

For HR use only

HR Rep: \_\_\_\_\_ Requisition #: \_\_\_\_\_  
 Disposition #: \_\_\_\_\_ Disposition Date: \_\_\_\_\_

## APPLICATION FOR EMPLOYMENT

**Thank you for your interest in employment with Compass Bank or another affiliate or subsidiary of Compass Bancshares, Inc. (collectively “the Company”). All applicants will receive consideration for employment without regard to age, beliefs, citizenship, color, disability, ethnic origin, gender, marital status, nationality, national origin, political affinities, race, religion, sexual orientation, socio-economic standing, or veteran’s status, or any other status or classification protected by federal, state, or local law. Employment with our company is at the will of the employee and the organization.**

The Company functions in a position of public trust and is subject to Federal Deposit Insurance Corporation (FDIC) and/or other government regulations. If you are offered a position, the offer will be contingent on the results of a thorough background check, which may include your prior employment, criminal conviction record, credit record and other areas. As the Company maintains a drug-free workplace, all offers of employment are also contingent on successful completion of pre-employment drug screening. If you need an accommodation to participate in the application process (e.g., taking a pre-employment test, participating in an interview), you may request such an accommodation. However, it would be helpful if you would inform us of the need for such an accommodation within a reasonable period of time before that part of the application process begins.

### IMPORTANT INSTRUCTIONS/INFORMATION FOR APPLICANTS

- Although we welcome your resume, you **MUST** complete this application **IN FULL**. Make sure that all the information you supply is correct and complete. Failure to do so may result in disqualification or termination of employment.
- This application will remain active for a maximum of 90 days. If you have completed an application within the last 90 days, you need not complete another one.
- Read the Certification & Acknowledgment section on the last page carefully and sign where indicated.
- The “Voluntary Self-Identification” section requests information that federal regulations require us to gather. This section will be detached from the application before it is reviewed for employment consideration.
- Please complete ALL areas below.

## GENERAL INFORMATION

Today’s Date			E-mail address		
First Name	Middle Initial	Last Name	“Preferred Name”		Social Security #
Current Address			City	State	Zip
Home Phone # (Area Code + Number)					
Former Address			City	State	Zip
Work Phone # (Area Code + Number)					
List ALL Former Names				Cell or Pager # (Area Code + Number)	
Have you previously applied for a position with the Company, its predecessors or affiliates? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, when and where?		Have you previously worked for the Company, its predecessors or affiliates? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, when and where? Include employee, temporary service, contract.		Have you ever taken any of the Company’s pre-employment tests? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, when and where?	
List your primary position or requisition # of interest:		Location(s) at which you are available to work:		Looking for: <input type="checkbox"/> Full Time Only <input type="checkbox"/> Part-time Only <input type="checkbox"/> Temporary Only <input type="checkbox"/> Any	

Are you at least 18 years of age?  Yes  No

Are you authorized to work by the United States Citizenship and Immigration Service?  Yes  No  Not Applicable (United States Citizen)  
 If yes, please list your work authorization information: Authorization type: \_\_\_\_\_ Number: \_\_\_\_\_ Expiration: \_\_\_\_\_

In the box under each day below, list the hours you are available to work. If you are not available to work on a specific day, place an "X" in that box.

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday

How did you find out about employment opportunities at the Company?  
 If you were referred by a current employee, please list the name. \_\_\_\_\_

Date Available to Work \_\_\_\_\_

Salary/Wage Desired  
 \$ \_\_\_\_\_  
 per: hour month year  
 (circle one)

List the types of office equipment, computing equipment and software you have used and your degree of proficiency with each, if relevant to the job(s) for which you are applying. \_\_\_\_\_

List other information such as skills, licenses, certification, etc. that are relevant to the position(s) for which you are applying. \_\_\_\_\_

**Employment of Relatives** The Company's policy permits the employment of relatives except in those situations that would create an actual or potential conflict of interest.

Do you have any relatives employed by the Company?  Yes  No If yes, list name(s) of relative(s). \_\_\_\_\_

Have you ever been involuntarily discharged or been allowed to resign instead of being involuntarily discharged from employment?  Yes  No If yes, give specific details (including employer, when and where). \_\_\_\_\_

**Criminal Convictions** Have you ever been convicted of a crime?  Yes  No List ALL crimes, including misdemeanors, of which you have been convicted or to which you have pled guilty with the exception of minor traffic violations (e.g., expired parking meter, speeding tickets, etc). You must include DUI and Reckless Driving convictions. Do not list any crimes for which you were arrested but not convicted. **Note:** A conviction will not necessarily disqualify you from employment.

**References** — Please list the names of three people with whom you have worked. Do not include individuals who are related to you.

Name	Title	Telephone Number	Company/Organization	Relationship to You

## EDUCATION

List all schools attended:

EDUCATION	DATES ATTENDED (MONTH/YEAR)		GRADUATION (MONTH/YEAR)		DEGREE/GPA
High School			Graduated or GED? <input type="checkbox"/> Yes <input type="checkbox"/> No		
College	From	To	Date	Did not Graduate <input type="checkbox"/>	
College	From	To	Date	Did not Graduate <input type="checkbox"/>	
Other (trade, etc.)	From	To	Date	Did not Graduate <input type="checkbox"/>	
Other (trade, etc.)	From	To	Date	Did not Graduate <input type="checkbox"/>	

## CURRENT AND PREVIOUS EMPLOYMENT

- You must complete the following section in full. List your last four employers, **including the requested salary information**.
- Be sure to list all employment with banks and other financial institutions and other employment directly related to the position(s) for which you are applying. You may attach additional pages if necessary. If you do, follow the format below.
- **You may not substitute your resume for this section.**
- List your current or most recent employer first and include full-time, part-time and temporary positions, as well as military service and paid internships.
- If you worked for a temporary agency, list the name of the agency, not the company where you were assigned to work.

Presently employed?  Yes  No If presently employed, may we contact your employer?  Yes  No (Note: If you accept an offer of employment, the Company will consider this to be your authorization to contact your current employer for reference information, subsequent to notification of your resignation from said employer, even if you checked no).

Employer (current or most recent)	City, State	Area Code/Phone #	Job Title
			Full Time <input type="checkbox"/> Part Time <input type="checkbox"/>
Supervisor	Dates Employed (month/year) From                      To		Salary (specify per hour, month, year) Start \$                                      Final \$ Commission, Incentive or Bonus amount, if any:
Responsibilities			
Reason for Leaving			

Employer	City, State	Area Code/Phone #	Job Title
			Full Time <input type="checkbox"/> Part Time <input type="checkbox"/>
Supervisor	Dates Employed (month/year) From                      To		Salary (specify per hour, month, year) Start \$                                      Final \$ Commission, Incentive or Bonus amount, if any:
Responsibilities			
Reason for Leaving			

Employer	City, State	Area Code/Phone #	Job Title
			Full Time <input type="checkbox"/> Part Time <input type="checkbox"/>
Supervisor	Dates Employed (month/year) From                      To		Salary (specify per hour, month, year) Start \$                                      Final \$ Commission, Incentive or Bonus amount, if any:
Responsibilities			
Reason for Leaving			

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			Full Time <input type="checkbox"/> Part Time <input type="checkbox"/>
Supervisor	Dates Employed (month/year) From                      To		Salary (specify per hour, month, year) Start \$                                      Final \$ Commission, Incentive or Bonus amount, if any:
Responsibilities			
Reason for Leaving			

# CERTIFICATION & ACKNOWLEDGMENT

I certify and acknowledge that:

- Bona Fide Intention** I am interested in and available for employment with Compass Bank or another affiliate or subsidiary of Compass Bancshares, Inc. (collectively "the Company"). I am not bound by contractual non-compete obligation that would hinder my employment with the Company and I fully intend to accept suitable employment if offered.
- Employment Eligibility** I understand that federal law requires that I verify my eligibility to work in the United States within three days of my first day of work and that failure to do so will render me ineligible for continued employment.
- Verification** I understand that the Company may conduct appropriate pre- and post-employment background verifications, including but not limited to contact with all previous employers, governmental agencies, regulatory associations (including the FINRA) and educational institutions I have attended. I authorize each company or institution listed above (or otherwise provided or determined through the application process) to provide information to the Company, whether or not such information is part of their record, and hereby release each company or organization from any liability arising from such disclosure.
- Credit and Background Check** I authorize the Company to obtain my consumer credit report from the agency of its choosing in connection with my employment. I understand that I will be notified in writing should adverse information result in denial of employment in full compliance with applicable provisions of the Fair Credit Reporting Act, as amended. I authorize the Company to perform any additional background checks it chooses.
- Drug Screening** I agree to submit to a pre-employment drug screening as a condition of employment and understand that I must successfully pass such screen. I further agree to comply with the Company's drug-free workplace policy and submit to a drug screen at the Company's request at any time during my employment. I understand that failure to comply with this policy may result in termination of employment.
- Criminal Convictions** I certify that I have disclosed all criminal convictions as required above and give the Company authorization to investigate and/or verify my records. I further agree to immediately report to the bank any crimes for which I am convicted or to which I plead guilty during my employment.
- Compass Charity** I agree that I will be enrolled in Compass Charity at the guideline level of 1/2 of 1 percent of my base salary upon my employment and that election will remain until any different election I make becomes effective after a reasonable administrative period for processing the new election.
- Securities and Insurance Activities** If I am hired into a position requiring a securities license, I agree to terminate any existing securities agency relationships.
- Corporate Policies** I agree to comply with all Company policies contained in the Company's Codes of Conduct and other documents.
- Alternative Dispute Resolution and Employment at Will** Because of, among other things, the delay and expense that result from use of the court systems, if I am offered employment and accept, the Company and I agree in accordance with the Company's Alternative Dispute Resolution Policy (which I may review upon request) to submit to binding arbitration any claims (with limited exceptions specified in the Alternative Dispute resolution Policy) concerning any aspect of my employment relationship or its termination, whether those claims arise under or concern any federal law, state law or local ordinance/law or any other legal theory of any kind. In return for the Company considering my application, I agree to submit any claim respecting my application for employment to binding arbitration under the Company's Alternative Dispute Resolution Policy. If I am offered employment at the Company, I understand that I will be offered a position terminable at the will of either party to ensure that both the Company and I have the maximum freedom to end the employment relationship at any time, with or without cause or prior notice. I understand further that even if I am selected for employment as an employee at will, I remain obligated to bring any claim concerning my application for employment, my employment or the termination of my employment through the Company Alternative Dispute Resolution Policy.
- Confidentiality** I agree to protect the confidentiality of all Company, customer, proprietary and privileged information that I may be entrusted with during my employment. I further agree to participate in any investigation conducted by the Company. I understand that I may be asked to take a polygraph examination to the extent authorized by law in the event there arises an ongoing investigation of economic loss or injury to the Company. I agree not to use, divulge, furnish or make available to any third party any trade secrets, customer lists, information regarding customers or any confidential information without the prior written consent of the Company.

I hereby affirm all of the information given in the employment application is true to the best of my knowledge. I have not omitted any requested information. I understand that any omission, misrepresentation or misstatement of fact in this application and/or attached resume (if any) may result in disqualification for employment or termination of employment.

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Signature

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Date

**Notice Concerning Affirmative Action**

The Company is a government contractor subject to applicable federal laws and regulations. To help us comply with federal reporting requirements, we ask that you provide the following information, which will remain confidential. Submission of this information is voluntary, and your refusal to provide it will not subject you to discrimination, discharge or disciplinary treatment.

<b>Note: Do not write in gray areas.</b>		Social Security #	
First Name	Middle Initial	Last Name	“Preferred Name”
Current Address	City	State	Zip
Home Phone # (Area Code + Number)		E-mail Address	
<b>Ethnicity/Race</b> Please indicate your ethnicity or race by selecting ONE option:  <input type="checkbox"/> Hispanic or Latino		Non-Hispanic or Latino options: <input type="checkbox"/> Black or African-American <input type="checkbox"/> White <input type="checkbox"/> Native Hawaiian or Other Pacific Islander <input type="checkbox"/> Asian <input type="checkbox"/> American Indian or Alaska Native <input type="checkbox"/> Two or more Races	
City Code	Gender: <input type="checkbox"/> Female <input type="checkbox"/> Male	Preferred Location of Work	Source Code
Today's Date	Requisition #	Position #	Primary Position or Requisition # of Interest



**APPLICANT CONSENT FOR  
OBTAINING CONSUMER REPORTS  
CREDIT, CRIMINAL, MVR AND OTHER CONSUMER INVESTIGATIVE REPORTS**

Thank you for your interest in employment with Compass Bank and its affiliated companies, members of the BBVA Group (collectively "the Company"). The Company considers your credit and criminal record (and MVR record for selected positions) as part of our pre-employment screening process. The Federal Consumer Credit Reporting Reform Act of 1996 requires that the Company obtain your written consent authorizing us to obtain one or more of your consumer reports. The term "consumer report" is any written, oral or other communication of any information by a consumer reporting agency bearing on things such as character, general reputation, criminal history, personal characteristics or mode of living. Examples of consumer reports include but are not limited to credit reports, criminal record reports and/or MVR reports.

Please provide **all** of the information requested below. Your signature authorizes the Company to obtain consumer reports, including but not limited to, credit reports, criminal record reports, MVR reports and other background reports. By signing this form, you authorize the Company to use this information for consideration for employment or continued employment. If, wholly or in part as a result of this information, you are disqualified for employment, you will receive a copy of the respective report and a statement of your rights under the Fair Credit Reporting Act, where applicable.

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**Last Name**

**First Name**

**Middle Initial**

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**Present Address (address, apartment number if applicable, city, state, zip)**

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**Most Recent Former Address (address, apartment number if applicable, city, state, zip)**

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**Social Security Number**

**Signature**

**Date**

**Please list EACH county and state in which you have resided, received mail or worked in the past 10 years.**

**Example: Jefferson County, Alabama**

County	State	County	State

If you have **ever** been convicted of a crime, pled guilty to a charge or have entered into an agreement for suspension or dismissal of criminal charges upon completion of other alternatives, please list below. Include felony and misdemeanors with the exception of minor traffic violations (e.g., expired parking meter, speeding tickets, etc.). You must include DUI and Reckless Driving convictions. **Note:** A conviction will not necessarily disqualify you from employment.

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