

EMPLOYMENT BACKGROUND

List employment beginning with your present or most recent position. Please account for periods of unemployment in COMMENTS AND ACCOMPLISHMENTS section.

Employer _____	Employed from _____	to _____			
	Mo./Yr.	Mo./Yr.			
Address _____					
Street	City	State	Zip Code		
May we contact this employer for reference? Yes <input type="radio"/> No <input type="radio"/> Telephone (_____) _____					
Name and Title of Last Supervisor _____					
Your Last Position and Duties _____					

Your Starting Position and Duties _____					

Reason(s) for Leaving _____					
Current or Last Pay Level _____ Starting or Initial Pay Level _____					

Employer _____	Employed from _____	to _____			
	Mo./Yr.	Mo./Yr.			
Address _____					
Street	City	State	Zip Code		
May we contact this employer for reference? Yes <input type="radio"/> No <input type="radio"/> Telephone (_____) _____					
Name and Title of Last Supervisor _____					
Your Last Position and Duties _____					

Your Starting Position and Duties _____					

Reason(s) for Leaving _____					
Current or Last Pay Level _____ Starting or Initial Pay Level _____					

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	Mo./Yr.	Mo./Yr.			
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May we contact this employer for reference? Yes <input type="radio"/> No <input type="radio"/> Telephone (_____) _____					
Name and Title of Last Supervisor _____					
Your Last Position and Duties _____					

Your Starting Position and Duties _____					

Reason(s) for Leaving _____					
Current or Last Pay Level _____ Starting or Initial Pay Level _____					

REFERENCES

NAME	COMPANY	POSITION	ADDRESS	PHONE

In case of an emergency, notify _____
Name Address Phone

COMMENTS AND ACCOMPLISHMENTS

Please highlight any specific experiences, achievements or special capabilities which you feel will uniquely qualify you for this position.

READ CAREFULLY BEFORE SIGNING BELOW

CERTIFICATION

I certify that the information furnished in this application and the application process, including the interview and supporting documents, is true and complete to the best of my knowledge and belief; and I understand that any misrepresentation or omission of material fact on this or any other record submitted pertinent to employment could constitute grounds for dismissal. I authorize my previous employers, schools and other persons named above to give any information they may have regarding me, whether or not it is on their records. I hereby release said employers, schools and other persons from all liability for damage resulting from this information. I understand that if hired, as a condition of employment, I will be required to sign a confidentiality agreement with Homeland Energy Solutions, LLC.

DISCLAIMER

The Company maintains a policy of at-will employment. No employee can enter into an employment contract for a specified period of time, or make any other agreement changing the at-will nature of his or her employment relationship, unless he or she has entered into a written employment agreement that has been approved by the Board of Directors and executed by the President member of the Board of Directors. Nothing in this Application changes the Company's general policy of at-will employment.

Signature of Applicant _____ Date _____

Application for Employment with HOMELAND

ENERGY SOLUTIONS, LLC

An Equal Opportunity Employer

DATA REQUEST AND DISCLOSURE STATEMENT

Homeland Energy Solutions is subject to certain nondiscrimination and affirmative action recordkeeping and reporting requirements which require the employer to invite employees to voluntarily self-identify their race/ethnicity. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information obtained will be kept confidential and may only be used in accordance with the provisions of applicable federal laws, executive orders, and regulations, including those which require the information to be summarized and reported to the Federal Government for civil rights enforcement purposes.

If you choose not to self-identify your race/ethnicity at this time, the federal government requires Homeland Energy Solutions to determine this information by visual survey and/or other available information.

For civil rights monitoring and enforcement purposes only, all race/ethnicity information will be collected and reported in the seven categories identified below. The definitions for each category have been established by the federal government. If you choose to voluntarily self-identify, you may mark only one of the boxes presented below.

INVITATION TO SELF-IDENTIFY

PLEASE ANSWER THE FOLLOWING QUESTION

What is your race/ethnicity? Please mark the **one box** that describes the race/ethnicity category with which you primarily identify.

- Hispanic or Latino:** a person of Cuban, Mexican, Chicano, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- White:** a person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Black or African American:** a person having origins in any of the black racial groups of Africa.
- Asian:** a person having origins in any of 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.
- 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 Alaska Native:** a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.
- Two or More Races:** a person who primarily identifies with two or more of the above race/ethnicity categories.