



Employment Application

Fidelity Bank is an equal opportunity employer and does not discriminate against otherwise qualified individuals on the basis of age, sex, race, religion, color, national origin, disability, marital status, genetic information, height, weight, or other legally protected status.

If because of a disability you need accommodation to perform the essential functions of your job, you must notify your supervisor within 182 days after the date you know, or reasonably should have known, that an accommodation was needed. The Bank will make reasonable efforts to accommodate.

You must complete the entire application and sign the Authorization and Understanding at the end of the application to be considered for employment, even if you have submitted a resume. If there is not enough space on this form to answer a question fully, please attach additional pages.

General

| | | |
|--|--|--------------------------|
| Name | | Application Date |
| Address | | |
| City/State/Zip | | |
| Telephone (Home) | Telephone (Cell) | |
| E-Mail Address | | |
| Please supply other name(s) you have used in school or at any previous job: | | |
| Position applied for | <input type="checkbox"/> Full Time <input type="checkbox"/> Part Time | Starting Salary Expected |
| How were you referred to Fidelity Bank? | | |
| Have you ever applied here before or been employed by Fidelity Bank? <input type="checkbox"/> Yes <input type="checkbox"/> No | If yes, specify: | |
| Are any of your friends or relatives employed at Fidelity Bank? <input type="checkbox"/> Yes <input type="checkbox"/> No | If yes, specify: | |

Note to Applicants: DO NOT ANSWER THIS QUESTION UNLESS YOU HAVE BEEN INFORMED ABOUT THE REQUIREMENTS OF THE JOB FOR WHICH YOU ARE APPLYING:

Are you able to perform, with or without accommodation, the essential functions of the job for which you have applied:
 Yes No

Education

| Type of School | Name | Location (Complete mailing address) | Did you Graduate? | Course of Study Or Degree Conferred |
|----------------|------|--|-------------------|---|
| High School | | | | |
| College | | | | |
| Other | | | | |

List Scholastic Honors, Offices Held and Activities in High School:

List Scholastic Honors, Office Held and Activities in College:

Are you presently attending school or do you plan on furthering your education? If so, please specify course and time commitment:

What experiences, skills, or qualifications do you feel especially would qualify you for work with our organization?

Do you hold any professional licenses or certification? Yes No
If yes, please list and describe:

Have you ever had a professional license or certification revoked or suspended?
 Yes No
If yes, please list and describe:

Are you currently under investigation by any agency or department concerning any licensure or certification matter? Yes No
If yes, please describe:

Employment History

Start with the most recent job held.

Please include your entire employment history and military service; attach additional pages, if necessary.

| Company Name, Address, and Telephone | Start Date | End Date | Position, Duties, & Supervisor | Ending Pay | Reasons for Leaving |
|--------------------------------------|------------|----------|--------------------------------|------------|---------------------|
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|---|---|
| Are you currently employed? <input type="checkbox"/> Yes <input type="checkbox"/> No | May we contact your current employer? <input type="checkbox"/> Yes <input type="checkbox"/> No |
| May we contact previous employers? <input type="checkbox"/> Yes <input type="checkbox"/> No | Are you currently under a non-compete contract with your employer? <input type="checkbox"/> Yes <input type="checkbox"/> No |
| If employed by Fidelity Bank, will you have a second (2 nd) job? <input type="checkbox"/> Yes <input type="checkbox"/> No | If yes, describe: |
| Have you ever been discharged or requested to resign from any position? <input type="checkbox"/> Yes <input type="checkbox"/> No | If yes, please explain: |

Non-Employment Record

Account for all periods of non-employment of 2 weeks duration or more since you left school until the present time:

| From (month/year) | To (month/year) | Reason for gap in employment |
|-------------------|-----------------|------------------------------|
| | | |
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Financial Information

| Present Creditors | Branch or Address | Monthly Payment | Balance Due |
|-------------------|-------------------|-----------------|-------------|
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Professional References

Give below the names of three professional references, whom you have known at least one year.

| Name & Occupation | Address & Phone Number | Business | Years Acquainted. How Do You Know This Person? |
|-------------------|------------------------|----------|--|
| | | | |
| | | | |
| | | | |

| | |
|--|---|
| <p>Are you 18 years or older?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> | <p>If no, do you have proof of eligibility to work?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> |
| <p>Are you legally authorized to work in the United States? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> | |
| <p>Have you ever been bonded? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> | <p>If yes, on what jobs?</p> |
| <p>Have you ever lost your bonded status?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> | <p>If yes, please supply details:</p> |
| <p>Have you ever been convicted of a crime (including guilty pleas and pleas of no contest), excluding routine traffic offenses?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> | <p>If yes, describe in detail:</p> |
| <p>Answering "Yes" to this question is not an automatic bar to employment. Factors such as date of the offense, seriousness of the violation, rehabilitation, and position applied will be taken into account.</p> | |
| <p>Are there currently any felony charges pending against you? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> | <p>If yes, describe:</p> |

FIDELITY BANK
Authorization and Understanding

I represent that the answers and information given by me in this application are true and complete. I understand that any incomplete, misleading, or false information in this application or in an interview can result in immediate disqualification or termination, if hired.

I authorize Fidelity Bank to verify the information I have provided and to make any investigation of my background deemed necessary, both at the time of application and later during my employment, if I am hired. I understand that the types of investigations which the Bank may perform include credit history reports, criminal record reports, and investigative consumer reports. I understand that I may have to provide further information to assist in the investigation and I may be fingerprinted. I understand that I have the right to request certain information about the nature and scope of the report and the name and address of the agency making the report. I also authorize third parties (such as former employers, law enforcement organizations, financial institutions, education institutions) contacted by the Bank to furnish any information relevant to my application for employment and I further release all persons and organizations from any and all liability for any and all damages whatsoever for releasing such information. I also waive all written notice from all prior employers related to providing such information.

If employed, I agree to sign any requested non-compete, nondisclosure and/or non-solicitation agreement. I further agree not to disclose confidential information and have no objection to signing an employee agreement on confidential information. I consent to all medical examinations and drug and alcohol testing required by the Bank, both during the selection process and throughout employment, if I am later hired.

I understand and agree that employment with the Bank is "at will" and that either I or the Bank can terminate my employment and compensation, with or without cause, and with or without notice, at any time. I acknowledge that no representation, either oral or written, have been made to me to the contrary and that any pre-existing understandings which contradict an "at will" status of employment are canceled. Further, I understand that only the President & CEO of the Bank has any authority to enter into any agreement for employment for any fixed period of time, or to make any agreement contrary to the foregoing and that any such agreement must be in writing and signed by the President & CEO and me.

In consideration of my employment, I agree to conform to the rules and policies of the Bank. Also, I agree not to begin any action or suit relating to employment with the Bank more than six months after the date of the termination of such employment and I waive any statute of limitations to the contrary.

This application for employment shall be considered active for 60 days. If I wish to be considered for employment after that time period, I should inquire at that time whether or not applications are being accepted.

My signature below indicated that I have read and understood the above paragraphs.

Date

Signature

FIDELITY BANK
Disclosure and Authorization

Disclosure

Fidelity Bank hereby discloses that it may obtain a consumer report and/or investigative consumer report for any and all employment purposes, which include evaluating the applicant for employment and, if hired, the employee for promotion, reassignment, or continued employment.

Authorization

I hereby authorize Fidelity Bank to obtain a consumer report and/or an investigative consumer report about me for employment purposes at any time prior to or during my employment.

Date

Signature

Print Name

Social Security Number

FIDELITY BANK

Applicant Data Record

Applicants and employees are treated during employment without regard to race, color, religion, sex, national origin, age, marital or veteran status, medical condition or handicap/disability, or any other legal protected status. We comply with government regulations, including affirmative action responsibilities where they apply. Solely to help us comply with government record keeping, reporting and other legal requirements, we request that you please fill out the Applicant Data Record. We appreciate your cooperation. This data is for periodic government reporting and will be kept in a Confidential File separate from the Application for Employment. **Submission of this information by you is voluntary.**

| |
|---|
| Date: _____ |
| Position applied for: _____ |
| Referral Source: _____ Advertisement _____ Friend _____ Relative |
| _____ Walk-in _____ Employment Agency _____ Other _____ |

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|---|
| Name: _____ Phone: () _____ |
| Last First Middle |
| Address: _____ Apt. _____ |
| Number Street |
| _____ City State Zip Code |

CONFIDENTIAL INFORMATION/VOLUNTARY SURVEY

Various government agencies request statistical information regarding our hiring practices. Your cooperation in completing this form is completely voluntary. Any information gathered is strictly confidential and will not subject you to coercion or intimidation relating to your status. Failure to provide this information will not adversely affect your application (see reverse for definitions). Thank you for your cooperation.

Check One:

- Male Female

Check one of the following Race/Ethnic Groups:

- Hispanic or Latino Other

If other, check one of the following Race/Ethnic Groups:

- White Black or African American
 Asian Two or more Races
 Native American Indian/Alaskan Native Native Hawaiian or Other Pacific Islander

If Native American Indian, check if any of the following are applicable:

- Formal member of a particular tribe
 Have a membership card issued by the tribe
 Have a Certificate of Degree of Indian Blood issued by the Bureau of Indian Affairs
 Are considered an American Indian in your community
 Used American Indian School or hospital

EEO CLASSIFICATION DEFINITIONS

| | |
|---|---|
| <i>Hispanic or Latino</i> | A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race. |
| <i>White (not Hispanic or Latino)</i> | All persons having origins in any of the original peoples of Europe, North America, or the Middle East. |
| <i>Black or African American (not Hispanic or Latino)</i> | All persons having origins in any of the Black racial groups of Africa. |
| <i>Native Hawaiian or Other Islander (not Hispanic or Latino)</i> | A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islander Islands |
| <i>Asian (not Hispanic or Latino)</i> | 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. |
| <i>American Indian or Alaska Native or community attachment (not Hispanic or Latino)</i> | A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliations or community attachment. |
| <i>Two or More Races (not Hispanic or Latino)</i> | All persons who identify with more than one of the above five races. |