

Flanagan State Bank

Employment Application

		Applicant Informa	tion		
Full Name:					Date:
	Last	First		M.I.	
Address:					
	Street Address				Apartment/Unit #
	City			State	ZIP Code
Phone:		Email			
Date Availal		Social Security No.:		Desired	Salary:\$
		YES NO			
Have you ev	er worked for this		hen?		
		Education			
High School	:	Address:			
College:		Address:			
	To	YES	NO	Doggood	
From:	10:	Did you graduate? □		Degree:	
Other:		Address:			
From:	To:	YES Did you graduate? ☐	NO	Degree:	

	Refe	rences			
Please list three pr	rofessional references.				
Full Name:				Relationship:	
Company:				Phone:	
Address:					
Full Name:				Relationship:	
_				Phone:	
Address:					
Full Name:				Relationship:	
C				Phone:	
	Previous E	Employme	nt		
Company:		_ · ·		Phone:	
				Supervisor:	
	Starting Salary: \$				
Responsibilities:					
	To:				
May we contact you	ur previous supervisor for a reference?	YES	NO		
				Phone:	
Address:				Supervisor:	
Job Title:	Starting S	Salary: <u>\$</u>		Ending Salary:	
Responsibilities:					
From:	To:	Reason fo	r Leaving:		
May we contact you	ur previous supervisor for a reference?	YES	NO		
Company:				Phone:	
				Supervisor:	
Job Title:	Starting S	Salary: \$		Ending Salary:\$	

Responsibilities:				
From: To:	Reason for Leaving:			
May we contact your previous supervisor for a reference?	YES NO			
Disclaimer and Signature				
I certify that my answers are true and complete to the best of my knowledge, and that I am legally authorized to work in the United States.				
If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.				
Signature:	Date:			

Flanagan State Bank provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, Flanagan State Bank complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training. Flanagan State Bank expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of Flanagan State Bank's employees to perform their job duties may result in discipline up to and including discharge.

DISCLOSURE AND AUTHORIZATION TO PROCURE A CONSUMER REPORT AND/OR AN INVESTIGATIVE CONSUMER REPORT UNDER THE FAIR CREDIT REPORTING ACT

The Fair Credit Reporting Act (15 U.S.C. §§ 1681-1681u) requires any person procuring a consumer report for employment purposes to provide written notification to the consumer of this intent before attempting to procure the consumer report and/or investigative consumer report.

This notice is provided to inform you that Flanagan State Bank will procure a consumer report and/or an investigative consumer report on you for employment purposes, including hiring, promotion, demotion, or termination purposes. If your application for employment is granted, Flanagan State Bank may obtain further consumer reports and/or investigative consumer reports from time to time for employment purposes so as to update, renew, or extend your employment.

A consumer report is any report (whether written, oral, or through other communication) of any information by a consumer reporting agency bearing on your credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics or mode of living. Flanagan State Bank will notify you upon your written request of whether Flanagan State Bank received a consumer report on you and if so, the name and address of the consumer reporting agency that furnished the report.

An investigative consumer report involves obtaining information by personal interviews with acquaintances or associates or others with whom you are acquainted or who may knowledge concerning your character, general reputation, personal characteristics or mode of living. Flanagan State Bank will notify you upon your written request of whether Flanagan State Bank received an investigative consumer report on you and if so, the name and address of the consumer reporting agency that furnished the report as well as the nature and scope of any such report.

By signing this disclosure and acknowledgment, you hereby: (1) authorize Flanagan State Bank to obtain a consumer report and/or an investigative consumer report on you for employment purposes, (2) acknowledge that you have received a summary of your rights under the Fair Credit Reporting Act, and (3) verify that you have read and understood this disclosure and acknowledgment.

Signature	Date	
Name (please print)		

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 the 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 1-888-567-8688.
- 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:

1. a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates. 1. Banks, savings associations, or credit unions also should list, in addition to the CFPB: 2. To the extent not included in item 1 above: 2. To the extent not included in item 1 above: 2. To the extent not included in item 1 above: 3. National banks, federal savings associations and federal branches and federal agencies of foreign banks 4. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKimps Street, Suite 3450 Houston, TX 77010-9050 5. 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 Consumer Help Center Po Box 1200 Minneapolis, MN 55480 6. Federal Credit Unions 2. Federal Credit Unions 3. Air carriers 3. Air carriers 4. Creditors Subject to Surface Transportation Board Department of Transportation Protection Division Department of Transportation Board Departmen	TYPE OF BUSINESS:	CONTACT:
b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB: **Washington, DC 20552** **D. Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 (877) 382-4357** 2. To the extent not included in item 1 above: **a. National banks, federal savings associations and federal branches and federal agencies of foreign banks (other than federal branches, federal agencies of foreign banks (other than federal branches, federal agencies of foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act **c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations of Foreign Banks, and insured state savings associations **d. Federal Credit Unions** **d. Federal Credit Unions** **d. Federal Credit Unions** **d. Asir. carriers** **Asir. carriers** **Asir. carriers** **Asir. carriers** **Asir. General Commission: Consumer Response Center 1100 Walmut St., Box #11 Kansas City, MO 64106 **d. National Credit Union Administration Office of Consumer Protection (OCP) Division of Consumer Protection (OCP) Division of Consumer Protection Division Department of Transportation 200 New Jersey Avenue, S.F. **Washington, DC 20439** **d. Creditors Subject to Surface Transportation Board Department of Transportatio		
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