



Western Heritage Bank

Employment Application

Applicant Information

Full Name: _____ Date: _____
Last First M.I.

Address: _____
Street Address Apartment/Unit #

City State ZIP Code

Phone: _____ Email _____

Date Available: _____ Social Security No.: _____ Desired Salary: \$ _____

Position Applied for: _____

Are you a citizen of the United States? YES NO If no, are you authorized to work in the U.S.? YES NO

Have you ever worked for this company? YES NO If yes, when? _____

Have you ever been convicted of a felony? YES NO

If yes, explain: _____

Education

High School: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Diploma: _____

College: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____

Other: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____



References

Please list three professional references.

Full Name: _____ Relationship: _____
Company: _____ Phone: _____
Address: _____

Full Name: _____ Relationship: _____
Company: _____ Phone: _____
Address: _____

Full Name: _____ Relationship: _____
Company: _____ Phone: _____
Address: _____

Previous Employment

Company: _____ Phone: _____
Address: _____ Supervisor: _____
Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO

Company: _____ Phone: _____
Address: _____ Supervisor: _____
Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for a reference? YES NO



DISCLOSURE TO EMPLOYMENT APPLICANT REGARDING PROCUREMENT OF CONSUMER REPORT AND CONSENT TO BACKGROUND CHECK

In connection with your application for employment, we may procure, or cause to be procured, a consumer report on you as part of the process of considering your candidacy as an employee at Western Heritage Bank. In the event that information from the report is utilized in whole or in part in making an adverse decision with regard to your potential employment, before making the adverse decision we will provide you with a copy of the consumer report and a description in writing of your rights under the law.

Also, in connection with your application for employment, we may procure, or cause to be procured, a background and criminal history record information which may be in any state or local files, including those maintained by both public and private organizations, and all public records, for the purpose of confirming the information contained on my application and/or obtaining other information which may be material to my qualifications for employment.

I understand that any false answers or statements, or misrepresentations by omission, made by me on this application or any related document, will be sufficient for rejection of my application or for my immediate discharge should such falsifications or misrepresentations be discovered after I am employed.

By your signature below you hereby authorized us to obtain a consumer report and background check about you in order to consider you for employment.

Applicant's Signature

Applicant's Name

Social Security Number

Address

Date of Birth

City, State, Zip

Date



Have you ever worked for this Company before? YES [] NO []

If yes, where? _____ When? (Give dates)_____ Job Title:

Do you have any relatives or friends who work for the Company? YES [] NO [] If yes, who and where do they work?

_____ APPLICANT'S

CERTIFICATION AND AGREEMENT

I hereby certify that the facts set forth in the above employment application are true and complete to the best of my knowledge and authorize Western Heritage Bank to verify their accuracy and to obtain reference information on my work performance. I hereby release Western Heritage Bank from any/all liability of whatever kind and nature which, at any time, could result from obtaining and having an employment decision based on such information.

I understand that, if employed, falsified statements of any kind or omissions of facts called for on this application shall be considered sufficient basis for dismissal.

I understand that should an employment offer be extended to me and accepted that I will fully adhere to the policies, rules and regulations of employment of the Employer. However, I further understand that neither the policies, rules, regulations of employment or anything said during the interview process shall be deemed to constitute the terms of an implied employment contract. I understand that any employment offered is for an indefinite duration and at will and that either I or the Employer may terminate my employment at any time with or without notice or cause.

Signature of Applicant _____ Date: _____



Arbitration Agreement Disclosure

As an applicant for employment with Western Heritage Bank, you will be required to sign an Arbitration Agreement as a condition of employment. Under this agreement, The Employee and Western Heritage Bank agree that any claim, controversy and/or dispute between them, arising out of and/or in any way related to Employee's application for employment, employment, and/or termination of employment, whenever and wherever brought, shall be resolved by arbitration.

Western Heritage Bank's Arbitration Agreement is titled "Mandatory Arbitration Disputes – Waiver of Rights Agreement." You will be required to sign the agreement upon employment. You may request to review the agreement prior to employment. By signing the agreement, the Employee agrees that this Agreement is governed by the Federal Arbitration Act, 9 U.S.C. § 1 et seq., and is fully enforceable.

Under the agreement, Western Heritage Bank agrees to pay all the arbitrator's and arbitration fees and expenses, except that Western Heritage Bank shall not be responsible for the Employees legal fees and costs, unless awarded to the Employee by the arbitrator. The arbitrator's decision shall be final and binding, and judgment upon the arbitrator's decision and/or award may be entered in any court of competent jurisdiction. The right to a trial, to a trial by jury, and to common law claims for punitive and/or exemplary damages are of value and are waived pursuant to the agreement. The agreement shall not apply to Employee claims for unemployment compensation benefits, worker's compensation benefits, and claims for benefits from a Western Heritage Bank - sponsored "employee benefit plan."

A *New York Times* article published on March 22, 2001 addresses the outcome of the Supreme Court decision regarding Arbitration Disputes. The article is entitled "Court Says Employers Can Require Arbitration of Disputes." Effective March 21, 2001 the Supreme Court ruled that companies can insist that workplace disputes go to arbitration rather than to court. The 5-to-4 decision resolved a disagreement among federal courts about the scope of the Federal Arbitration Act, which is a 76-year-old law that makes arbitration agreements enforceable in federal court.

According to the article mentioned above, employers are increasingly requiring workers to agree in advance to take any employment-related dispute to binding arbitration as a way of avoiding costly and prolonged litigation. This has been encouraged by earlier Supreme Court decisions treating arbitration favorably. A Supreme Court justice was quoted as saying that under arbitration, a party gives up a judicial forum but "does not forgo the substantive rights afforded by the statute."

Acknowledgment

By signing below, I hereby acknowledge that as a condition of employment I will be required to sign an Arbitration Agreement. I understand that Western Heritage Bank requires all employees to sign the agreement and acknowledge that the agreement shall not alter the at-will nature of the employment relationship. I understand that I have rights under the Federal Arbitration Act, including the rights indicated above. In addition, I will allow a photocopy of this authorization to be as valid as the original.

Print Full Name: _____ Social Security #: _____

Applicants Signature: _____ Date: _____