

Explanation

ING (hirer) is obliged according to regulations to conduct a Pre Employment Screening. This entails the temporary employment agency/ secondment agency/broker (Employer) obtaining references regarding the applicant's reliability and/or skills from current and previous employers or clients over the past five years. Moreover, you as applicant should complete this testimonial so that it can be determined that no circumstances have arisen in your past that could cast doubt on your reliability and/or skills.

1. The undersigned

- 1a First name and surname
- 1b Name Employer
- 1c Do you fulfil this assignment on a self-employed basis? ☐ Yes ☐ No

2. Hereby declares:

- 2a To give irrevocable and unconditional permission to the employer stated in 1B and their legal successors to provide ING, in writing or by telephone, with all information about your reliability and skills and to give ING irrevocable and unconditional permission to obtain the information concerned and to record this in the event of employment.
- 2b That no circumstances have arisen in the past that could cast doubt on your reliability and/or skills of the undersigned and that the questions below have been answered truthfully.
- 2c That you have answered the questions to the best of your knowledge, correctly and in accordance with the truth and you understand that, if the outcome of the reliability and/or skills check is negative according to the Employer's or Hirer's judgement, this could have consequences for the (possible) employment relationship with the Employer and the hiring by the Hirer.
- 2d To have worked for the following employer(s) or clients (including current employer or client) in the past five years:

Employer name	Employer address, telephone number and e-mail address	Name of direct manager	Period from* (mm-yyyy)	till* (mm-yyyy)
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/> - <input type="text"/>	<input type="text"/> - <input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/> - <input type="text"/>	<input type="text"/> - <input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/> - <input type="text"/>	<input type="text"/> - <input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/> - <input type="text"/>	<input type="text"/> - <input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/> - <input type="text"/>	<input type="text"/> - <input type="text"/>

*Dates (month and year) of start of employment and resignation

3. Have you worked for ING in the past five years (employed or otherwise as temporary worker, secondee)?

- ☐ Yes (please fill in information below) ☐ No (continue with question 4)

- 3a Department
- 3b Manager
- 3c End date contract
- 3d Reason from contract end
- 3e Did you receive a (dismissal) compensation on leaving ING? ☐ Yes ☐ No

4. Questions

4a Have you ever been suspended or dismissed from your job at one or more of your previous employers or clients, or from any additional position because of a suspected or proven irregularity or has your employment contract ever been dissolved by a subdistrict court?

☐ Yes ☐ No

4b Has a complaint ever been submitted against you in the legal framework of banking disciplinary law?

☐ Yes ☐ No

4c According to general criteria, is the ratio between your private financial obligations and your income and/or capital unhealthy?

☐ Yes ☐ No

4d Have you over the past five years been in contact with a creditor in connection with the default on payment?

☐ Yes ☐ No

4e If any of the above questions have been answered with 'Yes' please provide clarifying information

4f I have never been sentenced for any criminal or economic offence in the Netherlands or abroad (if this statement is correct, please check the box)

☐

4g I am not a suspect in any criminal or economic offence in the Netherlands or abroad (if this statement is correct, please check the box)

☐

4h Have you ever been declared bankrupt?

☐ Yes ☐ No

Date of bankruptcy - - dd-mm-yyyy

Explanation (kind of bankruptcy, private or legal person, name and type of company, cause, etc.)

Was the bankruptcy ended following approval of the scheme of composition or after equalisation with creditors and have you thus been discharged via the court?

☐ Yes ☐ No

Date of discharge - - dd-mm-yyyy

What is the reason that the bankruptcy is not yet ended?

5. US Person

5a Are you a US citizen? ☐ Yes ☐ No

5b Are you a permanent resident of the US? ☐ Yes ☐ No

5c Do you have a US Green Card? ☐ Yes ☐ No

5d Do you have US contact details (such as home address, postal address or telephone number)? ☐ Yes ☐ No

5e If the answer to any of the above questions is 'Yes', please complete the following questions.

Type of document ☐ Passport ☐ Green Card

Identification number passport

Number Green Card

Date of issue (dd-mm-yyyy)

End of validity (dd-mm-yyyy)

6. Additional positions

6a In addition to your duties for ING, do you have any additional positions, such as voluntary work, board positions at foundations or associations, part time activities/employment contracts for other clients/employers or otherwise? ☐ Yes ☐ No

6b Do you receive a financial reimbursement of expenses for representation, etc. or a wage for performing the additional position(s)? ☐ Yes ☐ No

6c Explanation of additional positions:

Type of position	Company / Institution	Start date (mm-yyyy)	Financial Responsibility	
		-	<input type="radio"/> Yes	<input type="radio"/> No
		-	<input type="radio"/> Yes	<input type="radio"/> No
		-	<input type="radio"/> Yes	<input type="radio"/> No
		-	<input type="radio"/> Yes	<input type="radio"/> No

A General Code of Conduct applies within ING. A component of this is that ING approval is required in principle for fulfilling any additional positions.

7. Signature

7a Date - - dd-mm-yyyy

7b Signature