



Application For Employment

ReNew Lending Inc. is an Equal Opportunity and EEO Employer committed to excellence through diversity. Employment offers are made on the basis of qualifications and without regard to race, sex, religion, national or ethnic origin, disability, age, veteran status, or sexual orientation.

PLEASE TYPE OR PRINT

Complete the entire application. You may attach a resume, but you must still complete all questions; or you application will be deemed incomplete and may not be considered. Please fill out each box (don't just indicate "See Resume.")

APPLICANT INFORMATION

Last Name		First		M.I.	Date	
Street Address				Apartment/Unit #		
City			State			ZIP
Phone			E-mail Address			
Date Available			Social Security No.			Desired Salary
Position Applied for						
Are you a citizen of the United States?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If no, are you authorized to work in the U.S.?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	
Are you 18 years of age or older?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If no, What is your current age?			
Have you ever worked for ReNew Lending Inc.?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, date of employment and reason			
Are you Related to any current ReNew Lending Employee's	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, List Names and Relation			
Have you ever been convicted of a felony?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, explain			

EDUCATION

High School				Address			
From		To	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree	
College				Address			
From		To	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree	
College				Address			
From		To	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree	
Other				Address			
From		To	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree	

Other credentials/licenses/professional affiliations, etc., which are relevant to the job(s) for which you are applying:

REFERENCES

Please list three professional references (no previous employers or relatives).

Full Name		Relationship	
Company		Phone	
Address			
Full Name		Relationship	
Company		Phone	
Address			
Full Name		Relationship	
Company		Phone	
Address			

WORK EXPERIENCE

Please detail your entire work history. Begin with your current or most recent employer. If you held multiple positions with the same organization, detail each position separately. Attach additional sheets if necessary. Omission of prior employment may be considered falsification of information. Please explain any gaps in employment. **PLEASE DO NOT** complete this information with the notation "See Resume."

PLEASE NOTE: ReNew Lending Inc. reserves the right to contact all current and former employers for reference information.

PREVIOUS EMPLOYMENT

Company		Phone			
Address		Supervisor			
Job Title		Starting Salary	\$	Ending Salary	\$
Responsibilities					
From		To		Reason for Leaving	
May we contact your previous supervisor for a reference?		YES	<input type="checkbox"/>	NO	<input type="checkbox"/>
Company		Phone			
Address		Supervisor			
Job Title		Starting Salary	\$	Ending Salary	\$
Responsibilities					
From		To		Reason for Leaving	
May we contact your previous supervisor for a reference?		YES	<input type="checkbox"/>	NO	<input type="checkbox"/>
Company		Phone			
Address		Supervisor			
Job Title		Starting Salary	\$	Ending Salary	\$



Responsibilities				
From		To		Reason for Leaving
May we contact your previous supervisor for a reference?		YES <input type="checkbox"/>	NO <input type="checkbox"/>	
Have you ever been terminated or asked to resign from any job?		YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, please explain the circumstances below:
Please explain fully any gaps in your employment history:				
May we contact your current employer?		YES <input type="checkbox"/>	NO <input type="checkbox"/>	If no, Please explain below:

MILITARY SERVICE				
Branch		From		To
Rank at Discharge		Type of Discharge		
If other than honorable, explain				

THIS APPLICATION WILL BE CONSIDERED ACTIVE FOR A MAXIMUM OF THIRTY (30) DAYS. IF YOU WISH TO BE CONSIDERED FOR EMPLOYMENT AFTER THAT TIME, YOU MUST REAPPLY.

PLEASE READ CAREFULLY AND SIGN THAT YOU UNDERSAND AND ACCEPT THIS INFORMATION			
<p>I Certify that the information on this application and its supporting documents is accurate and complete. I understand and agree that failure to fully complete this form, or misrepresentation or omission of facts, represents grounds for elimination from consideration for employment, or termination after employment if discovered at a later date. I authorize ReNew Lending Inc. to investigate, without liability, all statements contained in this application and supporting materials. I authorize references and former employers, without liability, to make full response to any inquiries in connections with this application for employment. If requested, I agree to submit to a criminal and credit background investigation, and/or screening for illegal substances upon conditional offer of employment. I understand that this document is NOT an offer of employment, and that an offer of employment, if tendered, does NOT constitute a contract for continued guaranteed employment. I understand that staff employees of ReNew Lending inc. Serve at-will, and the employment relationship may be terminated at any time by either party, or any or no reason, other than a reason prohibited by law. If employed, I will be required to furnish proof of eligibility to work in the United States. I understand that if employed on a temporary basis, I would be paid for hours worked only, and would be ineligible for benefits including paid time off. If employed on a regular, benefits-eligible basis, I understand that I would be required to make mandatory contribution to the ReNew Lending Inc. Retirement System or to an optional retirement program, if applicable. I understand that any benefits I receive may be subject to change or discontinuation at any time without prior notice. I understand that the first SIX MONTHS of regular employment represent a provisional period, during which I would not be eligible to apply for transfer or promotion and during which I may be terminated without right o appeal.</p>			
Signature		Date	



Applicant: Please provide the most recent employment information within the past 10 years below.

EMPLOYMENT VERIFICATION

The person named below has applied for a position with Renew Lending Inc. The applicant has supplied us with information below. Your name is given as A PREVIOUS EMPLOYER. Please help us in our evaluation by answering the appropriate questions below. Your reply will remain confidential.

Name of Company:		
Company Address:		
Last Name SS#	First Name	Middle
Position:		Base Salary:
Additional Compensation: (Bonus, Stock Options, Incentives, etc)		
Employed From: (mm/yy)		To: (mm/yy)

I authorize Renew Lending Inc. to obtain any information relating to my employment with you. I agree to hold harmless and to absolve Renew Lending Inc. and you from any and all liability, and hereby waive any claim I may have against Renew Lending Inc. and/or you for any loss, damage or injury I may sustain as a result of any disclosure made in accordance with this authorization.

SIGNATURE OF APPLICANT

VERIFICATION OF EMPLOYMENT [OFFICIAL USE ONLY]

POSITION HELD:	EMPLOYED FROM: TO:
TERMINATION (VOLUNTARY/INVOLUNTARY)	REASON FOR TERMINATION:
SALARY START: ENDING:	
COMPLETED BY: DATE:	TITLE:

APPLICANT'S STATEMENT & AGREEMENT

In the event of my employment to a position in this Company, I will comply with all rules and regulations of this Company. I understand that the Company reserves the right to require me to submit to a test for the presence of drugs in my system prior to employment and at any time during my employment, to the extent permitted by law. I also understand that any offer of employment may be contingent upon the passing of a physical examination. I consent to the disclosure of the results of any physical examination and related tests to the Company. I also understand that I may be required to take other tests such as personality and honesty tests, prior to and during my employment. I understand that should I decline to sign this consent or take any of the above tests, my application for employment may be rejected or my employment may be terminated. I understand that bonding may be a condition of hire. If it is, I will be so advised either before or after hiring and a bond application will have to be completed.

I further understand that the Company may obtain Public Records about me as part of a background investigation and that I may waive my right to receive a copy of such Public Records by checking the box to the right. [].

I further understand that the Company may contact my previous employers. I authorize those employers to disclose to the Company all records and information pertinent to my employment with them. In addition to authorizing the release of any information regarding my employment, I hereby waive any rights or claims I have or may have against my former employers, their agents, employees, and representatives, as well as other individuals who release information to the Company, and release them from any and all liability, claims, or damages that may directly or indirectly result from the use, disclosure, or release of any such information by any person or party, whether such information is favorable or unfavorable to me. I authorize the persons named herein as personal references to provide the Company with any pertinent information they may have regarding myself.

I hereby state that all the information that I have provided on this application or any other documents completed in connection with my employment, and in any interview is true and accurate. I have withheld nothing that would, if disclosed, affect this application unfavorably. I understand that if I am employed and any information provided to the Company is found to be false or incomplete in any respect, I may be dismissed. I understand if selected for hire, it will be necessary for me to provide satisfactory evidence of my identity and legal authority to work in the United States, and that federal immigration laws require me to complete an I-9 Form in this regard.

I further agree and acknowledge that the Company and I will utilize binding arbitration to resolve all disputes that may arise out of the employment context. Both the Company and I agree that any claim, dispute, and/or controversy that either I may have against the Company (or its owners, directors, officers, managers, employees, agents, and parties affiliated with its employee benefit and health plans) or the Company may have against me arising from, related to, or having any relationship or connection whatsoever with my seeking employment with, employment by, or other association with the Company shall be submitted to and determined exclusively by binding arbitration under the Federal Arbitration Act, in conformity with the procedures of the California Arbitration Act (Cal. Code Civ. Proc. Sec 1280 et seq., including section 1283.05 and all of the Act's other mandatory and permissive rights to discovery). Included within the scope of this Agreement are all disputes, whether based on tort, contract, statute (including, but not limited to, any claims of discrimination and harassment, whether they be based on the California Fair Employment and Housing Act, Title VII of the Civil Rights Act of 1964, as amended, or any other state or federal law or regulation), equitable law, or otherwise, with exception of claims arising under the National Labor Relations Act which are brought before the National Labor Relations Board, claims for medical and disability benefits under the California Worker's Compensation Act, Employment Development Department claims, or as otherwise required by state or federal law. However, nothing herein shall prevent me from filing and pursuing proceedings before the California Department of Fair Employment and Housing, or the United States Equal Employment Opportunity Commission (although if I choose to pursue a claim following the exhaustion of such administrative remedies, that claim would be subject to the provisions of this Agreement). In addition to any other requirements imposed by law, the arbitrator selected shall be a retired California Superior Court Judge, or otherwise qualified individual to whom the parties mutually agree, and shall be subject to disqualification on the same grounds as would apply to a judge of such court. All rules of pleading (including the right of demurrer), all rules of evidence, all rights to resolution of the dispute by means of motions for summary judgment, judgment on the pleadings, and judgment under Code of Civil Procedure Section 631.8 shall apply and be observed. Resolution of the dispute shall be based solely upon the law governing the claims and defenses pleaded, and the arbitrator may not invoke any basis (including but not limited to, notions of "just cause") other than such controlling law. The arbitrator shall have the immunity of a judicial officer from civil liability when acting in the capacity of an arbitrator, which immunity supplements any other existing immunity. Likewise, all communications during or in connection with the arbitration proceedings are privileged in accordance with Cal. Civil Code Section 47(b). As reasonably required to allow full use and benefit of this agreement's modifications to the Act's procedures, the arbitrator shall extend the times set by the Act for the giving of notices and setting of hearings. Awards shall include the arbitrator's written reasoned opinion. The arbitrator's decision shall be final and binding upon the parties and shall be enforceable in any court having jurisdiction thereof. The Company and I shall each bear our own costs and attorneys' fees incurred in conducting the arbitration and, except in such disputes where I assert a claim under a state or federal statute prohibiting discrimination in employment ("a Statutory Claim") or unless otherwise required by applicable law, shall split equally the fees and administrative costs charged by the arbitrator and any arbitration service used. In disputes where I assert a Statutory Claim against the Company, I shall be required to pay only the administrative filing fee to the extent such filing fee does not exceed the fee to file a compliant in state or federal court. The company shall pay the balance of the arbitrator's fees and administrative costs. **I understand and agree to this binding arbitration provision, and both I and the Company give up our right to trial by jury of any claim I or the Company may have against each other.**

If hired, I agree as follows: My employment and compensation is terminable at-will, is for no definite period, and my employment and compensation may be terminated by either the Company (employer) or me at any time and for any reason whatsoever, with or without cause or notice.

This is the entire agreement between the Company and me regarding dispute resolution, the length of my employment, and the reasons for termination of employment, and this agreement supersedes any and all prior agreements regarding these issues. It is further agreed and understood that any agreement contrary to the foregoing must be entered into, in writing, by the President of the Company. No supervisor or representative of the Company, other than its President, has any authority to enter into any agreement for employment for any specified period of time or make any agreement contrary to the foregoing. Oral representations made before or after you are hired do not alter this Agreement.

If any term or provision, or portion of this Agreement is declared void or unenforceable it shall be severed and the remainder of this Agreement shall be enforceable.

IF YOU HAVE ANY QUESTIONS REGARDING THIS STATEMENT, PLEASE ASK A COMPANY REPRESENTATIVE BEFORE SIGNING. I HEREBY ACKNOWLEDGE THAT I HAVE READ THE ABOVE STATEMENTS AND UNDERSTATE THE SAME.
DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE STATEMENT & AGREEMENT.

Signature of Applicant

Date



JOB SEEKER EEO SURVEY

Renew Lending Inc. is an equal opportunity/affirmation action employer. As a federal government contractor, we are required to keep records and perform certain analyses of our job seekers by race, ethnicity and gender. The information is treated confidentially and is never used in making an employment decision.

Providing the information is voluntary but for any statistical analysis to be meaningful we must have information on as many job seekers as possible and it is just as important to collect this information from men and from non-minorities as it is to obtain it from women and minority group members. We appreciate that some job seekers will find this request intrusive and we regret this. However, please be advised that we are required by the government to maintain such records and perform such analyses; your cooperation will allow us to be accurate.

It is required that you complete the data above the double line. We hope that you will provide the requested information below the line; if you do not wish to provide it please check the "decline to provide" box(es).

NAME _____

Position Sought: Job Title _____ Requisition No. _____

Sex, Race and Ethnicity

The following designations are those currently required to be reported by the Federal government. Please mark only one sex and one race or ethnic group.

Check One Only

Male Female (I decline to provide information on gender.)

Check One Only

- White (includes persons of Middle Eastern descent), not Hispanic or Latino
- Black or African American (includes Jamaican and West Indian), not Hispanic or Latino
- Hispanic or Latino (all races) (includes Mexican, Puerto Rican, Cuban, Central or South American or Spanish culture or origin)
- Asian (includes persons having origins in the Far East, Southeast Asia, or the Indian subcontinent) not Hispanic or Latino
- Native Hawaiian or Other Pacific Islander, not Hispanic or Latino
- American Indian, Eskimo or Aleut (persons having origins in the original people of North America who maintain a cultural identification through tribal affiliation or community recognition) not Hispanic or Latino
- Two or more races (for example, white and Black, or Black, Asian and Am. Indian) not Hispanic or Latino
- I decline to provide information on race/ethnicity.



NOTICE TO ALL APPLICANTS AND EMPLOYEES

Inspection of AAP

Renew Lending Inc. is a Federal government contractor or subcontractor.

As a part of our obligations under law, we must develop a written Affirmative Action Program for Individuals with Disabilities and for Disabled Veterans, Recently Separated Veterans, Armed Forces Service Medal Veterans and Other Protected Veterans as specified by law.

This AAP is available for inspection by applicants and employees in the Human Resources Office during normal business hours.

Policy Statement

Renew Lending Inc. has posted and otherwise published its Equal Employment Opportunity and Affirmative Action Policy. Incorporated by reference into that policy, as required by regulations covering certain military veterans and individuals with disabilities, is the following additional provision for such persons.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) Filing a complaint; (2) Assisting or participating in an investigation, compliance evaluation, hearing or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (VEVRAA), or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, Armed Forces service medal veterans or other protected veterans, or related to the administration of section 503 of the Rehabilitation Act of 1973, as amended or other Federal, state or local law requiring equal opportunity for disabled persons; or (3) Opposing any act or practice made unlawful by VEVRAA or its implementing regulations in this part or any other Federal, state or local law requiring equal opportunity for veterans covered by these laws or made unlawful by Section 503 or its implementing regulations in this part of any other Federal, state or local law requiring equal opportunity for disabled persons; or (4) Exercising any other right protected by VEVRAA or its implementing regulations in this part or other right protected by section 503 or its implementing regulations in this part.

See also Renew Lending Inc. Harassment Policy covering all employees and forbidding harassment on account of disability or status as covered veteran as well as race, religion, color, sex, national origin, age, marital status, disability or any other protected status in accordance with the requirements of all federal, state and local laws.



CONSENT FOR RELEASE OF INFORMATION

Please complete this form and return it to your employer for background identification purposes.

Print Name (as it appears on your driver's license or I.D. cards):

(Last) _____ (First) _____ (Middle) _____

Indicate any other names you have used (maiden name, other married names, nicknames, etc.)

Print _____

Please list all addresses you have lived in the last 7 years. Include street number, street name, city and zip code.

Present:

Previous:

1. _____
2. _____
3. _____
4. _____

Social Security #: _____ Month/Day/Year of Birth _____

Driver's License/ID # _____ State _____

I certify that I have reviewed the forgoing information supplied by me and that it is true and correct to the best of my knowledge in accordance with the Privacy Act, Freedom of Information Act, and the Fair Credit Reporting Act. I expressly authorize the background company and any person associated with an Educational Institution, past or present Employer, Law Enforcement Agency, Court, Motor Vehicle Agency or Credit Reporting Agency to RELEASE this information to the background agency for the purpose of being considered for employment. It may include information about a consumer's character, general reputation, personal characteristics, and mode of living. I RELEASE the Background Company and Renew Lending Inc. and all persons from liability for furnishing the foregoing information. I also authorize that a copy of this RELEASE be valid as an original.

Check here if you would like a copy of your report

Signature: _____ Date: _____

