

Mechanics

BANK

Member FDIC

| | | | | | | | | |
|---|---|--|--|--|--|--|---|---|
| Main Office | South Side Office | Madison Office | Ontario Office | Lexington Office | Trimble Rd. Office | Shelby Office | Clear Fork Valley | Free Road Office |
| 2 South Main St. Mansfield, OH 44902 419-524-0831 | 971 Lexington Ave. Mansfield, OH 44907 419-756-1211 | 980 Ashland Rd. Mansfield, OH 44905 419-589-7807 | 2103 Park Ave. West Mansfield, OH 44906 419-529-4283 | 256 East Main St. Lexington, OH 44904 419-884-6010 | 490 North Trimble Rd. Mansfield, OH 44906 419-525-2265 | 140 Mansfield Ave. Shelby, OH 44875 419-347-0831 | 65 Main St. Belville, OH 44813 419-886-3045 | 674 Free Road Shiloh, OH 44878 419-896-2149 |

Application for Employment

Thank you for your interest in Mechanics Bank.

The Civil Rights Act of 1964 prohibits discrimination in employment because of race, color, religion, sex, or national origin. Federal law also prohibits other types of discrimination such as age, citizenship, disability, veteran status, attainment of benefits and participation in union activities.

If you are interested in applying for employment with Mechanics Bank and need special assistance or an accommodation to apply for a posted position, please contact our Human Resources department.

If you are offered employment, you are required to submit proof of your eligibility to work in the USA.

Personal

| | | | | |
|------------------------------|-------------------|---------------------|--|-------------------------|
| LAST NAME | | FIRST | MIDDLE INITIAL | DATE |
| ADDRESS | | CITY | | STATE ZIP |
| HOME PHONE NUMBER | CELL PHONE NUMBER | | SOCIAL SECURITY NUMBER | |
| POSITION(S) DESIRED | | | TYPE OF WORK DESIRED <input type="radio"/> Full Time <input type="radio"/> Part Time <input type="radio"/> Summer | |
| HOW WERE YOU REFERRED TO US? | | SALARY REQUIREMENTS | | DATE AVAILABLE FOR WORK |

Are you under a non-competition contract with a previous or current employer? Yes No

Are you over the age of eighteen (18)? Yes No

If no, employment is subject to verification that you are of minimum legal age.

Why is Mechanics Bank the right place for you?

Employment History

List below present and past employment, beginning with your most recent.

| | | | | |
|--|--------------------|-------|----------------|---|
| Name and Address of company and Type of Business | From | To | Hourly Rate | Describe the work you did and your reason for leaving: |
| | Mo/yr | Mo/yr | | |
| | | | Job Title | |
| Phone | | | | |
| May we contact this employer concerning your prior work experience? Yes <input type="radio"/> No <input type="radio"/> | Name of Supervisor | | | |
| Name and Address of company and Type of Business | From | To | Hourly Rate | |
| | Mo/yr | Mo/yr | | |
| | | | Job Title | |
| Phone | | | | |
| May we contact this employer concerning your prior work experience? Yes <input type="radio"/> No <input type="radio"/> | Name of Supervisor | | | |
| Name and Address of company and Type of Business | From | To | Hourly Rate | |
| | Mo/yr | Mo/yr | | |
| | | | Job Title | |
| Phone | | | | |
| May we contact this employer concerning your prior work experience? Yes <input type="radio"/> No <input type="radio"/> | Name of Supervisor | | | |
| Name and Address of company and Type of Business | From | To | Hourly Rate | |
| | Mo/yr | Mo/yr | | |
| | | | Job Title | |
| Phone | | | | |
| May we contact this employer concerning your prior work experience? Yes <input type="radio"/> No <input type="radio"/> | Name of Supervisor | | | |

Are there any other job related experiences, skills or qualifications which would be of special benefit in the job for which you are applying?

Education

| School | Name and Address of School | Course of Study | Last year completed | Did you Graduate? | List diploma or degree |
|-------------|----------------------------|-----------------|---------------------|---|------------------------|
| High School | | | | <input type="radio"/> Yes <input type="radio"/> No | |
| College | | | | <input type="radio"/> Yes <input type="radio"/> No | |
| Other | | | | <input type="radio"/> Yes <input type="radio"/> No | |

Personal References

The references listed below should not be relatives or appear in the Employment History section of this application.

1. Name _____ Occupation _____
Address _____ Phone _____
2. Name _____ Occupation _____
Address _____ Phone _____
3. Name _____ Occupation _____
Address _____ Phone _____

Other

What activities are you involved in which serve the community in which you live? List any offices held.

By signing below i am giving Mechanics Bank permission to contact the employers listed under Employment History as indicated and the people listed under Personal References.

Signed _____

Please read and sign below

The facts set forth in my application for employment are true and complete. i understand that if employed, any false statement on this application may result in my dismissal. i further understand that this application is not, and is not intended to be, a contract of employment, nor does this application obligate the employer in any way if the employer decides to employ me. i understand and agree that my employment would be at will and can be terminated by either party with or without notice, at any time, for any reason or no reason. No one other than an officer of Mechanics Bank has any authority to enter into any agreement for employment for any specified period of time or to make any agreement contrary to the foregoing.

Signature

date

Mechanics Bank is an equal opportunity employer.

Office Use Only

APPLICANT INFORMATION FORM

Dear Applicant:

In order for us to meet federal recordkeeping requirements, we request that you answer the following personal questions. This information is voluntary and refusal to provide it will not result in any adverse treatment. This information will not be used for any purpose in the employee selection process. If you have any questions about this form, please do not hesitate to ask to speak to a representative of the Human Resources Department.

PLEASE PRINT

1. Position desired _____ Date _____

2. Full name _____

3. Sex (check one) Male Female

4. Ethnicity origin

Are you Hispanic or Latino? (Hispanic or Latino is defined as a person of Cuban, Mexican, Puerto Rican, South or Central American or other Spanish culture or origin, regardless of race.)

Yes

No

Continue with question 5 **only** if you answered “**no**” to question 4.

5. Race and ethnic origin (check one)

White (not Hispanic origin) – persons having origins in any of the original peoples of North Africa, Europe, or the Middle East

Black/African American – persons having origins in any of the Black racial groups of Africa

Asian – persons having origins in any of the original peoples of the Far East, Southern Asia or the Indian subcontinent including, for example, Cambodia, China India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

Native Hawaiian or other Pacific Islander – persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific islands

American Indian or Alaskan Native – persons 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 – persons who identify with more than one of the above five races

DISCLOSURE AND AUTHORIZATION TO OBTAIN CONSUMER REPORTS

I authorize Mechanics Bank (Mechanics) to obtain credit reports, consumer reports and/or criminal background checks for employment purposes. I understand and agree that background inquiries may be requested by or on behalf of Mechanics that may include, but are not limited to, credit reports and information as to my character, general reputation, personal characteristics, mode of living, and work habits, including oral assessments of my job performance, experiences and abilities, and reasons for termination of past employment. Furthermore, I understand and agree that Mechanics may request information from various federal, state, and public or private entities concerning my past activities relating to my criminal and civil records, motor vehicle records, credit records, employment and education records, social security records, references, drug test results, and copies of prior personnel files. Additionally, the information contained in an investigative consumer report may also be obtained through personal interviews of references, co-workers, current or former employers, or other personal acquaintances. Any information contained in any consumer report may be taken into consideration in evaluating my suitability for employment, promotion, reassignment, or retention.

I understand that Mechanics will provide me with a copy of any consumer report obtained on me if the information contained in such report is used in making an adverse decision regarding my employment with and/or application for employment with Mechanics. I further understand that such report will be made available to me prior to any such decision being made, along with the name and address of the reporting agency that produced the report.

I acknowledge that a photocopy or facsimile copy of this authorization shall be effective as the original. This authorization is valid for all federal, state, county and local agencies and authorities and any public or private entity or organization. This authorization will remain in force until I specifically revoke it in writing. If this authorization is revoked, I acknowledge that I may not be eligible for employment in certain positions at Mechanics and that I may be terminated or reassigned to a different position at Mechanics' sole discretion. Accordingly, by signing below, I am authorizing Mechanics to obtain credit reports, consumer reports, and investigative consumer reports for employment and other purposes prior to my employment, at any time during my employment upon prior notice, or during any litigation resulting from my employment.

The following is my complete and legal name, and all information is true and correct to the best of my knowledge.

Last name: _____ First: _____ Middle: _____

Please print other names you have used: _____

Home address: _____

City: _____ State: _____ Zip code: _____

Signature: _____ Date: ____ / ____ / ____

This disclosure and authorization is given pursuant to the Fair Credit Reporting Act, 15 U.S.C. 1681b (b) (2).

INVITATION TO IDENTIFY AS A PROTECTED VETERAN

Mechanics Bank is an Equal Opportunity Employer. As required by the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA), we have established an Affirmative Action Program which is designed to help us employ and advance the employment of (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; (4) and Armed Forces service medal veterans.

Important Note: The information collected in this form will be used only in ways that are not inconsistent with VEVRAA. Information you submit is voluntary, and your refusal to provide it will not subject you to any adverse treatment. Furthermore, the information that you do submit will be kept confidential and used only in ways that are consistent with VEVRAA.

The 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" is any veteran who was discharged or released from active duty in the U.S. military, ground, naval, or air service in the past three years.

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 law 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.

If you believe you belong to any of the categories of protected veterans listed above, please indicate by checking the appropriate box below.

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

If you are a disabled veteran and are seeking an accommodation that would enable you to perform the essential functions of the job, please contact the Human Resources Department at 419-524-0831.

Today's Date

Your Name

Voluntary Self-Identification of Disability

Form CC-305
Page 1 of 1

OMB Control Number 1250-0005
Expires 05/31/2023

Name: _____
Employee ID: _____
(if applicable)

Date: _____

Why are you being asked to complete this form?

We are a federal contractor or subcontractor required by law to provide equal employment opportunity to qualified people with disabilities. We are also required to measure our progress toward having at least 7% of our workforce be individuals with disabilities. To do this, we must ask applicants and employees if they have a disability or have ever had a disability. Because a person may become disabled at any time, we ask all of our employees to update their information at least every five years.

Identifying yourself as an individual with a disability is voluntary, and we hope that you will choose to do so. Your answer will be maintained confidentially and not be seen by selecting officials or anyone else involved in making personnel decisions. Completing the form will not negatively impact you in any way, regardless of whether you have self-identified in the past. For more information about this form or the equal employment obligations of federal contractors under Section 503 of the Rehabilitation Act, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at www.dol.gov/ofccp.

How do you know if you have a disability?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition. *Disabilities include, but are not limited to:*

- Autism
- Autoimmune disorder, for example, lupus, fibromyalgia, rheumatoid arthritis, or HIV/AIDS
- Blind or low vision
- Cancer
- Cardiovascular or heart disease
- Celiac disease
- Cerebral palsy
- Deaf or hard of hearing
- Depression or anxiety
- Diabetes
- Epilepsy
- Gastrointestinal disorders, for example, Crohn's Disease, or irritable bowel syndrome
- Intellectual disability
- Missing limbs or partially missing limbs
- Nervous system condition for example, migraine headaches, Parkinson's disease, or Multiple sclerosis (MS)
- Psychiatric condition, for example, bipolar disorder, schizophrenia, PTSD, or major depression

Please check one of the boxes below:

- Yes, I Have A Disability, Or Have A History/Record Of Having A Disability
- No, I Don't Have A Disability, Or A History/Record Of Having A Disability
- I Don't Wish To Answer

PUBLIC BURDEN STATEMENT: According to the Paperwork Reduction Act of 1995 no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. This survey should take about 5 minutes to complete.

For Employer Use Only