



Home Federal Bank
Office of Human Resources
500 12th Ave. South
Nampa ID 83651
Tel: 208-468-4657
www.myhomefed.com

Dear Applicant:

Thank you for considering employment with Home Federal Bank! At Home Federal Bank, we offer a friendly work environment where employee input is valued, career growth is encouraged, and service excellence is the standard. Since 1920, Home Federal Bank has helped their customers to save and grow their money, buy their homes, and accomplish their financial objectives. Headquartered in Nampa, Idaho, Home Federal Bank operates a total of 15 branches in Idaho, and 7 branches in Central Oregon. From the beginning, we—and our customers—have valued and cultivated a "Personal" approach to banking.

To achieve our high expectations, we seek people who embrace our shared core values of Professionalism, Accountability, Trust, Innovation, and Execution. Most of all, we look for people who believe in commitment and are as passionate about who we are and what we do as we are, and who are passionate about their job performance.

Home Federal Bank offers a competitive base salary and incentive opportunity as well as a comprehensive and competitive benefits package. We welcome applications only for open, advertised positions; unsolicited applications or resumes are not accepted.

To apply for a specific, open position you may:

- Complete our *On-line Employment Application* at www.myhomefed.com. The on-line application is received electronically the same-day by Human Resources, allows a resume and/or cover letter to be included, and is the preferred form of application to use;
- or
- Complete this paper version of the Employment Application and mail to Human Resources or deliver to any Home Federal Bank branch. Please submit a completed Home Federal Bank Employment Application, even if you also submit a resume. All applications should be sent to the Office of Human Resources, located at the Nampa Corporate Office. Our mailing address is:

Home Federal Bank
Office of Human Resources
500 12th Ave. South
Nampa, Idaho 83651

Once your application materials are received, a Human Resources representative will review your application to ensure that your background and skills match the open job requirements. After your application is received, it will be sent to the hiring manager of the position(s) for which you have applied. The manager will contact the most qualified candidates for interviews.

If you don't hear from us, please don't be discouraged. You may be more suited for a different or future opening within Home Federal Bank. Continue to visit our website to see if there are other positions in which you have an interest. A separate application should be submitted for each open position for which you would like to apply.

All job openings are advertised in appropriate news media, with CareerBuilder, and are listed with the Department of Commerce & Labor.

If you require reasonable accommodation to complete any part of the application or hiring process due to a disability, the Office of Human Resources will provide assistance to ensure appropriate consideration in the application or hiring process. The following special application options are reserved for individuals who require accommodation due to a disability:

Accommodation E-mail: reasonableaccommodation@myhomefed.com
Accommodation Phone: 208-468-5176
Accommodation Fax: 208-468-5177



EMPLOYMENT APPLICATION

Applications are considered without regard to age, race, religion, color, national origin, non-job related disability, veteran status, or any other basis prohibited by local, state or federal law. Home Federal Bank is an Equal Opportunity Employer dedicated to a diverse work force. Our on-line application and a listing of current job openings is available at www.myhomefed.com

Position Title:		Job #	Date
Name (please print)		Social Security Number	
Address		City	State Zip Code
Home Phone		Cell Phone	E-mail address
Locations where you would accept available employment (check all that apply):			
Idaho: <input type="checkbox"/> Nampa <input type="checkbox"/> Caldwell <input type="checkbox"/> Meridian <input type="checkbox"/> Boise <input type="checkbox"/> Eagle <input type="checkbox"/> Emmett <input type="checkbox"/> Mt. Home Oregon: <input type="checkbox"/> Bend <input type="checkbox"/> Madras <input type="checkbox"/> La Pine <input type="checkbox"/> Prineville <input type="checkbox"/> Redmond <input type="checkbox"/> Terrebonne			
I am available to work (check all that apply): <input type="checkbox"/> Full-time <input type="checkbox"/> Part-Time <input type="checkbox"/> Evenings <input type="checkbox"/> Saturdays			
Referral Source: <input type="checkbox"/> Home Federal Bank Web Site <input type="checkbox"/> CareerBuilder <input type="checkbox"/> Other _____			
Date Available for Work:		Salary Desired	
EMPLOYMENT HISTORY <input type="checkbox"/> Check here if you would like us to notify you prior to contacting your current employer.			
Begin with listing your most recent position and continue with all past employment. (Attach additional sheets as necessary.)			
Employer's Name		Phone	Position Title
Address		City/State/Zip	Last Wage/Salary
Date Started	Date Left	Hours Worked Per Week	Supervisor's Name
Work Performed		Reason for Leaving	
Employer's Name		Phone	Position Title
Address		City/State/Zip	Last Wage/Salary
Date Started	Date Left	Hours Worked Per Week	Supervisor's Name
Work Performed		Reason for Leaving	
Employer's Name		Phone	Position Title
Address		City/State/Zip	Last Wage/Salary
Date Started	Date Left	Hours Worked Per Week	Supervisor's Name
Work Performed		Reason for Leaving	
Employer's Name		Phone	Position Title
Address		City/State/Zip	Last Wage/Salary
Date Started	Date Left	Hours Worked Per Week	Supervisor's Name
Work Performed		Reason for Leaving	

Home Federal Bank Employment Application (cont.)

Are you legally eligible for employment in the U.S? <input type="checkbox"/> Yes <input type="checkbox"/> No (Proof of U.S. citizenship or immigration status will be required upon employment)		Are you at least 18 years of age? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Have you previously been employed by Home Federal Bank? <input type="checkbox"/> No <input type="checkbox"/> Yes - Dates & location:		Names of family or friends employed by Home Federal <u>Bank</u> :		
Have you ever been terminated or requested to resign from prior employment? <input type="checkbox"/> No <input type="checkbox"/> Yes - If yes, please list date, company, and reason:				
Have you ever been convicted of or plead guilty or no contest to a misdemeanor or felony offense? Include military service convictions. Do not include arrests that have not resulted in a conviction. No applicant will be denied employment solely on the grounds of conviction of a criminal offense. However, the nature and date of the offense, surrounding circumstances, and relevance of the offense to the position applied for may be considered. <input type="checkbox"/> No <input type="checkbox"/> Yes - If answer is yes, please explain:				
High School Name & Location		High School Diploma or GED Completed? <input type="checkbox"/> No <input type="checkbox"/> Yes		
College Name, Location, & Dates Attended		Degree Completed? <input type="checkbox"/> No <input type="checkbox"/> Yes - GPA:		
Other Relevant Training and Dates Attended				
List licenses, certifications, professional affiliations or achievements which should be considered in evaluating your qualifications:				
Foreign Languages Spoken:				
<input type="checkbox"/> 10-Key <input type="checkbox"/> Typing (Speed:) <input type="checkbox"/> Software - Please list:				
EMPLOYMENT REFERENCES. List 3 previous supervisors/managers whom we may contact as work references.				
Name	Company	Title	Phone	Relationship
Name	Company	Title	Phone	Relationship
Name	Company	Title	Phone	Relationship
CERTIFICATION & SIGNATURE. This application will expire after 30 days or upon the position being filled. If you wish to be considered for another available position thereafter, you must complete a new application.				
If Home Federal Bank hires you, you will be required to attest to your identity and employment eligibility, and to present documents confirming your identity and employment eligibility. You cannot be hired if you cannot comply with these requirements.				
AUTHORIZATION: I certify that the facts contained in this application (and accompanying resume, if any) are true and complete to the best of my knowledge. I understand that any false statement, omission, or misrepresentation on this application is sufficient cause for refusal to hire, or dismissal if I have been employed, no matter when discovered by Home Federal Bank.				
I hereby authorize Home Federal Bank to thoroughly investigate my references, work records, education, credit history, criminal records, and other matters related to my suitability for employment. I further authorize my current and former employers to disclose to Home Federal Bank any and all letters, reports, reviews, or other information pertaining to my employment with them, without giving me prior notice of such disclosure. In addition, I hereby release Home Federal Bank, my current and former employers, and all other persons, corporations, partnerships, and associates from any and all claims, demands, or liabilities arising out of or in any way related to such disclosures.				
I understand and agree that nothing contained in this application, or conveyed during my interview, is intended to create an employment contract, implied or explicit, between Home Federal Bank and myself. I further understand and agree that if I am hired, my employment will be "at will" and without fixed term, and may be terminated at any time, with or without cause and without prior notice, at the option of either myself or Home Federal Bank. No promises regarding employment have been made to me, and I understand that no such promise or guarantee is binding upon Home Federal Bank unless made in writing and signed by the President/CEO of Home Federal Bank.				
If I am offered a position at Home Federal Bank, I agree to submit to a pre-employment examination and drug test, if required, before starting work. If employed, I also agree to submit to drug and alcohol testing at any time deemed appropriate by Home Federal Bank and as permitted by law. I consent to such tests, and I request that the examining doctor disclose to Home Federal Bank the results of the examination, which results shall remain confidential and segregated from my personnel file. I understand that my employment or continued employment, to the extent permitted by law, may be contingent upon satisfactory drug and alcohol tests, and if I am hired, a condition of my employment will be that I abide by Home Federal Bank's Drug and Alcohol policy.				
I understand that filling out this form does indicate there is a position open and does not obligate Home Federal Bank to hire me. If hired, I agree to abide by all bank work rules, policies, and procedures. Home Federal Bank retains the right to revise its policies or procedures, in whole or in part, at any time.				
My signature below certifies that I have read and agree to the above application statements, terms and conditions.				
Applicant's Signature				Date

VOLUNTARY AFFIRMATIVE ACTION INFORMATION

Home Federal Bank is an Equal Opportunity Employer. We consider applicants for all positions without regard to sex, race, color, religion, national origin, age, veteran's status, disability, or any other legally protected status.

We request your cooperation in providing the following information which will be used in accordance with federal and state statutes and regulations regarding Equal Opportunity and Affirmative Action. Providing this information is voluntary. All information received remains separate from your employment application and is not used in any way during the interviewing or hiring process.

If you choose not to provide this information, check the space below indicating your decision. The absence of this data will, however, limit our effectiveness in auditing our employment practices and meeting fair employment reporting requirements.

Date	Position Applied For	
First Name	Last Name	Middle Initial

SURVEY INFORMATION

Please Check One:

- Male
- Female

Please Check One:

- White
- Black or African American
- Hispanic or Latino
- Asian
- American Indian or Alaskan Native
- Native Hawaiian or Pacific Islander
- Two or More Races

Decline to Answer

THANK YOU!

