leaving |

SKILLS

What foreign language(s) do you speak, read or write?

Language: _____ Speak Read Write

Language: _____ Speak Read Write

Computer Software experience (check all that apply and select proficiency 1=Novice/Beginner, 5=Advanced/Expert)

MS Word 1 2 3 4 5 MS Excel 1 2 3 4 5

MS PowerPoint 1 2 3 4 5 Internet 1 2 3 4 5

Publishing software _____ 1 2 3 4 5

Other word processor program _____ 1 2 3 4 5

Use the space below to summarize any additional information necessary to describe your full qualifications for the specific position for which you are applying. Include courses taken in school, present or past positions, skills or special training, educational honors, or other experience you would like to have considered.

PROFESSIONAL REFERENCES

Please provide at least two business or professional references

| Name | Title | Company Name and Address | Telephone Number | E-mail |
|------|-------|--------------------------|------------------|--------|
| | | | | |
| | | | | |
| | | | | |
| | | | | |

PLEASE READ CAREFULLY BEFORE SIGNING

I certify that all statements made by me on this application are true and complete to the best of my knowledge and that I have withheld nothing that would, if disclosed, affect this application unfavorably. I understand that misrepresentation or omission of facts is cause for disqualification from further consideration for hire or for dismissal.

I authorize the references listed in this Application, including personal and employment references, to provide you with all information pertinent to this Application and I release all parties from liability for any damages that may result from the release of any information as a part of the employment verification process. In consideration for the Company's review of this application, I authorize investigation of all statements contained in this application. My cooperation includes authorizing the Company to conduct, when requested, a pre-employment drug screen, and a criminal or credit history investigation. Additionally I authorize the Company, in consideration for the Company's review of this application, to supply employment record, in whole or in part, and in confidence, to any government agency, or other party, with a legal or proper interest.

I understand that nothing contained in this employment application or in the granting of an interview is intended to create an employment contract between the Company and myself for either employment or for the providing of any benefit. No promises regarding employment have been made to me, and I understand that no promise or guarantee is binding upon the Company unless made in writing. Further, I understand that Iowa is an employment-at-will state, as such, my employment may be ended by either me or my employer at any time with or without cause. In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the Company, and that, if employed, my employment is at will and that I have the right to terminate my employment at any time for any reason and that the Company retains the same right.

I understand and agree that upon the event of employment, I will be expected to be candid and cooperate fully with any and all investigative efforts undertaken by the Company to resolve any customer or monetary transactions.

I understand and agree that in accordance with Federal Law, I must provide proof of identity and proof of eligibility to work in this country upon the event of employment.

@ _____ @ _____

Signature of Applicant

Date

Equal Employment Opportunity is **THE LAW**

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

DISABILITY

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.

AGE

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

GENETICS

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members.

RETALIATION

All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment practice.

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected:

The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at www.eeoc.gov.

Employers Holding Federal Contracts or Subcontracts

Applicants to and employees of companies with a Federal government contract or subcontract are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

INDIVIDUALS WITH DISABILITIES

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and requires affirmative action to employ and advance in employment disabled veterans, recently separated veterans (within

three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded).

RETALIATION

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210, 1-800-397-6251 (toll-free) or (202) 693-1337 (TTY). OFCCP may also be contacted by e-mail at OFCCP-Public@dol.gov, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor.

Programs or Activities Receiving Federal Financial Assistance

RACE, COLOR, NATIONAL ORIGIN, SEX

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

INDIVIDUALS WITH DISABILITIES

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.