



www.bankwithpioneer.com

Pioneer Bank

Delavan, Elmore, Mankato,
Mapleton, North Mankato, St. James

Application for Employment

An Equal Opportunity Employer

We consider applicants for employment without regard to race, color, religion, sex, national origin, age or disability. Equal access to programs, services and employment is available to all persons. Those applicants requiring reasonable accommodation to the application and/or interview process should notify Human Resources.

This application will be given every consideration, but its receipt does not imply that the applicant will be employed. Applications will be considered for vacancies which arise during the 60 day period following submission. Applicants should complete an updated application if not contacted and/or hired during this 60 day evaluation period.

Please complete this form carefully in your own handwriting. Replies to all questions will be held in strictest confidence. If your answers or statements require additional space, please feel free to attach additional pages to this form.

In order to be considered for employment, this application must be completed in full. Please indicate the specific job title for which you are interested in being considered. Individuals who express an interest in "any position" will not be considered for employment.

Date Application submitted: _____

Position Sought: _____ Location: _____

Last Name	First	Middle	Title Preferred: Mr./Mrs./Ms./Miss (Optional)			
Name most often called (Nickname)		Phone	Social Security Number			
NOTE: New employees will be required to substantiate residency status in compliance with Immigration Reform and Control Act of 1986.						
Present Address:	Street	City	State	Zip	From	To
Prior Address:	Street	City	State	Zip	From	To
Position Desired?		How soon could you report to work?		Salary Expected:		
Full-Time <input type="checkbox"/>		Could you travel if required?		\$ _____		
Part-Time <input type="checkbox"/>				per _____		
Temporary <input type="checkbox"/>						
Have you ever worked for Pioneer Bank or any Bank?						<input type="checkbox"/> Yes <input type="checkbox"/> No
If yes, where and when:						
Have you ever been discharged or requested to resign from a position?						Yes <input type="checkbox"/> No <input type="checkbox"/>
If "yes," explain:						
Does your present employer know of your plans to change employment? <input type="checkbox"/> Yes <input type="checkbox"/> No				Why do you desire to make a change?		



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List personal references who are not relatives or former employers.					
Name	Address	Telephone Number	Occupation	Years Known	
Have you ever served in the U.S. Armed Services? Yes <input type="checkbox"/> No <input type="checkbox"/>		If so, what branches?		Rank at time of discharge	
List all past and present education.					
Name & Location	Circle last Year completed	Circle If Graduated	Diploma or Degree	Major & Minor Studies	Grade Averages
High School	9 10 11 12	Yes No			
College	1 2 3 4	Yes No			
Graduate	1 2 3 4	Yes No			
Other (Extension, night, business)		Yes No			
Do you plan to continue your education? Yes <input type="checkbox"/> No <input type="checkbox"/>		If so, do you have outstanding at present any applications for admission to any school? Yes <input type="checkbox"/> No <input type="checkbox"/>		If yes, where:	
WHAT FOREIGN LANGUAGES DO YOU SPEAK, READ OR WRITE?					
Check the appropriate space below to show experience or training in the skills or equipment named. Name & briefly describe courses taken in school, present or past positions, or other experience that will especially fit you for this position.					
Bookkeeping	Typing(speed)_____wpm	Computer Systems/Software- List:_____			
Accounting	Shorthand (speed)_____wpm	_____			
Adding Machine	Tabulating Equipment	Dictating Equipment			
Other:_____					
Please summarize special skills, qualifications or experience, which make you suitable for the position you seek.					
Are you related to any employee of the Bank? <input type="checkbox"/> Yes <input type="checkbox"/> No					
If yes, give that employee's name, your relationship and his/her department and location:					
During the past 7 years, have you ever been convicted of, or plead guilty or nolo contendere to any crime:					
If so, state date, court, and place where offense occurred:					



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SHOW PRESENT AND PAST EMPLOYMENT, INCLUDING PART-TIME EMPLOYMENT					
Dates Month/ Year	Employment	Salary Start/Final	Type of business	Position/ Supervisor	Reason For Leaving
				Telephone Number	
From	Company Name	\$ _____			
	Address	Per _____			
To		To			
		\$ _____			
		Per _____			
From	Company Name	\$ _____			
	Address	Per _____			
To		To			
		\$ _____			
		Per _____			
From	Company Name	\$ _____			
	Address	Per _____			
To		To			
		\$ _____			
		Per _____			
From	Company Name	\$ _____			
	Address	Per _____			
To		To			
		\$ _____			
		Per _____			
EXPLAIN ALL UNEMPLOYMENT INTERNALS EXCEEDING FOUR WEEKS					
From	State your activities during this period		Can someone verify your activities during this period?		
To			Yes <input type="checkbox"/> No <input type="checkbox"/> Name: _____ Telephone #: _____		



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APPLICANT'S STATEMENT

In consideration for the Bank's review of this application, I authorize investigation of all statements contained in this application. My cooperation includes authorizing the Bank to conduct a pre-employment criminal or credit history investigation. Additionally, I authorize the Bank, in consideration for the Bank's review of this application, to supply my employment record, in whole or in part, and in confidence, to any government agency, or other party, with a legal or proper interest.

As a candidate for employment, I realize that the Bank requires information concerning my past work performance, background, and qualifications. Much of this information may only be supplied by my prior employers. In consideration for the Bank evaluating my application, I request that the previous employers referenced above provide information to the Bank's human resource representatives concerning my work performance, my employment relationship, my qualifications, and my conduct while an employee of their organizations. Recognizing that this information is necessary for the bank to consider me for employment, I release these prior employers and waive any claims which I may have against those employers for providing this information.

I understand and agree that my employment, if hired, is for no definite period and may be terminated at my option or the option of the Bank at any time without any previous notice.

In the event of my employment, I will comply with all rules and regulations as set forth in the Bank's policy manual or other communication distributed to employees.

I certify that all statements made by me on this application are true and complete to the best of my knowledge and that I have withheld nothing that would, if disclosed, affect this application unfavorably. I understand that misrepresentation or omission of facts is cause for disqualification from further consideration for hire or for dismissal.

I hereby acknowledge that I have read the above statement and understand the same.

Application Date: _____ Applicant's Signature: _____

**Please attach any relevant documents (resume, cover letter, reference letters, etc.)
and return to:**

**Carlie R. Olson, Chief Financial Officer
123 Armstrong Blvd. South
P.O. Box 107
St. James, MN 56081**



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AUTHORIZATION TO OBTAIN A CONSUMER REPORT

I, _____ (please print), hereby acknowledge that I have read the foregoing statement and understand the contents. Furthermore, I understand that in processing my application, consumer reports may be obtained from consumer reporting agencies such as law enforcement or other governmental agencies solely for employment purposes. Consumer reports may include but are not limited to reports containing information on credit history, employment history, motor vehicle records, criminal background, and personal references. It is my right under the "Fair Credit Reporting Act (FCRA)" to request additional information on the nature of the consumer report.

I agree that any decision to hire me is contingent upon the results of my consumer report. Pioneer Bank will provide me with a copy of the consumer report and a summary of my rights under the "Fair Credit Reporting Act" before taking any adverse action based, in whole or in part, on information contained in the consumer report.

By this document, Pioneer Bank has disclosed to you that a consumer report may be obtained for employment purposes as part of the pre-employment background investigation and at any time during your employment.

I hereby provide Pioneer Bank with written authorization to obtain a consumer report as part of the pre-employment background investigation. If hired, this authorization will remain on file and will serve as an ongoing authorization for Pioneer Bank to obtain consumer reports at any time during my employment period.

Candidate Signature

Date

Social Security #: _____

A consumer report was obtained on this candidate by Pioneer Bank.
The report is attached to this application.

Human Resources Representative Signature

Date

Disclosure and Authority to Release Information

I understand that in processing my application with Pioneer Bank an investigative consumer report may be conducted to obtain and verify information relating to my past activities and background. Information may include, but is not limited to; employment history, education, criminal records, credit history, motor vehicle records, personal references, and any data provided on this application, or during the interview process.

If currently employed: My current employer may be contacted YES NO

I authorize the appropriate individuals, companies, institutions or agencies to release information, and I release them from any liability as a result of such inquiries or disclosures.

I further understand and waive my right of privacy in this investigation and release and hold harmless Pioneer Bank and its agent Verified Credentials, Inc., from any liability.

An investigative consumer report may be generated summarizing this information. I have a right under the "Fair Credit Reporting Act" to obtain a copy of this report by providing proper identification and directing a written request to Verified Credentials Incorporated, 20890 Kenbridge Court, Lakeville, MN 55044. 1-800-473-4934. I may also obtain a copy of this report by checking the "YES" box below.

If employed in Minnesota, California, or Okalahoma;
I would like a copy of any report regarding me. YES NO

I hereby certify that all the statements and answers set forth on the application form and/or my resume are true and complete to the best of my knowledge, and I understand that if any statements and/or answers are found false or the information has been omitted, such false statements or omissions may be cause for rejection or termination of my employment or application.

Last Name	First Name	Middle Name
Street Address		
City	State	Zip Code

Please list any additional cities and states you have lived in during the past 7 years:

Other Name(s) Used and Date(s) Changed:

Drivers License Number	State Issued	Expiration Date	Date of Birth
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(To be used for background information ID only)

I AUTHORIZE A PHOTOCOPY OF THIS RELEASE TO BE ACCEPTED WITH THE SAME AUTHORITY AS THE ORIGINAL AND IF EMPLOYED BY THE ABOVE NAMED COMPANY THIS RELEASE WILL REMAIN IN EFFECT THROUGHOUT SUCH EMPLOYMENT.

Signature	Social Security Number	Date
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