

CROELL, INEMPLOYMENT APPLICATION (continued)

9. ACCIDENT HISTORY Please provide all information for any accidents that you have been a part of within the last 3 years.

I have no prior accident history.

Accident Date	Accident Type	Number of Injuries	Number of Fatalities	Hazardous Material Spill? Yes No	Accident Date	Accident Type	Number of Injuries	Number of Fatalities	Hazardous Material Spill? Yes No

10. TRAFFIC VIOLATIONS Please provide all information for traffic convictions, forfeitures or violations of any kind within the last 3 years.

I have no prior traffic violations.

Date	Violation	State of Violation	Penalty	Date	Violation	State of Violation	Penalty

11. REFERENCE INFORMATION Please list individuals that you have known for at least one year and are not related to.

Name	Phone Number	Relationship	Occupation	Name	Phone Number	Relationship	Occupation

12. APPLICANT DISCLOSURES AND AUTHORIZATIONS

Background Check Authorization
 Croell, Inc. may request, for lawful employment purposes, background information about you from a consumer reporting agency in connection with your employment application. This background information may be obtained in the form of consumer reports and/or other types of information that may be obtained include, but are not limited to: social security number verifications; address history; credit reports and history; public records; driving records; accident history; employment history verifications; etc. Dates of employment, reasons for termination, personal and professional references checks; professional licensing and certification checks; drug/alcohol testing results; alcohol history in violation of law and/or company policy; and other information bearing your character, general reputation and personal characteristics. This information may be obtained from private and public sources, including, as appropriate: government agencies and courts; educational institutions; former employers; personal interviews and associates if information is obtained bearing on your creditworthiness credit standing or credit capacity for reasons other than as required by law, such credit information will be used to evaluate whether you would present an unacceptable risk of theft or other dishonest behavior in the job for which you are being evaluated. You request more information about the nature and scope of any investigative consumer reports by contacting Croell, Inc. HireRight, Inc., or another consumer reporting agency that will prepare or assemble the background reports. HireRight, Inc. can be contacted by mail at 5151 California, Irvine, CA, 92617 phone at (800) 400-6010 or by email at hr@hireright.com or www.hireright.com/PrivacyPolicy.aspx.

I have carefully read and understand this Disclosure and Authorization form. By my signature below, I consent to the preparation of background reports by a consumer reporting agency such as HireRight, Inc., and the release of such background reports to Croell, Inc. and its designated agents to assist in deciding my employment eligibility. I understand that if hired, my consent will apply, and Croell, Inc. may obtain background reports as necessary through employment. I hereby authorize law enforcement agencies, learning institutions (including public private schools and universities), information service bureaus, credit bureaus, record/data repositories (federal, state and local), motor vehicle records agencies, my past or present employers, the military and other individuals and sources to furnish all information on me that is requested by the consumer reporting agency.

Employment Authorization
 I understand that: this is only an application for employment and no promises regarding employment have been made and nothing herein shall be construed as an offer of employment; no representative of Croell, Inc. has the authority to guarantee employment for a specific time period; if I am hired, Croell, Inc. or I can end employment at any time, with or without cause or notice I am employed and my employment ends, I authorize Croell, Inc. to withhold from my earnings any amounts that are expenditures and/or advances made on my behalf; if employed, I am required to abide by all regulations of the Company and that false or misleading information on my application or during the interview(s), or omission of information requested may result in discharge.

In compliance with federal and state Equal Employment Opportunity laws, qualified applicants are considered for all positions without regard to race, color, creed, religion, national origin, age, sexual orientation, gender, identity, marital status, veteran status, job-related disability, status with regard to public assistance, familial status, membership or activity in a local commission or any other protected group status required by federal, state or local government.

By my signature below, I also certify the information I provided on and in connection with this application is true, accurate and complete. I agree that this form in original, fax, photocopied or electronic (including electronically signed) form will be valid for any background reports that may be requested by the Company.

Commercial Driver Authorization
 I understand that information provided regarding current and/or previous employers may be used, and those employer(s) will be contacted to investigate my safety performance history as required by 49 CFR 383 (d) and (e). I understand that I have a right to review information provided by current/previous employers, have errors in the information corrected by previous employers and for those previous employers send the corrected information to the prospective employer, and finally to have the ability to rebuttal statement to the alleged erroneous information, if the previous employer(s) and I cannot agree on the accuracy of the information I am hired as a commercial driver or in a position wherein I will operate a company vehicle, I authorize Croell to obtain a motor vehicle report on me. If offered a position as a commercial driver, I agree to submit to drug and alcohol testing and maintain a current DOT medical certificate and regulatory laws or in the interests of safety Section 383.21 FMCSR that "No person who operates a commercial motor vehicle shall at any time have more than one driver's license". I certify that I do not have more than one motor vehicle license as listed above. This signature certifies that this application was completed by me and that all entries on it and information in it are true and complete to the best of my knowledge.

Applicant Full Name- Please print clearly	Applicant Signature	Application Date
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EEO DEMOGRAPHIC INFORMATION - APPLICANTS

Please submit this completed form to recruiting@croell.com or to the address or fax number listed below.

Croell, Inc. | 2010 Kenwood Ave | P.O. Box 430 | New Hampton, IA 50659 | Ph) 641-229-8198 | Fax) 641-394-2213

1. APPLICANT INFORMATION – Please print all information on this form clearly to prevent potential errors.			
First Name	Middle Name	Last Name	Position Applying For

***YOUR PRIVACY IS PROTECTED:** This information is used to determine if our recruitment efforts are reaching all segments of the population, consistent with the Federal equal employment opportunity laws. Your voluntary responses are treated in a highly confidential manner. Croell, Inc. is required by state and federal law to furnish statistical data for individuals applying for jobs with us. No information taken from this form is used in our hiring decisions. This vital information is not available from any other resource and we can only get it directly from you. Thank you for helping us to provide equal employment opportunities as well as meet our EEOC reporting requirements.*

2. DEMOGRAPHIC INFORMATION – Please complete each section below.	
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RECRUITMENT SOURCE – Please choose one of the options below.	
<input type="checkbox"/> Agency Internet Site Recruitment <input type="checkbox"/> Private Employment Website <input type="checkbox"/> Other Internet Site <input type="checkbox"/> Poster <input type="checkbox"/> Newspaper <input type="checkbox"/> Student Association <input type="checkbox"/> Private Employment Office	<input type="checkbox"/> State Employment Office <input type="checkbox"/> Federal, State or Local Job Center <input type="checkbox"/> School or college counselor or other official <input type="checkbox"/> Job Fair – <i>Provide Fair Location:</i> <input type="checkbox"/> Friend or Relative working for Employer <input type="checkbox"/> Agency Human Resource Department (board or announcement) <input type="checkbox"/> Other – <i>Provide Source:</i>

GENDER – Please choose one of the options below.	
<input type="checkbox"/> Male <input type="checkbox"/> Female	

ETHNICITY/RACE – Please choose one of the options below.	
<input type="checkbox"/> Hispanic or Latino – person of Cuban, Mexican, Puerto Rican, South or Central American or other Spanish culture or origin, regardless of race. <input type="checkbox"/> Two or more races – person of two or more of the other listed ethnicities/races. <input type="checkbox"/> American Indian or Alaska Native – a person having origins in any of the original peoples of North or South America (including Central America), and who maintains tribal or community affiliation. <input type="checkbox"/> 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, or Vietnam. <input type="checkbox"/> Black or African American – a person having origins in any of the black racial groups of Africa. <input type="checkbox"/> Native Hawaiian or Other Pacific Islander – a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. <input type="checkbox"/> White/Caucasian – person having origins in any of the original peoples of Europe, Middle East, or North Africa.	

Veteran Status – Please choose one of the options below.	
<input type="checkbox"/> Disabled Veterans <input type="checkbox"/> Armed Forces Service Medal Veteran <input type="checkbox"/> Other Veterans (served active duty) <input type="checkbox"/> Recently Separated Veterans (within 36 months)	