

APPLICATION FOR EMPLOYMENT

Thank you for considering Piedmont National Corporation for employment opportunities. PNC is recognized as the leader in providing packaging solutions since 1950.

The success of Piedmont National Corporation has been attained by exceeding the expectations of our customers through high quality service and products.




Quality service can only be provided by people who take pride in themselves, their work, and their company. We look for individuals who are self-motivated, passionate, creative team players who will strengthen our presence and enhance shareholder value.



At PNC we seek to recruit and develop a diverse workforce as part of our business strategy.

We are committed to an equal employment opportunity policy in all operations and employment practices. PNC complies with all applicable laws with regard to prohibited types of discrimination against any applicant or employee to include race, color, religion, sex, national origin, age, physical disability, or against disabled veterans and veterans of the Vietnam era.

Thank you for applying for a job position at Piedmont National Corporation. After completing this Application, you may attach your resume if you wish.

The Hiring Process Includes:

-  Reference Checks
-  Background Checks
-  Drug Testing

-  Skills Testing
-  Interviewing

I understand that any job offer is conditional subject to the outcome of the information provided from the above testing and checks.

I certify that all the information submitted by me on this application is true and complete, and I understand that if any false information, omissions, or misrepresentations are discovered, my application may be rejected, and if I am employed, my employment may be terminated at any time.

In consideration of my employment, I agree to conform to the company's rules and regulations, and I agree that my employment and compensation is 'at will' and may be terminated, with or without cause, and with or without notice, at any time, at either my or the company's option. I also understand and agree that the terms and condition of my employment may be changed, with or without cause and with or without notice, at any time by the company. I agree that this application is not a contract, nor am I bound by any restrictive covenants or non-competes.

Further, I recognize that no company representative, other than the President, and then only when in writing and signed by the President, has any authority to enter into any agreement for employment for any specific period of time, or to make any agreement contrary to the foregoing.

Applicant's Signature _____ **Date** _____



INSPIRING GREATNESS IN PACKAGING

APPLICATION FOR EMPLOYMENT

Name:

Address:

City/State/Zip

Phone Number

Alternate Phone Number

Email Address

Position applied for

How did you hear about the position?

Willing to Travel: Yes No If yes, what percentage of time?

Expected Pay:

On what date would you be available to work?

Have you ever been employed by Piedmont National Corporation?

Yes No

Division

Dates

Do you have any friends/relatives employed at Piedmont National Corporation?

Yes No

If Yes, give name, and relationship:

Are you capable of performing the essential functions of the job for which you are applying? Yes No

If No, please describe:

Are you legally eligible for employment in the United States?

Yes No

(If yes, proof will be required if hired.)

Have you ever been convicted of a crime?

Yes No

If yes, please explain:

(Conviction record will not necessarily be a bar to employment.)

MILITARY SERVICE DATA Have you ever served in the United States Armed Forces?

Yes No

If Yes, please give dates of service:

List specific skills/abilities acquired:

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EMPLOYMENT HISTORY please list date of all employment starting with your most recent position. Place a \checkmark by the employer(s) you **do not** want us to contact. Attach resume if necessary.

1) Company Name/Address: _____
Position/Title _____
Duties: _____
Manager's Name/Title/Telephone: _____
Dates of Employment: _____ Starting/Ending Salary: _____
Reason for Leaving: _____

2) Company Name/Address: _____
Position/Title _____
Duties: _____
Manager's Name/Title/Telephone: _____
Dates of Employment: _____ Starting/Ending Salary: _____
Reason for Leaving: _____

3) Company Name/Address: _____
Position/Title _____
Duties: _____
Manager's Name/Title/Telephone: _____
Dates of Employment: _____ Starting/Ending Salary: _____
Reason for Leaving: _____

4) Company Name/Address: _____
Position/Title _____
Duties: _____
Manager's Name/Title/Telephone: _____

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Dates of Employment: _____ Starting/Ending Salary: _____

Reason for Leaving: _____

EDUCATIONAL BACKGROUND

High School: [] Yes [] No

Name of School: _____ Location: _____

Course of Study: _____ Did you graduate? [] Yes [] No Diploma or GED _____

College: [] Yes [] No

Name of School: _____ Location: _____

Course of Study: _____ Did you graduate? [] Yes [] No Degree or Diploma _____

Vocational Training-Other: [] Yes [] No Certification, Degree or Diploma _____

Name of School: _____ Location: _____

Course of Study: _____ Did you graduate? [] Yes [] No

Other: Graduate School? [] Yes [] No **Continuing Education?** [] Yes [] No Please describe:

OTHER SKILLS / TRAINING List any special training or skills that would be of benefit in the position for which you are applying (e.g., languages forklift certified, truck driver's license, typing speed):

REFERENCES Please provide four business/professional references. These should not be friends or family members.

1) Name _____ Relationship _____

Phone Number _____ Email Address _____

2) Name _____ Relationship _____

Phone Number _____ Email Address _____

3) Name _____ Relationship _____

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Phone Number

Email Address

4) Name

Relationship

Phone Number

Email Address

PRE-EMPLOYMENT FORM

THE FOLLOWING IS VOLUNTARY

Qualified applicants are considered for employment, and employees are treated without regard to race, color, religion, sex, national origin, age, marital status, medical condition or handicap.

To help us comply with federal and state Equal Employment Opportunity record keeping, reporting and other legal requirements, please answer the questions below. This pre-employment information form will be kept in a confidential file separate from the attached application for employment.

This form is voluntary—refusal to provide this information will not adversely affect you.

Please Note: This form is NOT a part of your official application for employment. This information will be recorded and maintained in a confidential file, separate from all other records.

YOUR NAME

DATE

GENDER

Male

Female

RACE SELF-IDENTIFICATION

(Please read the descriptions, then mark one or more races to indicate what you consider yourself to be.)

HISPANIC OR LATINO --- A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

WHITE (NOT HISPANIC OR LATINO) --- A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

BLACK OR AFRICAN AMERICAN (NOT HISPANIC OR LATINO) --- A person having origins in any of the black racial groups of Africa.

NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER (NOT HISPANIC OR LATINO) --- A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

ASIAN (NOT HISPANIC OR LATINO) --- 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.

AMERICAN INDIAN OR ALASKA NATIVE (NOT HISPANIC OR LATINO) --- 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 (NOT HISPANIC OR LATINO) --- All persons who identify with more than one of the above races.

I CHOOSE NOT TO DISCLOSE

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SOURCE OF INFORMATION ABOUT THIS VACANCY: (Check all that apply)

- | | |
|--|---|
| <input type="checkbox"/> 1. Magazine | <input type="checkbox"/> 7. Federal, State, or Local Job Info. Center |
| <input type="checkbox"/> 2. Newspaper | <input type="checkbox"/> 8. Friend or Relative |
| <input type="checkbox"/> 3. Radio/Television Broadcast | <input type="checkbox"/> 9. Internet |
| <input type="checkbox"/> 4. Agency Personnel Office | <input type="checkbox"/> 10. PNC Website |
| <input type="checkbox"/> 5. State Employment Office | <input type="checkbox"/> 11. Federal/DOL Jobs line |
| <input type="checkbox"/> 6. Government Recruitment at School | <input type="checkbox"/> 12. Other |