

CENTRAL NATIONAL BANK APPLICANT FLOW DATA

Central National Bank is an equal opportunity employer and prohibits discrimination in employment on the basis of race, color, national origin, age, religion, disability, sex, sexual orientation, marital status, veteran status, or any other legally protected status. As part of its ongoing commitment to encourage diversity and in compliance with federal regulations regarding affirmative action responsibilities, the Corporation compiles and periodically reports data on applicants for employment.

We would greatly appreciate your assistance in this effort by answering the survey questions below. The information you provide will remain confidential and will be used only by Human Resources in developing statistical profiles of applicant pools. This voluntary survey is not part of your employment application. **Failure to provide this information will not affect your candidacy, however, we do request that it is signed and dated to confirm that it was received.**

Full Name PLEASE PRINT: _____

Position Applied for: _____

DEFINITIONS

White (not of Hispanic origin)	A person having origins in any of the original peoples of Europe, North Africa or the Middle East.
Black or African American	A person having origins in any of the Black racial groups of Africa
Hispanic or Latino	A person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race
Asian	A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Sub-continent. The area includes, for example, Cambodia, China, Japan, Korea, India, the Philippine Islands, Thailand, and Vietnam.
Native Hawaiian or other Pacific Islander	A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
American Indian or Alaskan Native	A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.
Two or more races	A person having origins in two or more ethnic origins.

ETHNIC ORIGIN (choose one)

<input type="checkbox"/> White	<input type="checkbox"/> Black/African American	<input type="checkbox"/> Hispanic/Latino	<input type="checkbox"/> Asian	<input type="checkbox"/> Two or more races
<input type="checkbox"/> Native Hawaiian/Pacific Islander	<input type="checkbox"/> American Indian or Alaskan Native			

GENDER

<input type="checkbox"/> Male	<input type="checkbox"/> Female
-------------------------------	---------------------------------

Applicant's Signature

Date

CENTRAL NATIONAL BANK & TRUST

An Equal Opportunity Employer

APPLICATION FOR EMPLOYMENT PLEASE READ BEFORE FILLING OUT THIS APPLICATION

The Bank does not discriminate in hiring or employment on the basis of race, color, religious creed, personal disability, national origin, sex, and ancestry or on the basis of age. No question on this application is intended to secure information to be used for such discrimination.

This application will be given every consideration, but its receipt does not imply that the applicant will be employed. The Bank, at its own expense, arranges for surety bond for each of its employees. Unless the applicant's background is acceptable to a surety company (not relative to race, color, religious creed, personal disability, national origin, sex, ancestry or age) it will be difficult to secure this bond and the Bank may be unable to offer employment.

In processing this employment application, the Bank may request that an investigative consumer report be prepared, which may include information as to your character, general reputation, police record, personal characteristics and mode of living. You have the right to request that the Bank completely and accurately disclose to you the nature and scope of the investigation requested. Such a request must be made in writing to the Human Resources/Compliance Department of this Bank within a reasonable time after you complete this application.

I hereby acknowledge that I have read the foregoing disclosure and understand the same.

Signature: _____ Date: _____

Please answer every question. Use INK and PRINT.

Name: _____

Social Security Number: _____ Telephone Number: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Length of Time at This Address: _____

List previous addresses within the United States, if address changed during the past 5 years.

From here on please WRITE in your NORMAL HANDWRITING.

Type of work desired: _____ Salary requirements: _____

Full Time: ___ Part Time: ___ Date available for work: _____

Are any of your relatives employed here? Yes ___ No ___ If yes, please indicate name and department:

Are you a citizen or national of the U.S., a lawful permanent U.S. resident, an alien authorized to work in the U.S.?

Yes ___ No ___

EDUCATION

Name & address of high school, preparatory or GED _____

Circle last year completed: 1 2 3 4 Graduated: Yes ___ No ___

Name & address of college _____

Circle last year completed: 1 2 3 4 Graduated: Yes ___ No ___ Degree: _____

Graduate Work _____

Circle last year completed: 1 2 3 4 Graduated: Yes ___ No ___ Degree: _____

List scholastic honors, offices held and activities in high school:

List scholastic honors, offices held and activities in college:

GENERAL INFORMATION

Use the space below to describe your interest in banking and the skills and aptitudes that you feel qualify you for a position at the Bank. (You may wish to include civic and community activities, professional societies in which you participate, hobbies, sports, special training or skills such as typing, accounting, and the like.) If you need more space, please continue on a separate sheet.

Can you type? Yes ___ No ___ Words per minute: _____

List any business machines you can competently operate and/or any software in which you are proficient:

Have you been employed here previously? Yes ___ No ___

Have you ever applied here before? Yes ___ No ___

P-11 (REV 9/00)

Federal law requires banks to specifically inquire about criminal convictions. Have you ever been convicted of a criminal offense involving dishonesty or breach of trust (including but not limited to robbery, embezzlement, forgery, perjury, tax evasion, etc.)?

Yes ___ No ___

Date: _____ Place: _____

(A yes answer will not automatically disqualify you from employment consideration.)

EMPLOYMENT RECORD

Starting with **PRESENT** or **MOST RECENT**, list all employers. Include self-employment, summer and part-time jobs. List only employers located within the United States.

Employer: _____

Address: _____

Supervisor's Name: _____ **Telephone Number:** _____

Hire Date: _____ **Termination Date:** _____ **May we contact? Yes** _____ **No** _____

Job Title: _____ **Starting Salary:** _____ **Ending Salary:** _____

Duties: _____

Reason for Leaving: _____

Employer: _____

Address: _____

Supervisor's Name: _____ **Telephone Number:** _____

Hire Date: _____ **Termination Date:** _____ **May we contact? Yes** _____ **No** _____

Job Title: _____ **Starting Salary:** _____ **Ending Salary:** _____

Duties: _____

Reason for Leaving: _____

Employer: _____

Address: _____

Supervisor's Name: _____ **Telephone Number:** _____

Hire Date: _____ **Termination Date:** _____ **May we contact? Yes** _____ **No** _____

Job Title: _____ **Starting Salary:** _____ **Ending Salary:** _____

Duties: _____

Reason for Leaving: _____

If you need more space, please continue on a separate sheet.

If presently employed why do you desire to change your position? _____

PERSONAL REFERENCES

Give three personal references, preferably work references. **DO NOT** give relatives. You may want to include the names of friends or acquaintances presently employed by this Bank.

Name: _____ Telephone Number: _____
Address: _____ #of Years Acquainted: _____
City: _____ State: _____ Zip: _____

Name: _____ Telephone Number: _____
Address: _____ #of Years Acquainted: _____
City: _____ State: _____ Zip: _____

Name: _____ Telephone Number: _____
Address: _____ #of Years Acquainted: _____
City: _____ State: _____ Zip: _____

MILITARY SERVICE RECORD

Have you served in the Armed Forces of the United States? Yes _____ No _____
If Yes, what branch? _____

Indicate training and/or work experience obtained in the Armed Forces that may be relevant to the work for which you are applying in this Bank: _____

PLEASE READ CAREFULLY BEFORE SIGNING. If you have any questions regarding this statement, please ask them of an employment interviewer before signing.

In the event of my employment to a position in the Bank, I will comply with all rules and regulations as set forth in the Bank's policy manual or other communications distributed to all employees. I authorize the Bank to supply my employment record, in whole or in part, and in confidence to any prospective employer, government agency or other party with a legal and proper interest.

I hereby affirm that the information provided on this application (and accompanying resume, if any) is true and complete to the best of my knowledge. I also agree that falsified information or significant omissions may disqualify me from further consideration for employment and may be considered justification for dismissal if discovered at a later date.

I understand that my employment is without contract and can be terminated, with or without cause, at any time at the discretion of either the Company or myself. I understand that no management official has any authority to enter into any agreement contrary to the foregoing or make any oral or written assurance or promise of continued employment.

I authorize persons, schools, my current employer (if authorized) and previous employers and organizations named in this application (and accompanying resume, if any) to provide any relevant information that may be required to arrive at an employment decision.

Signature of Applicant

Date



Central National Bank Of Enid

One Central Source



Authorization for CENTRAL NATIONAL BANK to access Criminal and Consumer Reports

DISCLOSURE

By signing below, you acknowledge and understand that in connection with your employment application with Central National Bank, or when deciding whether to modify or continue your ongoing* employment position (if selected), we may obtain a "consumer report" and/or a "criminal background search" on you from **TRAK-1 TECHNOLOGY**, a consumer reporting agency, or from any third party, in strict compliance with both state and federal law. A consumer report/criminal background search is any communication of information by a consumer reporting agency or criminal reporting source bearing on your credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, criminal history, or mode of living which is used or expected to be used for purposes of serving as a factor in establishing your current and/or continuing eligibility for employment purposes. The consumer reports or criminal background search may contain public record information which may be requested or made on you including, but not limited to: consumer credit, criminal records, civil cases in which you have been involved, driving history records, current motor vehicle insurance coverage, education records, previous employment history, workers compensation claims history, social security traces, military records, professional licensure records, eviction records, drug testing, government records, and others. You further understand that these reports may include experience information along with reasons for termination of past employment/volunteerism. You also acknowledge and understand that information from various federal, state, local and other agencies which contain information about your past activities will be requested. You are hereby notified that you have the right to make a timely request for a copy of the scope and nature of the above investigative background report and/or a complete copy of your consumer report contained in Central National Bank's files on you at the time of your request by providing proper identification and the payment of any legally permissible fees. You are further notified that, prior to being denied a employment/volunteer position based in whole or in part on information obtained in the consumer report or criminal background search, you will be provided a copy of the report, the name, address and telephone number of the consumer reporting agency and a description in writing of your rights under the Fair Credit Reporting Act. Correspondence to **TRAK-1 TECHNOLOGY** should be forwarded to:

Trak-1 Technology; Consumer Disputes; P.O. Box 52028; Tulsa, Oklahoma, 74152; 918-779-7000.

*California Civil Code section 1786.16(2) requires a separate disclosure and authorization to be signed by an applicant or current employee each time a background check is performed for employment purposes. This requirement does not apply in situations where the employer has a suspicion of wrongdoing or misconduct by a current employee.

*Pursuant to Maine state law, § 1317(2), Trak-1 Technology is required to reinvestigate any consumer dispute made by a consumer residing in the state of Maine within 21 calendar days of notification of the dispute by the consumer.

THE FAIR CREDIT REPORTING ACT GIVES YOU SPECIFIC RIGHTS IN DEALING WITH CONSUMER REPORTING AGENCIES. YOU WILL BE GIVEN A SUMMARY OF THESE RIGHTS TOGETHER WITH THIS DOCUMENT.

AUTHORIZATION

By signing below, you hereby authorize, without reservation, **TRAK-1 TECHNOLOGY** or any third party contacted by this organization to furnish the above-mentioned and requested information. You further authorize ongoing procurement of the above-mentioned information, reports and records at any time during your employment, or in the course of considering you for an employment position. You also agree that a fax or photocopy of this authorization with your signature is accepted as having the same authority as the original. You further authorize and request, without reservation, any present or former employer, school, police department, financial institution, division of motor vehicles, consumer reporting agencies, or other persons or agencies having knowledge about you to furnish Central National Bank with any and all background information in their possession regarding you, so that your employment/volunteer qualifications may be evaluated and/or reassessed.

ACKNOWLEDGEMENT OF RECEIPT OF SUMMARY OF RIGHTS

By signing below, you certify: (1) that you have read and fully understand this disclosure and authorization; (2) that all of the information you are providing is true, complete, correct and accurate; and (3) that you acknowledge that you have received the attached summary of your rights under the Fair Credit Reporting Act (15 U.S.C. §1681 et seq.). The following is information required in order for Central National Bank to obtain a complete consumer report and/or criminal background search.

Print full legal name (First, Middle, Last)		
Street Address		
City	State	Zip
Social Security #	Date of Birth	
Other or Former Names (aka, maiden names, aliases, surnames, etc...)		
Applicant Signature		Date

INVITATION TO SELF-IDENTIFY

CENTRAL NATIONAL BANK is a Government contractor and we are required to take affirmative action to employ and advance in employment qualified individuals with disabilities, qualified disabled veterans, and covered veterans of the Vietnam era. The laws that require this action are section 503 of the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended.

If you have a disability, are a special disabled veteran, or a Vietnam era veteran covered by the Act, and would like to be considered under our affirmative action program, please tell us. You may inform us of your desire to benefit under the program at this time and/or at any time in the future. This information will assist us in placing you in an appropriate position and in making accommodations for your disability if you are an individual with a disability. (See: Section IV of the Affirmative Action Plan for Individuals with Disabilities and for Veterans of the Vietnam Era.) **Submission of this information is voluntary** and failure to provide it will not subject you to any adverse treatment. Information you submit will be kept confidential, except that (i) supervisors and managers may be informed of work or duty restrictions and necessary accommodations for individuals with disabilities, (ii) first-aid and safety personnel may be informed, when and to the extent appropriate, if your condition might require emergency treatment, and (iii) government officials engaged in enforcing laws administered by OFCCP or the Americans with Disabilities Act may be informed. The information provided will be used only in ways that are consistent with section 503 of the Rehabilitation Act, and the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended.

In order to assure your proper placement, please tell us about (1) any special methods, skills and procedures which qualify you for a position that you might not otherwise be able to do because of your disability, and (2) the accommodations which we could make which would enable you to perform the job properly and safely, including reasonable changes in the physical layout of the job, special equipment, alterations of certain duties relating to the job, provision of personal assistance services or other accommodations.