



(An Equal Opportunity Employer)
APPLICATION FOR EMPLOYMENT

Updated 04/30/2023

Applicant Note: This form is intended for use in evaluating your qualifications for employment. It is not an employment contract. Please answer all questions completely and to the best of your ability. False or misleading statements are grounds for refusal or termination of employment and benefits, regardless of when such information is discovered. Applicants are considered without regard to race, color, religion, national origin, gender, age, disability, marital status, veteran status, sexual orientation, citizenship, or any other characteristic protected by law in all employment decisions.

PERSONAL

Date _____

Last Name _____ First _____ Middle _____

S.S.# _____

Present Address: _____ Phone # _____
Street & PO Box City State Zip

How long at current address? _____ Are you over 18? _____

Previous Address: _____
Street & PO Box City State Zip

Are you either a U.S. Citizen or an alien authorized to work in the United States? _____

If hired, it will be necessary for you to promptly submit documentation of your identity and right to work in the U.S.

EMPLOYMENT STATUS

Position desired _____ Salary desired \$ _____

Are you presently employed? Full Time _____ Part Time _____ Date hired: _____

Name, address, & phone number of employer _____

Present position _____ Supervisor's Name _____

Reason for Leaving _____

May we contact your present employer? _____

EDUCATION

Name/Address of School	Grade Point Avg.	Concentration of Major Area	Degree Attained
Schools			
Colleges			
Other Education			

Do you plan to further your education? Yes ___ No ___

If so, when and what area _____

REFERENCES

Give names of three persons, who are not relatives or former employers, whom we may contact

1. Name _____ Profession _____ Years Acquainted _____	Address _____ _____ Telephone _____
2. Name _____ Profession _____ Years Acquainted _____	Address _____ _____ Telephone _____
3. Name _____ Profession _____ Years Acquainted _____	Address _____ _____ Telephone _____

MISCELLANEOUS

Have you ever been bonded? Yes ___ No ___

Have you ever been refused a bond? Yes ___ No ___

If yes, state the reason and date: _____

To your knowledge, is there any reason you would not be bondable? Yes ___ No ___

If yes, please explain: _____



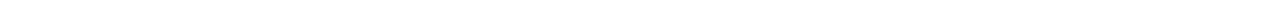
Who referred you to Western Bank? _____

Do you know anyone at Western Bank? Yes ___ No ___

If yes, whom? _____

Are you related to anyone at Western Bank? Yes ___ No ___

If yes, whom and what is the relationship? _____



WORK EXPERIENCE

List the four positions (other than present position) you have held beginning with the most recent. If you do not have enough space, you may give more complete and detailed information on a separate sheet. Accuracy of dates and addresses is essential.

Dates	Name & Address of Employer	Salary	Descriptions of duties
From: _____ __ Mo __ Yr To: _____ __ Mo __ Yr	Name _____ Address _____ Phone _____ Name of Supervisor _____ Title _____	Begin \$ _____ Ending \$ _____	Title _____ Duties _____ Reason for leaving _____ May we contact this employer Yes ___ No ___
From: _____ __ Mo __ Yr To: _____ __ Mo __ Yr	Name _____ Address _____ Phone _____ Name of Supervisor _____ Title _____	Begin \$ _____ Ending \$ _____	Title _____ Duties _____ Reason for leaving _____ May we contact this employer Yes ___ No ___
From: _____ __ Mo __ Yr To: _____ __ Mo __ Yr	Name _____ Address _____ Phone _____ Name of Supervisor _____ Title _____	Begin \$ _____ Ending \$ _____	Title _____ Duties _____ Reason for leaving _____ May we contact this employer Yes ___ No ___
From: _____ __ Mo __ Yr To: _____ __ Mo __ Yr	Name _____ Address _____ Phone _____ Name of Supervisor _____ Title _____	Begin \$ _____ Ending \$ _____	Title _____ Duties _____ Reason for leaving _____ May we contact this employer Yes ___ No ___

U.S. MILITARY STATUS AND RECORD

Branch _____ Rank _____ Years Served _____ Discharge date _____
 Are you now an active member of the Reserve or National Guard? Yes ___ No ___
 Give assignment: _____
 Service or technical schools attended or skills acquired in the Military: _____

FINANCIAL STATUS

Are you indebted to any source at this time? Yes ___ No ___
 If yes, itemize below. If no debt exists, list credit references.

Creditor	Reason	Monthly Payments	Balance Due

Own home? ___ Rent? ___ Board? ___ Do you have any outside income? _____ per month? _____
 Savings account? _____ Checking account? _____
 Are you currently responsible for the debts of another person? _____ Balance \$ _____
 Have you ever had any judgments, garnishments, bankruptcy or other legal proceedings against you? _____

EMPLOYMENT APPLICATION DISCLOSURES

If you have any questions regarding these statements, please ask them of the interviewer before signing.

1. I authorize all persons, schools, companies and law enforcement agencies to release any and all information regarding my background.

Signature of applicant

2. I agree to submit to legally permissible drug and /or alcohol testing upon request by Western Bank. I recognize that the results of these tests may be used to determine my employment or continued employment. I understand that Western Bank may share the information contained in this application for administrative purposes.

Signature of applicant

3. I do understand that Western Bank employees are considered at-will employees. I understand that this means all employees serve at the pleasure of the bank and that any employee can be dismissed, at any time, for any reason deemed appropriate or in the best interest of the bank, or for no reason. Employees do not have an expectation of continued employment, at any time.

Signature of applicant

4. In the event of my employment by Western Bank, I will comply with all rules and regulations set forth in the employee hand book and any other communications available to all employee.
5. I understand that this application will remain active for 30 days and that, if employed, there will be an initial 90 day introductory period.
6. I hereby acknowledge that I have read all the above statements, understand, and certify that the information contained in this application is correct and complete to the best of my knowledge and belief. I understand that knowingly making a false statement or omission in this application may be sufficient cause for rejection of the application or for dismissal after employment.

Print Name

Signature

Date



I _____ authorize Western Bank to obtain my credit report for employment purposes.

Date _____

Signature _____

FCRA NOTICE – BACKGROUND INVESTIGATION

In connection with your employment application with Western Bank (the “Company”), this notice is intended to inform you that an investigative consumer report will be obtained on you from a consumer reporting agency for employment purposes. These purposes may include for hiring, retention, promotion or reassignment. The report may contain information about your character, general reputation, personal characteristics and mode of living, which may be based on personal interviews with sources such as your neighbors, friends or associates. The report may also contain information about you relating to your criminal information or history, credit history, driving and/or motor vehicle records, verification of your education or employment history, or other background checks.

You have the right, upon written request made within a reasonable time after the receipt of this notice, to request disclosure of the nature and scope of any investigative consumer report to the Company and our background screening provider, National Crime Search, LLC, 3452 E. Joyce Blvd., Fayetteville, AR 72703 (888-527-3282). For information about National Crime Search, LLC’s privacy practices, see www.nationalcrimesearch.com.

[End of Document]

p. 1 of 1

AUTHORIZATION FOR BACKGROUND INVESTIGATION

By signing below you authorize the obtaining of investigative consumer reports by the Company at any time after receipt of this authorization. To this end, you authorize any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, employer, or insurance company to furnish any and all background information requested about you by National Crime Search, LLC and/or the Company.

You understand that the scope of your authorization is not limited to the present and, if you are hired, will continue throughout the course of your employment and allow the Company to conduct future screenings for retention, promotion or reassignment, as permitted by law and unless revoked by you in writing*.

Print Full Legal Name:	
Other or Former Names (please print):	
Date of Birth**:	
Social Security Number:	
Address:	
City:	
County:	
State:	
Zip Code:	
Driver's License number:	
State License issued:	
Name on License (if different than legal name):	
Email Address:	
Phone Number:	
Signature:	
Parent/Guardian signature ***:	
Date:	

***To perform a GA Statewide search, the GCIC requires the applicant to have signed the authorization form. The signed form is valid until the end of employment.**

****This information will be used for background screening purposes only and no other purpose.**

*****If the applicant is under 18 years old, both the applicant and a parent/guardian must sign the form.**

STATE LAW NOTICES AND DISCLOSURES – BACKGROUND INVESTIGATION

The following disclosures are being provided pursuant to state law.

MINNESOTA and OKLAHOMA: If you are a resident of Minnesota or Oklahoma, or applying for employment in one of these states, please check the box if you would like to receive a copy of your consumer report, free of charge, if one is obtained by the Company.

Check box to receive report

MINNESOTA: If you are a Minnesota resident or applying for employment at a location within Minnesota, you have the right to submit a written request to National Crime Search, LLC | 3452 E Joyce Blvd, Fayetteville, AR 72703 | (888-527-3282) for a complete and accurate disclosure of the nature and scope of any consumer report the Company ordered about you. The consumer reporting agency must provide you with this disclosure within five days after its receipt of your request or the report was requested by the Company, whichever date is later.

NEW JERSEY: If you are a New Jersey resident or applying for employment at a location within New Jersey, you acknowledge receipt of the New Jersey Fair Credit Reporting Act provisions.

NEW YORK: If you are a New York resident or applying for employment at a location within New York, you have the right to inspect and receive a copy of any investigative consumer report requested by the Company by contacting National Crime Search, LLC | 3452 E Joyce Blvd, Fayetteville, AR 72703 Phone: (888-527-3282).

NEW YORK: If you are a New York resident or applying for employment at a location within New York, you acknowledge receipt of a copy of [Article 23-A](#) of the New York Correction Law.

RHODE ISLAND: If you are a resident of Rhode Island or applying for employment at a location within Rhode Island, the Company may request a credit report from a consumer reporting agency in connection with your application for employment.

VERMONT: If you are a Vermont resident or applying for employment at a location within Vermont, you acknowledge receipt of the NOTICE – BACKGROUND INVESTIGATION AND USE OF CREDIT INFORMATION.¹

WASHINGTON STATE: If you are a Washington resident or applying for employment at a location within Washington State, you have the right to request from National Crime Search, LLC | 3452 E Joyce Blvd, Fayetteville, AR 72703 | (888-527-3282) a written summary of your rights and remedies under the Washington Fair Credit Reporting Act.

¹ Pursuant to Vermont law, employers requesting a credit report must provide job applicants/employees with a notice identifying the specific basis under 21 V.S.A. § 495i for use of the report.

Para información en español, visite www.consumerfinance.gov/learnmore o escriba a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under FCRA. **For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - a person has taken adverse action against you because of information in your credit report;
 - you are the victim of identity theft and place a fraud alert in your file;
 - your file contains inaccurate information as a result of fraud;
 - you are on public assistance;
 - you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer

reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.

- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete, or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need – usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- The following FCRA right applies with respect to nationwide consumer reporting agencies:

CONSUMERS HAVE THE RIGHT TO OBTAIN A SECURITY FREEZE

You have a right to place a “security freeze” on your credit report, which will prohibit a consumer reporting agency from releasing information in your credit report without your express authorization. The security freeze is designed to prevent credit, loans, and services from being approved in your name without your consent. However, you should be aware that using a security freeze to take control over who gets access to the personal and financial information in your credit report may delay, interfere with, or prohibit the timely approval of any subsequent request or application you make regarding a new loan, credit, mortgage, or any other account involving the extension of credit.

As an alternative to a security freeze, you have the right to place an initial or extended fraud alert on your credit file at no cost. An initial fraud alert is a 1-year alert that is

placed on a consumer's credit file. Upon seeing a fraud alert display on a consumer's credit file, a business is required to take steps to verify the consumer's identity before extending new credit. If you are a victim of identity theft, you are entitled to an extended fraud alert, which is a fraud alert lasting 7 years.

A security freeze does not apply to a person or entity, or its affiliates, or collection agencies acting on behalf of the person or entity, with which you have an existing account that requests information in your credit report for the purposes of reviewing or collecting the account. Reviewing the account includes activities related to account maintenance, monitoring, credit line increases, and account upgrades and enhancements.

- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.consumerfinance.gov/learnmore.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:

Code E

TYPE OF BUSINESS:	CONTACT:
<p>1. a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates</p> <p>b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:</p>	<p>a. Consumer Financial Protection Bureau 1700 G Street, N.W. Washington, DC 20552</p> <p>b. Federal Trade Commission Consumer Response Center 600 Pennsylvania Avenue, N.W. Washington, DC 20580 (877) 382-4357</p>
<p>2. To the extent not included in item 1 above:</p> <p>a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks</p> <p>b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and Insured State Branches of Foreign Banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act.</p> <p>c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations</p> <p>d. Federal Credit Unions</p>	<p>a. Office of the Comptroller of the Currency Customer Assistance Group P.O. Box 53570 Houston, TX 77052</p> <p>b. Federal Reserve Consumer Help Center P.O. Box 1200 Minneapolis, MN 55480</p> <p>c. Division of Depositor and Consumer Protection National Center for Consumer and Depositor Assistance Federal Deposit Insurance Corporation 1100 Walnut Street, Box #11 Kansas City, MO 64106</p> <p>d. National Credit Union Administration Office of Consumer Financial Protection 1775 Duke Street Alexandria, VA 22314</p>
<p>3. Air carriers</p>	<p>Assistant General Counsel for Office of Aviation Protection Department of Transportation 1200 New Jersey Avenue, SE Washington, DC 20590</p>
<p>4. Creditors Subject to the Surface Transportation Board</p>	<p>Office of Public Assistance, Governmental Affairs, and Compliance Surface Transportation Board 395 E Street, SW Washington, DC 20423</p>
<p>5. Creditors Subject to the Packers and Stockyards Act, 1921</p>	<p>Nearest Packers and Stockyards Administration area supervisor</p>
<p>6. Small Business Investment Companies</p>	<p>Associate Administrator, Office of Capital Access United States Small Business Administration 409 Third Street, SW, Suite 8200 Washington, DC 20416</p>
<p>7. Brokers and Dealers</p>	<p>Securities and Exchange Commission 100 F Street, NE Washington, DC 20549</p>
<p>8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations</p>	<p>Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090</p>
<p>9. Retailers, Finance Companies, and All Other Creditors Not Listed Above</p>	<p>Federal Trade Commission Consumer Response Center 600 Pennsylvania Avenue, NW Washington, DC 20580 (877) 382-4357</p>