

Please read carefully and complete by printing in ink or typing.

An Equal Opportunity Employer

We are an Equal Opportunity Employer and all qualified applicants will receive consideration for employment regardless of their race, color, creed, religion, national origin, sex, sexual orientation or perceived sexual orientation, gender identity, disability, age, marital status, familial status, membership or activity in a local human rights commission, status with regard to public assistance, protected veteran status or any other protected class category covered under state, federal and local laws. Under Title II of the Genetic Information Nondiscrimination Act of 2009, we will not discriminate against any applicant based on genetic information. It is the Company's policy to comply with all laws prohibiting discrimination. Information provided on this application will not be used for any discriminatory purpose.

Provide all information requested.

This application form is intended for use in evaluation of your qualifications for employment. One of the factors in determining whether an applicant will be employed is that the Company, at its own expense, arranges for a surety bond for its employees who are required by law to be bonded. Unless the applicant's background is acceptable to a surety company, the Company may be unable to offer employment. This is not an employment contract. This application only applies to the position specified. Your completed application form will be maintained in our active files for twelve (12) months from the date of application. You may submit a new application at any time.

Last name		First	MI	Date of application		
Street address						
City		State	ZIP	Home telephone		Work telephone
E-Mail Address				Cell phone		
How were you referred to First Bank of Baldwin? (Circle one.)	A By your college	B Advertisement (list source)	C Employment agency	D By an employee (if so, give name):	E Walk-in	F Other

Job Interest

Position Desired	
Wages or Salary Expected	Date Available for Employment
Other Positions for Which You Are Qualified	

Educational History

School name	Location (city, state)	Major course or subject	Graduated		Highest Grade Completed/Degree
			Yes	No	
High school					
Technical/trade (after high school)					
College (list all attended)					

List courses you have completed or are currently taking that will aid the Company in evaluating your qualifications for the position you are applying for. Use additional sheets if necessary. (Example: If applying for a clerical position, note training such as word processing or other computer skills, bookkeeping).

Course	School or Other Sponsor of Course	Major content of course

Employment Record

Starting with present or most recent, list all previous employers. Include self-employment and summer and part-time jobs. If more space is required, please continue on a separate sheet. You may attach a resume, but complete this application as well.

Last or present employer		Type of business	Describe major duties/accomplishments
Street address		Phone number	
City	State	ZIP code	
Supervisor's name		Phone number	
Salary		Dates worked	
Starting	From		
Final		To	
Reason for leaving			

Previous employer		Type of business	Describe major duties/accomplishments
Street address		Phone number	
City	State	ZIP code	
Supervisor's name		Phone number	
Salary		Dates worked	
Starting	From		
Final		To	
Reason for leaving			

Previous employer		Type of business	Describe major duties/accomplishments
Street address		Phone number	
City	State	ZIP code	
Supervisor's name		Phone number	
Salary		Dates worked	
Starting	From		
Final		To	
Reason for leaving			

Activities / Skills - Exclude those indicating race, color, religion, sex, national origin, age, or disability

Professional memberships, certificates, or licenses held:
Areas of Specialty:
Other language skills / experience

Volunteer Activities -List any volunteer activities in which you have participated including civic and community activities

Office/Clerical Skills

Typing <input type="checkbox"/> Yes <input type="checkbox"/> No Words per minute:	Type of machines operated	Years experience
Data entry (10-key) <input type="checkbox"/> Yes <input type="checkbox"/> No Per minute:	Computer skills	
Please list other skills and/or equipment experience you have acquired	List other skills	

Personal Data

Are you legally authorized to work in the U.S.? Yes No
 (You will be required to provide proof of your eligibility to work in the U.S. at the time of hiring)

Have you ever been employed here previously? Yes No

Why do you want to work for First Bank of Baldwin?

Legal Data

Have you been convicted of a felony ? Yes No

If "yes" to the above question, please attach an explanation. This information will not necessarily disqualify an applicant from employment.

Has a surety bond ever been refused to you? Yes No
 For a position for which a surety bond is a requirement: If yes, indicate when and the surrounding circumstances:

Professional/Work References

List three professional references or list two past supervisors and one person who is not related to you who have knowledge of your qualifications for the position for which you are applying.

Name	Title/relationship	Company Address (street, city, state, ZIP code)	Phone no. (include area code)	Occupation

May we contact your present employer?

Yes

Contact Name:

No

Phone Number:

If any of your educational or employment records are under a name other than the name listed on page 1, please provide other names.

Please attach current copy of required diploma and licensure/certificate for employment opportunity.

I hereby certify that the answers and other information on this application are complete and true to the best of my knowledge. I understand any false information; misrepresentation or omission of facts on my part given in my application or interviews may result in rejection of my application, or will be justification for separation from First Bank of Baldwin, if employed. I understand that my employment may be contingent upon other verification of pertinent information bearing upon my employment, and that my continued employment depends upon the will of First Bank of Baldwin or myself. I understand that nothing contained in this employment application or in the granting of an interview, and no company policies, procedures, or handbooks that I might receive, are intended to create an employment contract between the company and myself for either employment or for the providing of any benefit.

I understand that background inquiries may be conducted on me as part of the process and hereby agree to submit to such inquiry. I authorize any of the persons, schools, current and/or former employers or organizations referenced in this application to give you any and all information concerning my previous employment, education, or any other information they might have, personal or otherwise, with regard to any of the subjects covered by this application, and I release such parties from all liability from any damages which may result from furnishing such information to you.

In the event that I am offered employment at the Company:

- I will comply with all rules and policies of the Company, including a request for a current personal photograph meeting the Company's specifications; and
- I understand that employment with First Bank of Baldwin is "at-will" and is for no definite period of time and may be terminated by me or by First Bank of Baldwin with or without cause at any time. Employment and its terms are subject to all current and future approved First Bank of Baldwin policies.

Should the position require, my signature below acknowledges my agreement to take any physical examinations that First Bank of Baldwin may require, including testing for illegal or unauthorized substances. I understand that any offer of employment is contingent upon successfully passing the examination requirements and agreeing to take future physical exams, including drug screening, which First Bank of Baldwin may require for the health and safety of its employees and property.

Signature

Date

If completing this form electronically, you may be asked to sign this application if you are called in for an interview.

VOLUNTARY EMPLOYMENT INFORMATION FORM

Dear Applicant:

We appreciate your interest in employment at First Bank of Baldwin. The information requested is **optional** and is being collected for the purpose of reporting to Federal, State and Equal Employment Opportunity Agencies and will not be considered as part of your application materials for employment, nor will it be shown to the hiring supervisor/manager. It will be separated from the application.

Your assistance in this matter will be appreciated.

NAME (Optional): _____

POSITION YOU ARE APPLYING FOR _____

Please check one of the following:

- Female
- Male

Please check one of the following:
(see definitions below)

- Hispanic or Latino
- White (Not Hispanic or Latino)
- Black or African American
- Native Hawaiian or Other Pacific Islander
- Asian
- American Indian or Alaska Native
- Two or More Races

If you do not wish to supply this information, please check here. _____

Hispanic or Latino – A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

White (Not Hispanic or Latino) – A person having origins in any of the original peoples of Europe, the Middle East, or North America.

Black or African American (Not Hispanic or Latino) – A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) – A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Asian (Not Hispanic or Latino) – A person having origins in any of the original peoples of the Far East, Southeast Asia or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

American Indian or Alaskan Native (Not Hispanic or Latino) – A person having origins in any of the original peoples of North and South America (including Central America), who maintain tribal affiliation or community attachment.

Two or More Races (Not Hispanic or Latino) – All persons who identify with more than one of the above five races.

In addition, please help us evaluate the effectiveness of the medium for our advertisement by checking one of the following:

I saw the ad for this position in:

- | | |
|---|---|
| <input type="checkbox"/> First Bank of Baldwin Website | <input type="checkbox"/> Wisconsin Workforce Website |
| <input type="checkbox"/> Recruitment Poster | <input type="checkbox"/> Careerbuilder.com |
| <input type="checkbox"/> Newspaper (please specify name of newspaper) | <input type="checkbox"/> Other (please specify below) |

Voluntary Self-Identification - Protected Veterans

First Bank of Baldwin is also subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974 ("VEVRAA"), as amended, which requires Government contractors to take affirmative action to employ and advance in employment qualified disabled veterans, recently separated veterans, active wartime or campaign badge veterans, and Armed Forces service medal veterans.

Definitions:

The veteran classifications are defined as follows:

A "**disabled veteran**" is one of the following: (a) a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or (b) a person who was discharged or released from active duty because of a service-connected disability.

A "**recently separated veteran**" means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval, or air service.

An "**active duty wartime or campaign badge veteran**" means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

An "**Armed Forces service medal veteran**" means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Protected veterans may have additional rights under USERRA-the Uniformed Services Employment and Reemployment Rights Act. In particular, if you were absent from employment in order to perform service in the uniformed service, you may be entitled to be reemployed by your employer in the position you would have obtained with reasonable certainty if not for the absence due to service. For more information, call the U.S. Department of Labor's Veterans Employment and Training Service (VETS), toll-free, at 1-866-4-USA- DOL.

If you believe you belong to any of the categories of protected veterans listed above, please indicate by checking the appropriate box below. As a federal government contractor subject to VEVRAA, we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA.

- I identify as one or more of the classifications of protected veteran listed above
- I am not a protected veteran
- I choose not to disclose
-

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will only be used in ways that are not inconsistent with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended.

The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of individuals with disabilities or special disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) Government officials engaged in enforcing the Americans with Disabilities Act or laws administered by the OFCCP, or enforcing the Americans with Disabilities Act, may be informed.