Homeland Energy Solutions, LLC Employment Application

PERSONAL

Homeland Energy Solutions, LLC is an equal opportunity employer, dedicated to a policy of non-discrimination in employment on any basis including race, color, age, sex, religion, national origin, disability, sexual orientation, gender identity, or any other basis prohibited by federal, state, or provincial law.

| NAME | | | | | | |
|---|----------------------|------------------------------|------------|----------|--|--------|
| Last | First | | Last First | | | Middle |
| ADDRESS | | | | | | |
| Street | | City | State | Zip Code | | |
| Is this your permanent address? Yes \bigcirc | No O | Home Telephone | | | | |
| Are you over 18 years of age? Yes \bigcirc | No 🔿 | Cell Phone | | | | |
| If hired, can you furnish proof that you are el | igible to work in th | ne United States? Yes O No O | | | | |

EDUCATION

| Please Circle | | |
|---|--------------------------|-------------------------|
| Last Year Completed | Name & Address of School | Type of Degree Received |
| High School | | GED O |
| 1 2 3 4 | | Diploma 🔾 |
| College 1 2 3 4 | | |
| Post College 1 2 3 4 | | |
| Trade, Business, or Correspondence School 1 2 3 4 | | |

List skills relevant to the position applied for______

TYPE OF EMPLOYMENT DESIRED Preferred Position_

| Date you could begin working | | | | | | |
|------------------------------|-----------------------|-------------|----------------|-----------|---|--|
| Applying for: | Full-time O | Part-time O | | Temporary | 0 | |
| | Shift (if applicable) | | Salary desired | | | |

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. |
| AddressStreet | | | | City | | State | Zip Code |
| May we contact this employer for reference? | Yes | \bigcirc | No | \bigcirc | 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 | | | | | rting or Initial Pay | Level | |
| Employer | | | | | Employed from | | to |
| | | | | | 1 | Mo./Yr. | Mo./Yr. |
| Address | | | | | | <u></u> | |
| Street May we contact this employer for reference? | Vec | \bigcirc | No | \circ | Telephone (| State | Zip Code |
| | | | | | | | |
| Name and Title of Last Supervisor Your Last Position and Duties | | | | | | | |
| Tour Last Tostion and Duties | | | | | | | |
| Your Starting Position and Duties | | | | | | | |
| Reason(s) for Leaving | | | | | | | |
| Current or Last Pay Level | | | | - | rting or Initial Pay | Level | |
| | | | | | | | |
| Employer | | | | | Employed from | Mo./Yr. | _to Mo./Yr. |
| Address | | | | | | | |
| Street | | | | | City | State | Zip Code |
| May we contact this employer for reference? | Yes | 0 | No | \bigcirc | 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 | | | | | | | |

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 <u>one box</u> 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.