

Employment Application

An Equal Opportunity Employer

Date:

The BH Media Group has brought the news to readers across the United States for over 125 years. We appreciate your interest in becoming part of that tradition. It is our intention that all applicants are given equal opportunity and that selection decisions are based on job related factors. Therefore, it is important that you fill out this application form completely and accurately. Please use your legal name in the name fields. If you are in need of any reasonable accommodations in the applicant process, just ask.

***POSITION APPLYING FOR:**

DATE AVAILABLE FOR WORK

*We appreciate your interest in the BH Media Group, however, we can only accept job applications for specific positions for which you apply and are currently open and available.

PERSONAL & GENERAL INFORMATION							
NAME:							
	Last	Fi	rst		MI		
CURRENT ADDR	CURRENT ADDRESS:						
List on vother nom	Street Address City State Zip						
List any other names used if different from name given on application:							
PHONE NUMBER	Alternate Phone Number:						
E-MAIL ADDRESS	S:	Are	you 18	years or older?	P 🗌 Yes		No
Are you applying f	ng for part-time or full-time work?						
Special training or skills (machines you can operate, typing speed, apprenticeships, etc.)							
Are you a citizen of the United States, or specifically authorized to be employed in the United States? 🗌 Yes 🗌 No							
Note: The law requires that you provide evidence and a sworn statement of your citizenship or work authorization at the time of hire. Any offer of employment that you receive is contingent upon your providing evidence of ability to work in the United States.							
Are you now, or have you ever been, employed by any other companies owned currently or in the past by the Omaha World-Herald, Media General, Midlands Newspapers, or any of its							
subsidiaries?							
If so, please list name of company and dates of employment:							
Please provide the names of any relatives employed at any of BH Media subsidiaries, and identify the company:							
Have you applied for employment with The BH Media Group in the last year?							
If yes, when?							
What days and hours can you work?							
EDUCATION							
School	Name & Location of Scl	hool	Cour	se of Study	Degree/Diplor		Type of Degree
			oour		Obtained (Yes/	No)	
Colleges or Universities							
Technical,							
Vocational or Business School							
High School							
					I		

EMPLOYMENT HISTORY (Including Military Service)

Please complete the fo with your current or mo <u>regardless of whether</u>	ost recent employer.	The following info										
Employer:					Start Date	End Date						
Address/City/State/Z	ip:											
		Job Title:										
Supervisor: Reason for leaving:												
					Starting Salary	Final Salary						
Can we contact this e	employer for inform	ation?	🗌 No									
If no, why not?												
	Briefl	y describe the na	ture and duties	of your position:								
Employer:	in.				Start Date	End Date						
Address/City/State/Z Phone:	ip:	Job Title:										
Supervisor:												
Reason for leaving:												
J					Starting Salary	Final Salary						
Can we contact this e	employer for inform	ation? 🗌 Yes	🗌 No									
If no, why not?												
•	Brief	v describe the na	ture and duties	of your position:								
Employer:					Start Date	End Date						
Address/City/State/Zip:												
Supervisor:		JOD TILLE.				Phone: Job Title:						
Reason for leaving:												
					Starting Salary	Final Salary						
Can we contact this e	employer for inform	ation? 🗌 Yes	🗌 No		Starting Salary	Final Salary						
Can we contact this e If no, why not?	employer for inform	ation? 🗌 Yes	□ No		Starting Salary	Final Salary						
				of your position:		Final Salary						
				s of your position:		Final Salary						
	Briefi	y describe the na	ture and duties									
If no, why not?	Briefl	y describe the na	ture and duties									
If no, why not? PERSONAL/PROFE	Briefl SSIONAL REFER Relationship (e.g.: Co-worker,	y describe the na ENCES (List three	ture and duties	o not include fam	ily members or ro (Area Code)	elatives.) (Area Code)						
If no, why not? PERSONAL/PROFE	Briefl SSIONAL REFER Relationship (e.g.: Co-worker,	y describe the na ENCES (List three	ture and duties	o not include fam	ily members or ro (Area Code)	elatives.) (Area Code)						
If no, why not? PERSONAL/PROFE	Briefl SSIONAL REFER Relationship (e.g.: Co-worker,	y describe the na ENCES (List three	ture and duties	o not include fam	ily members or ro (Area Code)	elatives.) (Area Code)						

GENERAL INFORMATION					
Have you ever been fired or asked to re	esign? 🗌 Yes	🗌 No			
If so, explain in full detail:	-				
· 1					
Within the last seven (7) years have vo	u been convicted of a	crime or violation o	ther than a Yes No		
Within the last seven (7) years, have you been convicted of a crime or violation other than a Yes No No ninor traffic infraction? (A conviction record will not necessarily be a bar to employment.					
Factors such as job relevance, age a					
violation will be taken into account).	.				
	es of the conviction(s)	including the date,	nature, place of the offense, disposition and		
any other relevant information.					
(Note: No applicant will be denied employme	nt solely on the grounds (of conviction of a crimi	nal offense. The date of the offense, the nature of the		
offense, including any significant details that offense to the position(s) applied for may, how		of the event, and the s	surrounding circumstances and the relevance of the		
onense to the position(s) applied for may, not	vever, be considered.)				
Are you able to perform the essential fu	Inctions of the position	for which you are a	pplying (with or without		
accommodation)?					
If so, explain in full detail:					
			entities covered by GINA Title II from requesting or		
requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we are asking that you not provide any genetic information when responding to this request for medical information. 'Genetic information,' as					
defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an					
individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual or an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.					
HOW DID YOU LEARN OF THE BH M	EDIA POSITION FOR	WHICH YOU ARE	APPLYING?		
	BH Media Subsidiary				
Newspaper	Online Job site		Employee Referral		
Employment Agency	Job Posting		Other		

READ CAREFULLY BEFORE SIGNING BELOW:

I certify that the information in this application is true and I understand that any omission, false or misleading statement shall void this application. If I should become employed and it is determined at any time during my employment that a false or misleading statement was made, I shall be subject to immediate dismissal for cause.

I understand that my employment references will be checked and, in the event that the job for which I am applying requires certain levels of physical performance, I may be required to participate in a post-offer medical assessment. I authorize BH Media Group to investigate all statements contained in this application for employment and to investigate my character and qualifications. I authorize my prior employers, references, and others with information regarding my work or educational history or my character, to provide BH Media Group with all requested information and references, and to cooperate fully with the investigation of my character and qualifications. I agree to take no action nor bring any claim against such employer or other source for acts or omissions in furnishing such information or against the BH Media Group for acts or omissions in obtaining or using such information.

I understand that this application is not an employment contract. I also acknowledge that no oral representations have been made, and that no one within BH Media Group has the authority to make oral contracts of employment. If hired, my employment relationship with BH Media Group is terminable at-will, with or without cause, by either myself or BH Media Group.

I agree that if I file any claim or lawsuit against the BH Media Group relating to my consideration for employment, or (if I am hired) I file any claim or lawsuit against the BH Media Group relating to my employment or termination of employment, then any such claim or lawsuit (1) must be filed no more than six (6) months after the event or action that gave rise to the claim or lawsuit, and (2) must be filed by me individually and not as part of any class action. While I understand that the statute of limitations for claims may be longer than six (6) months, I agree to be bound by the six (6) month limitations period set forth above. I hereby waive any statute of limitations to the contrary and also waive any right to file or join a class action relating to any such claim or lawsuit.

I understand that if accepted for employment, notwithstanding any answer which is contained in this application, I may be required to work various days and shifts, overtime or at other BH Media Group locations.

I understand I may be required to successfully pass post-offer a drug screen and consent to a criminal background check. I hereby consent to drug testing as set forth by Company policy.

NOTE: ALL JOB APPLICATIONS MUST BE SIGNED BY THE APPLICANT. UNSIGNED APPLICATIONS WILL NOT BE CONSIDERED IN THE EMPLOYMENT PROCESS.

Signature

Date