



Century Arms, Inc.

Century International Arms, Inc.

236 Bryce Boulevard Fairfax, Vermont 05454
430 South Congress Ave., Suite 1A Delray Beach, Florida 33445
(802)527-1258

APPLICATION FOR EMPLOYMENT
AN EQUAL OPPORTUNITY EMPLOYER

IF YOU HAVE EVER BEEN CONVICTED OF A FELONY OR MISDEMEANOR DOMESTIC ABUSE, CENTURY ARMS, INC./
CENTURY INTERNATIONAL ARMS, INC. CANNOT EMPLOY YOU.

IF YOU ARE A CURRENT USER OF ILLEGAL DRUGS, CENTURY ARMS, IN./ CENTURY INTERNATIONAL ARMS, INC.
CANNOT EMPLOY YOU.

PERSONAL INFORMATION (Please PRINT)

| |
|-------------------|
| Full Name: |
| Address: |
| Telephone Number: |

DESIRED EMPLOYMENT

| | | |
|---|---------------------|-----------------|
| POSITION: | DATE YOU CAN START: | SALARY DESIRED: |
| ARE YOU EMPLOYED NOW? <input type="checkbox"/> YES <input type="checkbox"/> NO IF YES, MAY WE INQUIRE OF YOUR PRESENT EMPLOYER? <input type="checkbox"/> YES <input type="checkbox"/> NO REASON FOR LEAVING PRESENT EMPLOYER? _____ | | |
| HAVE YOU EVER APPLIED TO CENTURY ARMS BEFORE? <input type="checkbox"/> YES <input type="checkbox"/> NO IF YES, DATE OF APPLICATION: _____ | | |
| HAVE YOU EVER WORKED FOR CENTURY ARMS BEFORE? <input type="checkbox"/> YES <input type="checkbox"/> NO IS YES, DATE(S) EMPLOYED: _____ NAME OF LAST SUPERVISOR AT CENTURY ARMS: _____ | | |
| FROM WHERE/WHOM HAVE YOU LEARNED ABOUT THIS COMPANY: _____ | | |

EDUCATION

| SCHOOL LEVEL | NAME & STATE | NO. of YEARS ATTENDED | DID YOU GRADUATE? | SUBJECTS STUDIED |
|--------------|--------------|-----------------------|-------------------|------------------|
| HIGH SCHOOL | | | | |
| COLLEGE | | | | |
| TRADE SCHOOL | | | | |

GENERAL

| | |
|-------------------|--|
| Special Trainings | |
| | |
| | |
| | |

CURRENT EMPLOYER

| Place | Contact Name | Contact Number | Dates | Position |
|-------|--------------|----------------|-------|----------|
| | | | | |

Brief list of Duties:

FORMER EMPLOYERS

| Place | Contact Name | Contact Number | Dates | Position |
|-------|--------------|----------------|-------|----------|
| | | | | |

Brief list of Duties:

| Place | Contact Name | Contact Number | Dates | Position |
|-------|--------------|----------------|-------|----------|
| | | | | |

Brief list of Duties:

REFERENCES

| Full Name | Contact Number | Personal or Professional |
|-----------|----------------|--------------------------|
| | | |
| | | |
| | | |

Have you ever been convicted of a crime punishable by imprisonment for more than one year or misdemeanor domestic abuse? YES NO.

If YES, please understand you cannot work at Century International Arms, Inc. / Century Arms, Inc.

Do you use illegal drugs, including marijuana? YES NO.

If YES, please understand you are required to pass a pre-employment drug screening. If you cannot pass the screening, you cannot work at Century International Arms, Inc. / Century Arms, Inc. If you use illegal drugs, you cannot meet the requirements of the Gun Control Act.

Are you able to meet the requirements of the Gun Control Act, attached? YES NO.

If NO, you cannot work at Century International Arms, Inc. / Century Arms, Inc.

ACKNOWLEDGEMENT AND AUTHORIZATION

"I certify that the facts contained in this application are true and complete to the best of my knowledge and understand that, if employed, falsified statements on this application shall be grounds for dismissal.

I have reviewed the Gun Control Act and, by signing below, hereby certify that I am able to meet its requirements.

I understand that the offer of employment I have received is conditional on not only passing a criminal background check but also on a drug screen. I hereby consent to Century International Arms, Inc./Century Arms, Inc. carrying out a criminal record check. I understand that conviction of a crime punishable by less than one year imprisonment is not necessarily a bar to my employment and will be assessed by Century International Arms, Inc./Century Arms, Inc. with respect to the job responsibilities for the position for which I have been made a conditional offer, in the Company's sole discretion. I authorize investigation of all statements contained herein. I release the references, employers, and educational institutions listed to give to Century International Arms, Inc. I Century Arms, Inc. any and all information concerning my previous employment and any pertinent information they may have, personal or otherwise. I furthermore release Century International Arms, Inc. I Century Arms, Inc. from any and all liability pertaining to its obtaining and utilizing such information.

I understand and agree that no representative of Century International Arms, Inc./Century Arms, Inc. has authorization to enter into any employment agreement for any specified period of time. I acknowledge that employment with Century International Arms/Century Arms, Inc. is strictly "at will" unless an authorized written employment agreement is approved and signed by Senior Management."

Applicant's Signature: _____ Date: _____

Print Your Full Name

**Gun Control Act
18 USC 922**

The Gun Control Act (GCA), codified at 18 U.S.C. § 922(g), makes it unlawful for certain categories of persons to ship, transport, receive, or possess firearms or ammunition, to include any person:

- (1) who has been convicted in any court of, a crime punishable by imprisonment for a term exceeding one year;
- (2) who is a fugitive from justice;
- (3) who is an unlawful user of or addicted to any controlled substance (as defined in section 102 of the Controlled Substances Act (21 U.S.C. 802));
- (4) who has been adjudicated as a mental defective or who has been committed to a mental institution;
- (5) who, being an alien—
 - (A) is illegally or unlawfully in the United States; or
 - (B) except as provided in subsection (y)(2), has been admitted to the United States under a nonimmigrant visa (as that term is defined in section 101(a)(26) of the Immigration and Nationality Act (8 U.S.C. 1101(a)(26)));
- (6) who has been discharged from the Armed Forces under dishonorable conditions;
- (7) who, having been a citizen of the United States, has renounced his citizenship;
- (8) who is subject to a court order that—
 - (A) was issued after a hearing of which such person received actual notice, and at which such person had an opportunity to participate;
 - (B) restrains such person from harassing, stalking, or threatening an intimate partner of such person or child of such intimate partner or person, or engaging in other conduct that would place an intimate partner in reasonable fear of bodily injury to the partner or child; and
 - (C)(i) includes a finding that such person represents a credible threat to the physical safety of such intimate partner or child; or (ii) by its terms explicitly prohibits the use, attempted use, or threatened use of physical force against such intimate partner or child that would reasonably be expected to cause bodily injury; or
- (9) who has been convicted in any court of a misdemeanor crime of domestic violence, to ship or transport in interstate or foreign commerce, or possess in or affecting commerce, any firearm or ammunition; or to receive any firearm or ammunition which has been shipped or transported in interstate or foreign commerce.

By signing below you are stating that you have the ability to meet these requirements for pre-employment.

"I understand that the offer of employment I have received is conditional on not only passing a criminal background check."

Are you able to meet the requirements in the above Gun Control Act? YES NO

Please SIGN and DATE:

Applicant's Signature: _____ Date: _____

Print Your Full Name

NOTIFICATION OF PRE-EMPLOYMENT DRUG TESTING

If you should receive an offer of employment with Century International Arms, Inc./Century Arms, Inc. (Century), the offer is conditional upon your receiving a negative drug test result. Should you receive a test result that is positive for the presence of one of the drugs listed below, then Century's offer of employment will be retracted.

The drugs you will be tested for may include some or all of the following:

- Any drug listed or classified by the U.S. Drug Enforcement Administration as a Scheduled I drug, its metabolites and alcohol.
- Amitriptyline, amphetamines, barbiturates, benzodiazepines, cannabinoids, cocaine, doxepin, glutethimide, hydromorphone, imipramine, medperidine, methadone, methaqualone, opiates, oxycodone, pentazocine, phenytoin, phencyclidine, phenothiazines, and propoxyphene.

Therapeutic levels of prescription drugs tested for, will not be reported.

The procedure used by Century for drug testing individuals to whom a conditional offer of employment has been made, is as follows:

Century will send you to our provider for testing. The provider will send you the results and Century a pass or fail notification.

My signature below acknowledges that I have read the above information and agree to participate in pre-employment drug testing. I understand that the offer of employment I have received is conditional on not only passing a criminal background check but also receiving a negative drug test result as well as my full cooperation during the drug testing procedure.

I further understand that if my drug test should return a positive result, the offer of employment I have received from Century International Arms, Inc. /Century Arms, Inc. will be rescinded.

Please SIGN and DATE:

Applicant's Signature: _____ Date: _____

Print Your Full Name

Disclosure Regarding Background Investigation

Century Arms, Inc., Century International Arms, Inc. the "Company," may obtain information about you from a third party consumer reporting agency for to work purposes. Thus, you may be the subject of a "consumer report" which may include information about your character, general reputation, personal characteristics, and/or mode of living. These reports may contain information regarding your credit history, criminal history, social security verification, motor vehicle records ("driving records"), verification of your education or employment history (including income), or other background checks.

You have the right, upon written request made within a reasonable time, to request whether a consumer report has been run about you and to request a copy of your report. These searches will be conducted by Verified First, Phone: 888-670-9564,

Fax: 208-266-2310, Mailing Address: 1550 S Tech Lane Suite 110 Meridian, ID 83642. To the extent permitted by law, the Company may obtain consumer reports from any outside organization throughout the course of your to work.

D I acknowledge receipt of the DISCLOSURE REGARDING BACKGROUND INVESTIGATION and certify that I have read and understand this document.

Signature

Print Name

Date

APPLICANT COPY

A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT

Para información en español, visite www.consumerfinance.gov/learnmore o escribe a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. **For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - a person has taken adverse action against you because of information in your credit report;
 - you are the victim of identity theft and place a fraud alert in your file;
 - your file contains inaccurate information as a result of fraud;
 - you are on public assistance;
 - you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.
- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete, or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need—usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.consumerfinance.gov/learnmore.

APPLICANT COPY

A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General.

For information about your federal rights, contact:

| TYPE OF BUSINESS | CONTACT |
|--|--|
| <p>1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates</p> <p>b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:</p> | <p>a. Consumer Financial Protection Bureau 1700 G Street, N.W. Washington, DC 20552</p> <p>b. Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 (877) 382-4357</p> |
| <p>2. To the extent not included in item 1 above:</p> <p>a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks</p> <p>b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and Insured State Branches of Foreign Banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act</p> <p>c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations</p> <p>d. Federal Credit Unions</p> | <p>a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050</p> <p>b. Federal Reserve Consumer Help Center P.O. Box. 1200 Minneapolis, MN 55480</p> <p>c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106</p> <p>d. National Credit Union Administration Office of Consumer Protection (OCP) Division of Consumer Compliance and Outreach (DCCO) 1775 Duke Street Alexandria, VA 22314</p> |
| <p>3. Air carriers</p> | <p>Asst. General Counsel for Aviation Enforcement & Proceedings Aviation Consumer Protection Division Department of Transportation 1200 New Jersey Avenue, S.E. Washington, DC 20590</p> |
| <p>4. Creditors Subject to the Surface Transportation Board</p> | <p>Office of Proceedings, Surface Transportation Board Department of Transportation 395 E Street, S.W. Washington, DC 20423</p> |
| <p>5. Creditors Subject to the Packers and Stockyards Act, 1921</p> | <p>Nearest Packers and Stockyards Administration area supervisor</p> |
| <p>6. Small Business Investment Companies</p> | <p>Associate Deputy Administrator for Capital Access United States Small Business Administration 409 Third Street, S.W., 8th Floor Washington, DC 20416</p> |
| <p>7. Brokers and Dealers</p> | <p>Securities and Exchange Commission 100 F Street, N.E. Washington, DC 20549</p> |
| <p>8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations</p> | <p>Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090</p> |
| <p>9. Retailers, Finance Companies, and All Other Creditors Not Listed Above</p> | <p>FTC Regional Office for region in which the creditor operates or Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 (877) 382-4357</p> |