

Please complete this form in your own handwriting, in ink. Disabled applicants may request accommodation, if necessary. Date: _____

NAME (LAST, FIRST, MIDDLE): _____

ADDRESS (NUMBER, STREET, CITY, STATE, ZIP): _____

HOME PHONE (with area code): _____ CELL PHONE (with area code): _____

EMAIL ADDRESS: _____

ARE YOU 18 YEARS OF AGE OR OLDER? _____

POSITION DESIRED: _____ SALARY REQUIREMENT: _____

If position applied for requires operation of a motor vehicle, do you have a valid drivers' license? Yes No

If offered employment when could you be employed? _____

Do you have the legal right to employment in the United States? Yes No

Can you perform the essential functions of the job you are applying for with or without reasonable accommodation? Yes No

Can you work overtime? Yes No

If you answer yes to any of the following, please explain below.

Have you ever worked for B&A or its subsidiaries? Yes No

Have you ever been discharged or asked to resign from a job? Yes No

Other than minor traffic offenses, have you ever been convicted of a crime that is reportable under Federal and/or State Law?

Yes No Note: A conviction record will not necessarily bar you from employment. If YES, describe in detail below including date and location of offense.

All Applicants: Please see Company representative if you have questions regarding "reportable" crimes.

Illinois Applicants: under Illinois Public Act 93-0211, you are not required to disclose sealed or expunged records.

Massachusetts Applicants: An applicant for employment with a sealed record on file with the commissioner of probation may answer "no record" with respect to an inquiry herein relative to prior arrests, criminal court appearances or convictions. An applicant for employment with a sealed record on file with the commissioner of probation may answer "no record" to an inquiry herein relative to prior arrests or criminal court appearances. In addition, any applicant for employment may answer "no record" with respect to an enquiry relative to prior arrests, court appearances and adjudications in all cases of delinquency or as a child in need of services which did not result in a compliant transferred to the superior court for criminal prosecution.

Explain:

EMPLOYMENT HISTORY (LIST ALL EMPLOYMENT, INCLUDING MILITARY SERVICE, BEGINNING WITH CURRENT/LAST POSITION.)

EMPLOYER (NAME, ADDRESS & PHONE NUMBER)	POSITION HELD	DATES	SALARY	SUPERVISOR	REASON FOR LEAVING
		FROM			
		TO			
DESCRIBE WORK					
		FROM			
		TO			
DESCRIBE WORK					
		FROM			
		TO			
DESCRIBE WORK					
		FROM			
		TO			
DESCRIBE WORK					

MAY WE CONTACT YOUR CURRENT EMPLOYER? YES NO

SCHOOL	NAME OF SCHOOL CITY & STATE WHERE LOCATED	DEGREE RECEIVED	DID YOU GRADUATE?	DATE DEGREE RECEIVED?	MAJOR & MINOR FIELD OF STUDY
HIGH SCHOOL				LEAVE BLANK	
COLLEGE					
COLLEGE					
OTHER					

REFERENCES (List references other than former supervisors or relatives)

NAME	EMPLOYER/TITLE	RELATIONSHIP	YEARS KNOWN	CONTACT INFORMATION (INCLUDE AREA CODE)
				Daytime Phone: Evening/Cell: Email:
				Daytime Phone: Evening/Cell: Email:
				Daytime Phone: Evening/Cell: Email:

SKILLS, CERTIFICATIONS, LICENSES, FOREIGN LANGUAGES, ETC.

LIST ANY OF THE ABOVE YOU HAVE THAT MAY QUALIFY YOU FOR THE POSITION DESIRED:
EXPLAIN YOUR GOALS; WHY YOU QUALIFY FOR THE POSITION DESIRED; WHY YOU WOULD BE SUCCESSFUL:

It is the policy of B:~*^•ç }^ that applicants for employment are recruited and employed on the basis of individual merit and ability with respect to positions being filled and potential for promotions or transfers which may be expected to develop. Applicants are to be recruited and employed without discrimination because of race, color, religion, sex, age, national origin, disability, sexual orientation or other protected status in accordance with applicable local, state or federal law.

In addition, personnel procedures and practices with regard to training, promotion, transfer, compensation, demotion, lay off, or termination are to be administered without discrimination because of race, color, religion, sex, age, national origin, disability, sexual orientation, or other protected status in accordance with applicable local, state or federal law.

The company also is subject to Section 503 of the Rehabilitation Act of 1973 as amended and Section 38 U.S.C. 4212 of the Vietnam Era Veteran's Readjustment Assistance Act of 1974 which respectively require that the company take Affirmative Action to employ and advance in employment qualified individuals with disabilities and qualified Vietnam Era veterans, qualified special disabled veterans, and other veterans who served on active duty during a war or in a campaign expedition for which a campaign badge has been authorized.

Employment will be contingent upon the satisfactory completion of a physical examination. This examination will include a drug and/or alcohol screening test.

Exempt level employment may be contingent upon the signing of the Company's standard employment agreement form. If you would like to review the agreement at this time, please ask.

Information obtained concerning individuals shall be kept confidential, except when necessary for managerial decisions, for first aid and safety, and for government officials investigating compliance with the acts.

DRIVER SUPPLEMENT TO APPLICATION

To be completed by applicants applying for a position that requires them to drive a company commercial motor vehicle.

Date of Birth: _____
 (Required by the Dept. of Transportation in 49CFR 391.21)

Accident record for past 3 years or more (attach sheet if more space is needed). **If none, write "None"**.

	Dates	Nature of Accident (Head-on, Rear-end, Upset, Etc.)	Fatalities	Injuries
Last Accident				
Next Previous				
Next Previous				

Traffic convictions and forfeitures of the past 3 years (other than parking violations). **If none, write "None"**.

Location	Date	Charge	Penalty

Driver Licenses	State	License No.	Type	Expiration Date

Have you ever been denied a license, permit or privilege to operate a motor vehicle? _____

Has any license, permit or privilege ever been suspended or revoked? _____

Driving Experience and Qualifications. **If none, write "None"**.

Class of Equipment	Type of Equipment (Van, Tank, Flat, Etc.)	Dates		Approx. No. Of Miles (Total)
		From	To	
Straight Truck				
Tractor and Semi-Trailer				
Tractor-Two Trailers				
Other _____				

List State operated in for last five years: _____

Show special courses or training that will help you as a driver: _____

Which safe driving awards do you hold and from whom? _____

Agreements and Acknowledgements by Applicant

I certify that all the information contained in this application is true, complete and correct to the best of my knowledge; I understand that any material omission, misrepresentation, or falsification of this information is grounds for dismissal from or refusal of employment. I hereby authorize investigation of all statements contained in this application.

I authorize the employment references and educational institutions listed above to give you any and all information concerning my previous employment and education and any pertinent information they may have, personal or otherwise, and I release all parties from all liability for any damage that may result from furnishing my information to you.

If I am employed and the employment later terminates with my own money to B:ã*^•đ }^ for any reason, I agree that any such amounts may be deducted from any monies due me at the time of termination as may be permitted under the law.

B:ã*^•đ }^ maintains a program that directs any legal disputes relating to the application form, initiations, terms, conditions or termination of employment to mediation and binding arbitration. The purpose of this program, called the Employee Dispute Resolution Plan ("Plan"), is to resolve legal disputes fairly, quickly and without burdensome expense to any of the parties involved. As a condition of Ô:ã*^•đ }^'s consideration of my application for employment, I agree that I will be bound by the terms of the Plan. Accordingly, I agree that any legal dispute as defined in the Plan that may arise out of the Company's considering me for employment or, in the event I am employed, any part of my employment or the termination of my employment will be subject to the mandatory mediation and binding arbitration provisions of the Plan.

I understand that I am not waiving my right to file a charge of discrimination with the Equal Employment Opportunity Commission or a state or local government agency. I also understand, however that I am waiving my right to file a lawsuit in a federal or state court or to pursue relief in my own name in a state or local administrative proceeding. I further understand that if I violate this agreement, Ô:ã*^•đ }^ will request that my claims be dismissed that I be ordered to take legal action only under the Plan.

I acknowledge that I have been given the opportunity to review the Plan itself. I understand that I need to review the Plan carefully because it identifies the types of legal disputes covered and sets forth the procedures that must be followed.

If I am employed, I understand that the employment relationship will be employment-at-will. This means that both 6 f]X[YgtrcbY and I can terminate the relationship at any time without cause or notice. The employment relationship is not based upon an express or implied contract for any specified duration of the time. 6 f]X[YgtrcbY reserves the right to change methods or amounts of compensation and/or benefits as well as all other terms and conditions of employment. This employment-at-will relationship can only be altered by a writing executed by me and a 6 f]X[YgtrcbY employee holding a position of vice-president or higher.

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SIGNATURE OF APPLICANT

DATE

I ACKNOWLEDGE IF I AM EMPLOYED THE AGREEMENTS AND ACKNOWLEDGEMENTS SHALL REMAIN BINDING. THIS APPLICATION WILL BE EFFECTIVE FOR 60 DAYS FROM THE DATE SIGNED OR UNTIL THE POSITION IS FILLED, WHICHEVER DATE IS EARLIEST.

STATE-SPECIFIC REQUIREMENT – Applicants should thoroughly read and carefully follow the applicable state instructions before answering the criminal history question(s). NOTE: Every effort has been made to ensure the accuracy of this list, however, it is possible that interpretations and/or updates may have occurred, which are not reflected herein.

California: Applicants should not disclose marijuana convictions older than (2) two years for quantities of 28.5 grams or less (other than concentrated cannabis) per California Health & Safety Code §§11357(b) or (c), 11360(b) (formerly subdivision (c) of section 11360), 11364, 11365, or 11550. Applicants should not disclose convictions that have been sealed, expunged, or statutorily eradicated or any misdemeanor convictions for which probation has been successfully completed or otherwise discharged and the case has been judicially dismissed. Applicants should not disclose information regarding arrests or detentions for which a diversion program has been successfully completed. Cal. Code Regs., tit. 2, § 7287-.4. Applicants shall not disclose records of arrest, indictment, information, misdemeanor complaint, or conviction of a crime that, from the date of disposition, release, or parole, antedate the report by more than (7) seven years. Further, these items shall not be reported if in the case of a conviction a full pardon has been granted, or in the case of an arrest, indictment, information, or misdemeanor complaint a conviction did not result. Cal. Civ. Code §1785.13.6.

Colorado: Applicants should be aware that Consumer Reporting Agencies may only report those convictions which, from date of disposition, release, or parole, occurred within the past seven (7) years, unless the applicant's salary is or is reasonably expected to equal \$75,000 or more. CRS §12-14.3-105.3(2)

Connecticut: Applicants are not required to disclose the existence of any arrest, criminal charge, or conviction, the records of which have been erased. Criminal records subject to erasure are records pertaining to a finding of delinquency or the fact that a child was a member of a family with service needs, an adjudication as a youthful offender, a criminal charge that has been dismissed or nolle (not prosecuted), a criminal charge for which the person was found not guilty, or a conviction for which the offender received an absolute pardon. Any person whose criminal records have been erased is deemed to have never been arrested within the meaning of the law as it applies to the particular proceedings that have been erased, and may so swear under oath. Conn. Gen. Stat. § 46-a-80(d).

Delaware: Applicants should be aware that summary offenses are not criminal convictions.

District of Columbia: Applicants should be aware that employers may obtain criminal history records only of convictions and forfeitures of collateral that have occurred within ten (10) years of the time that such record is requested.

Georgia: Applicants are not required to disclose information pertaining to any "first offender discharge." Ga. Code Ann. § 42-8-63.

Hawaii: Applicants should not answer this question unless a conditional offer of employment is received, at which time answer "Yes" only if the conviction is within the last ten (10) years. Haw. Rev. Stat. § 378-2.

Illinois: Applicants are not obligated to disclose sealed or expunged records of conviction or arrests. 20 Ill. Comp. Stat. §2630/12(a)

Kansas: Applicants should be aware Consumer Reporting Agencies may not report records of arrest, indictment, or conviction of crime, which from date of disposition, release, or parole, antedate the report by more than seven (7) years unless the applicant's salary is or is reasonably expected to equal \$20,000 or more. Kansas Stat. §50-704

Maryland: Applicants should be aware that Consumer Reporting Agencies may not report records of arrest, indictment, or conviction of crime which, from date of disposition, release, or parole, antedate the report by more than seven (7) years. MCC § 14-1203. Applicants should be aware that an employer may not require or demand, as a condition of employment, prospective employment, or continued employment, that any individual submit to or take a lie detector or similar test. An employer who violates this law is guilty of a misdemeanor and subject to a fine not exceeding \$100.

Massachusetts: Applicants should complete the attached state addendum.

Minnesota: Applicants should be aware that petty misdemeanors are not considered a crime and cannot be reported as a criminal conviction.

Montana: Applicants should be aware that Consumer Reporting Agencies may only report those convictions which, from date of disposition, release, or parole, antedate the application by more than seven (7) years. MCA §31-3-112

Nevada: Applicants should not disclose any criminal proceeding which antedates the application by more than seven (7) years. NRS598C.150

New Hampshire: Applicants should be aware that Consumer Reporting Agencies may not report records of arrest, indictment, or conviction of a crime, which from date of disposition, release, or parole, antedate the report by more than seven (7) years unless the applicant's salary is or is reasonably expected to equal \$20,000 or more.

New Mexico: Applicants should not disclose arrests and indictments pending trial, or convictions of crimes, whose date of release or parole antedates the application by more than seven (7) years. NM Ch. 56 Art. 3 §6

New York: Applicants should be aware that Consumer Reporting Agencies may not report records of arrest, indictment, or conviction of crime, which from date of disposition, release, or parole, antedate the report by more than seven (7) years unless the applicant's salary is or is reasonably expected to equal \$25,000 or more.

Ohio: Applicants should be aware that minor misdemeanors are not criminal convictions.

Oregon: Applicants should be aware that before requesting criminal offender information from the Department of State Police, the employer must advise the applicant that such information might be sought. OR Rev. Stat. §181.555

Texas: Applicants should be aware that Consumer Reporting Agencies may not report records of arrest, indictment, or conviction of a crime in which the date of disposition, release, or parole antedate the report by more than seven (7) years unless the applicant's salary is or is reasonably expected to equal \$75,000 or more. TX Bus & Comm. Code Title 2 Ch. 20.05

Washington: Applicants should be aware that Consumer Reporting Agencies may not report records of arrest, indictment, or conviction of a crime in which the date of disposition, release, or parole antedate the report by more than seven (7) years unless the applicant's salary is or is reasonably expected to equal \$20,000 or more. Wash. Rev. Code § 19.182.040(1) (e). Applicants should also be aware that employers may not inquire into conviction records that antedate the request by more than ten (10) years and only when the conviction reasonably relates to the applicant's fitness to properly perform the job for which the applicant is applying. Wash. Admin. Code § 162-12-140 c.

Have you been convicted of a crime? Have you received an alternative adjudication for which the deferral period, parole, probation, or court supervision ended within the past seven years? Do you have any open warrants or charges pending against you? In addition to the state limitations previously noted, do not include convictions or adjudications that were annulled, sealed, eradicated, expunged, pardoned, or dismissed. Conviction of a crime is not an absolute bar to employment. Factors such as the age of offense, evidence of rehabilitation, seriousness of violation, and job relatedness are considered in all employment decisions.

If you can answer "Yes" to any of the above (3) three questions, please select "Yes" below and complete the statement that follows.

If yes, please explain below the circumstances surrounding such offense, including place, date, court, etc.

I certify that I have read and understand the "Applicant Note" on Page 1 of this application and that the information furnished herein and during the application process is true, complete, and correct to the best of my knowledge. I understand that any misrepresentation or omission of facts will result in refusal to hire or, if hired, will result in my dismissal at any time regardless of when false answers or omissions are discovered. I further agree that if I am hired by the Company, I will be an at-will employee, which means that either the Company or I may end my employment at any time with or without cause or notice. I understand that if I am offered employment, I may be required to sign a non-solicitation and non-disclosure agreement as a condition of the employment. I understand that the Company may share the information contained in this application with other Company employees for employment and administrative purposes and hereby consent to such transfer. I hereby authorize the Company to conduct any necessary investigation regarding my background as it relates to the position I am seeking and to the extent permitted by federal, state, and local law. I agree to complete the requisite authorization forms for the background investigation. I agree to submit to legally permissible drug and/or alcohol testing upon request by the Company. I recognize that the results of these tests may be used to determine my employment or continued employment. I recognize that this employment application is not an offer of employment.

APPLICANT'S SIGNATURE	DATE
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STATE ADDENDUM - MASSACHUSETTS APPLICANTS ONLY*

Note: An applicant for employment with a sealed record on file with the commissioner of probation may answer 'no record' with respect to an inquiry herein relative to prior arrests, criminal court appearances or convictions. In addition, any applicant for employment may answer 'no record' with respect to any inquiry relative to prior arrests, court appearances and adjudications in all cases of delinquency or as a child in need of services which did not result in a complaint transferred to the superior court for criminal prosecution. Mass. Ann. Laws ch. 276, §§ 100A, C. It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability.

1. Have you ever been convicted of a felony?
 Yes No Record

2. Have you been convicted of a misdemeanor within the last five years or have you completed a period of incarceration within the past five years for any misdemeanor (other than a first conviction for any of the following misdemeanors: drunkenness, simple assault, speeding, minor traffic violations, affray, or disturbance of the peace)?
 Yes No Record

3. If the answer to the above question is "Yes," please state whether you were convicted more than five years ago for any offense (other than a first conviction for any of the following misdemeanors: drunkenness, simple assault, speeding, minor traffic violations, affray, or disturbance of the peace):
 Yes No Record

A criminal conviction will not necessarily be a bar to employment. To help us evaluate your application, please describe any criminal conviction(s) for which you answered "Yes", above, listing the nature of your offense and your rehabilitation since the conviction(s):

APPLICANT'S SIGNATURE	
APPLICANT'S Printed Name	

* NOTE: This addendum will be maintained in a confidential file.

**BRIDGESTONE AMERICAS
GCR TIRE CENTERS**

Applicant Self-Identification Form

COMPLETION OF INFORMATION BELOW IS VOLUNTARY

Last Name	First Name	M.I.	SS#
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Position Applied For: _____

How were you referred to Bridgestone/Firestone? _____

We consider all applicants for positions without regard to race, color, religion, sex, national origin, citizenship, age, mental or physical disabilities, veteran/reserve/national guard or any other similarly protected status. We also comply with all applicable laws governing employment practices and do not discriminate on the basis of any unlawful criteria.

In an effort to comply with requirements regarding government recordkeeping, reporting and other legal obligations, including Executive Order 11246, we invite you to complete this form. These legal obligations require government contractors to take affirmative action to advance in employment qualified minorities, and females, as well as qualified individuals with disabilities, including veterans, and veterans of the Vietnam Era. If you would like to be considered under our Affirmative Action Program, please tell us. You may inform us of your desire to benefit under the Program at this time and/or at any time in the future.

Providing this information is voluntary and refusal to provide it will not subject you to adverse treatment. Further, if provided, the information will be kept confidential and used only in accordance with government recordkeeping provisions. It will not be used for interview purposes, and it will be filed separately from your application.

Sex	Race-Ethnic		
<input type="checkbox"/> Male	<input type="checkbox"/> Caucasian	<input type="checkbox"/> Asian/Pacific Islander	<input type="checkbox"/> Hispanic
<input type="checkbox"/> Female	<input type="checkbox"/> African-American	<input type="checkbox"/> American Indian or Alaskan Native	

Caucasian – All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

African-American – All persons having origins in any of the non-Caucasian racial groups of Africa.

Asians or Pacific Islanders – All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.

Hispanic – All persons of Mexico, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

American Indians or Alaskan Natives – All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

Veterans Status

Veteran of the Vietnam era means a person who:

(1) Served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964, and May 7, 1975, and was discharged or released there from with other than dishonorable discharge, or

(2) Was discharged or released from active duty for a service-connected disability if any part of such active duty was performed between August 5, 1964, and May 7, 1975.

Other Eligible Veteran means a person who:

(1) Served in World War II with active duty service between December 7, 1941 and April 28, 1952, or

(2) Veterans who served in a campaign or on an expedition for which a campaign badge, a service medal, or an expeditionary medal has been awarded. This includes a number of military engagements that are listed on the attachment to this form.



An Equal Opportunity Employer

Dated: _____

Signature: _____