DRIVER'S APPLICATION FOR EMPLOYMENT

Applicant Name		Date of Application
(print)		Bute of Application
Compa	ny Firestone Trucking, Inc	
Address	P.O. Box 513	
	Minco, OK 73059	
City		Zip
are consi	dered for all positions without regard to	ployment opportunity laws, qualified applicants orace, color, religion, sex, national origin, age, ability, or any other protected group status.
	TO BE READ AND SIG	NED BY APPLICANT
and other related ma regarding medical his I hereby release emp inquiries and releasing In the event of emplo	atters as may be necessary in arritory will be made only if and after loyers, schools, health care providing information in connection with my byment, I understand that false or it	of my personal, employment, financial or medical history iving at an employment decision. (Generally, inquiries a conditional offer of employment has been extended.) ers and other persons from all liability in responding to application. misleading information given in my application or intertal am required to abide by all rules and regulations of
employer(s) will be co	ormation I provide regarding currer ontacted, for the purpose of investice). I understand that I have the right	nt and/or previous employers may be used, and those gating my safety performance history as required by 49 to:
Review information	provided by previous employers;	
	nformation corrected by previous emn to the prospective employer; and	aployers and for those previous employers to re-send the
	tement attached to the alleged er accuracy of the information.	roneous information, if the previous employer(s) and I
Signature		Date
	FOR COMP	PANY USE
	PROCESS	RECORD
APPLICANT HIRED		REJECTED
DATE EMPLOYED		POINT EMPLOYED
DEPARTMENT(IF REJECTED, SUMMARY REP	PORT OF REASONS SHOULD BE PLACED IN FILE)	CLASSIFICATION
SIGNATURE OF INTERVIEWI	NG OFFICER	
	TERMINATION OF	EMPLOYMENT
DATE TERMINATED	DEPAF	RTMENT RELEASED FROM
DISMISSED	VOLUNTARILY QUIT	OTHER
TERMINATION REPORT PLAC	CED IN FILESU	PERVISOR
This form is made available with J. J. Keller & Associates, Inc. assur	the understanding that J. J. Keller & Associates, I mes no responsibility for the use of this form, or any c	nc. is not engaged in rendering legal, accounting, or other professional services. lecision made by an employer which may violate local, state, or federal law.

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APPLICANT TO COMPLETE

(answer all questions - please print)

Position(s) Applie	ed for						
Name					_ Social Security No.		
Last		Fir	st	Middle	· ·	**-	
List your address	es of residency fo	r the past 3 years					
Current Address	Street	¥			Cit		
	Street				City		
	State		Zip Code	Phone)	How Long? _	vr./mo.
Previous Addresses						How Long?	
Addresses	Street		City		State & Zip Code	How Long?_	yr./mo.
						How Long?_	A14
	Street		City		State & Zip Code		yr./mo.
		. ــــناطنس				How Long?_	0.00000
	Street		City		State & Zip Code		yr./mo.
Do you have the leg	gal right to work in th	ne United States? _				-	
Date of Birth(Required for Comm	mercial Drivers)	/	Can you p	provide proof	of age?		
Have you worked	for this company	before?	Where?				
Dates: From	7	~o	Rate	of Pay	Position	n	<u>.</u>
Reason for leavin	9						
Are you now emp	oloyed?	If not, how long	since leaving last	employment	?		
Who referred you	?				Rate of pay expect	ed	
Have you ever been bonded? Name of bonding company(Answer only if a job requirement)							
Have you ever be	en convicted of a	felony?					
If yes, please exp will be considered		parate sheet of pa	per. Conviction of a	a crime is no	ot an automatic bar to e	employment-all circ	cumstances
Is there any rea attached job desc		e unable to perf	orm the functions	of the job	for which you have a	applied [as descri	bed in the
If yes, explain if y	ou wish.	=			1		-
		AV y	EMPLOYMENT	HISTORY	=		<u>3</u>

All driver applicants to drive in interstate commerce must provide the following information on all employers during the preceding 3 years. List complete mailing address, street number, city, state and zip code.

Applicants to drive a commercial motor vehicle* in intrastate or interstate commerce shall also provide an additional 7 years' information on those employers for whom the applicant operated such vehicle. (NOTE: List employers in reverse order starting with the most recent. Add another sheet as necessary.)

EMPLOYER		DATE		
NAME	2	FROM TO MO. YR.		
ADDRESS		POSITION HELD		
CITY	STATE ZIP	SALARY/WAGE		
CONTACT PERSON	PHONE NUMBER	REASON FOR LEAVING		
WERE YOU SUBJECT TO THE FMCSF	s [†] WHILE EMPLOYED?			
WAS YOUR JOB DESIGNATED AS A S TESTING REQUIREMENTS OF 49 CFF	AFETY-SENSITIVE FUNCTION IN ANY DOT-REGULATED IN PART 40?	MODE SUBJECT TO THE DRUG AND ALCOHOL		

EMPLOYMENT HISTORY (continued)

	EMPLOYER		DATE
NAME	18		FROM TO MO. YR. MO. YR.
ADDRESS			POSITION HELD
CITY	STATE	ZIP	SALARY/WAGE
CONTACT PERSON		PHONE NUMBER	REASON FOR LEAVING
WERE YOU SUBJECT TO THE FMC	SRs [†] WHILE EMPLOYED? □	YES NO	
WAS YOUR JOB DESIGNATED AS A TESTING REQUIREMENTS OF 49 C			DDE SUBJECT TO THE DRUG AND ALCOHO
	EMPLOYER		DATE
NAME			FROM TO MO. YR. MO. YR.
ADDRESS			POSITION HELD
CITY	STATE	ZIP	SALARY/WAGE
CONTACT PERSON		PHONE NUMBER	REASON FOR LEAVING
WERE YOU SUBJECT TO THE FMC	SRs [†] WHILE EMPLOYED? □	YES NO	
WAS YOUR JOB DESIGNATED AS A TESTING REQUIREMENTS OF 49 C			DDE SUBJECT TO THE DRUG AND ALCOHO
	EMPLOYER		DATE
NAME			FROM TO MO. YR. MO. YR.
ADDRESS			POSITION HELD
CITY	STATE	ZIP	SALARY/WAGE
CONTACT PERSON		PHONE NUMBER	REASON FOR LEAVING
WERE YOU SUBJECT TO THE FMC	SRs [†] WHILE EMPLOYED? □	YES NO	
WAS YOUR JOB DESIGNATED AS A TESTING REQUIREMENTS OF 49 C			DDE SUBJECT TO THE DRUG AND ALCOHO
	EMPLOYER		DATE
NAME	LIVII LOTLIT	<u></u>	FROM TO
			MO. YR. MO. YR. POSITION HELD
ADDRESS	OTATE	710	SALARY/WAGE
CITY	STATE	ZIP	REASON FOR LEAVING
CONTACT PERSON		PHONE NUMBER	
WERE YOU SUBJECT TO THE FMC			
WAS YOUR JOB DESIGNATED AS A TESTING REQUIREMENTS OF 49 C			DDE SUBJECT TO THE DRUG AND ALCOHO
	EMPLOYER		DATE
NAME	,		FROM TO MO. YR. MO. YR.
ADDRESS			POSITION HELD
CITY	STATE	ZIP	SALARY/WAGE
CONTACT PERSON		PHONE NUMBER	REASON FOR LEAVING
WERE YOU SUBJECT TO THE FMC	SRs [†] WHILE EMPLOYED?	YES □ NO	* -1
	The second secon		DDE SUBJECT TO THE DRUG AND ALCOHO
TESTING REQUIREMENTS OF 49 C	CFR PART 40? ☐ YES ☐ NC)	
includes vehicles having a	GV WH Of 26,001 IDS. 0	or more, venicies designed	to transport 16 or more passenge

(including the driver), or any size vehicle used to transport hazardous materials in a quantity requiring placarding.

[†]The Federal Motor Carrier Safety Regulations (FMCSRs) apply to anyone operating a motor vehicle on a highway in interstate commerce to transport passengers or property when the vehicle: (1) weighs or has a GVWR of 10,001 pounds or more, (2) is designed or used to transport more than 8 passengers (including the driver), OR (3) is of any size and is used to transport hazardous materials in a quantity requiring placarding.

ACCIDENT RECORD FOR PAST 3 YEARS OR MORE (ATTACH SHEET IF MORE SPACE IS NEEDED) IF NONE, WRITE NONE NATURE OF ACCIDENT **HAZARDOUS FATALITIES INJURIES** DATES (HEAD-ON, REAR-END, UPSET, ETC.) MATERIAL SPILL LAST ACCIDENT _ NEXT PREVIOUS _ NEXT PREVIOUS _ TRAFFIC CONVICTIONS AND FORFEITURES FOR THE PAST 3 YEARS (OTHER THAN PARKING VIOLATIONS) IF NONE, WRITE NONE LOCATION DATE CHARGE (ATTACH SHEET IF MORE SPACE IS NEEDED) **EXPERIENCE AND QUALIFICATIONS - DRIVER** List all driver licenses or permits held in the past 3 years TYPE STATE LICENSE NO. **EXPIRATION DATE** DRIVER LICENSES YES _____ NO ____ A. Have you ever been denied a license, permit or privilege to operate a motor vehicle? B. Has any license, permit or privilege ever been suspended or revoked? YES __ _____ NO __ IF THE ANSWER TO EITHER A OR B IS YES, GIVE DETAILS _ DRIVING EXPERIENCE CHECK YES OR NO APPROX. NO. OF MILES DATES **CLASS OF EQUIPMENT** CIRCLE TYPE OF EQUIPMENT FROM (M/Y) TO (M/Y) (TOTAL) ☐ YES ☐ NO (VAN, TANK, FLAT, DUMP, REFER) STRAIGHT TRUCK ___ TRACTOR AND SEMI-TRAILER YES NO (VAN, TANK, FLAT, DUMP, REFER) TRACTOR - TWO TRAILERS ____ YES _ NO (VAN, TANK, FLAT, DUMP, REFER) TRACTOR - THREE TRAILERS YES NO (VAN, TANK, FLAT, DUMP, REFER) More than 8 MOTORCOACH - SCHOOL BUS YES NO passengers MOTORCOACH - SCHOOL BUS YES NO passengers OTHER _ LIST STATES 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? EXPERIENCE AND QUALIFICATIONS - OTHER SHOW ANY TRUCKING, TRANSPORTATION OR OTHER EXPERIENCE THAT MAY HELP IN YOUR WORK FOR THIS COMPANY LIST COURSES AND TRAINING OTHER THAN SHOWN ELSEWHERE IN THIS APPLICATION LIST SPECIAL EQUIPMENT OR TECHNICAL MATERIALS YOU CAN WORK WITH (OTHER THAN THOSE ALREADY SHOWN) **EDUCATION** CIRCLE HIGHEST GRADE COMPLETED: 1 2 3 4 5 6 7 8 HIGH SCHOOL: 1 2 3 4 COLLEGE: 1 2 3 4 LAST SCHOOL ATTENDED (NAME) (CITY, STATE)

TO BE READ AND SIGNED BY APPLICANT

This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.

Signature:	Date:	
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DRIVER'S RIGHTS PERTAINING TO RELEASE OF DRIVER INFORMATION UNDER REGULATION 391.23

Motor carriers have the responsibility to make the following investigations and inquiries with respect to each driver employed, other than a person who has been a regularly employed driver of the motor carrier for a continuous period which began before January 1, 1971.

- (a)(1) An inquiry into the driver's driving record during the preceding three years to the appropriate agency of every State in which the driver held a motor vehicle operator's license or permit during those three years; and
- (a)(2) An investigation of the driver's employment record during the preceding three years.
- (b) A copy of the driver record(s) obtained in response to the inquiry or inquiries to each State driver record agency as required must be placed in the Driver Qualification File within 30 days of the date the driver's employment begins and be retained in compliance with 391.51.
- (c) Replies to the investigations of the driver's safety performance history must be placed in the Driver Investigation History File within 30 days of the date the driver's employment begins. This goes into effect after October 29, 2004.
- (d) Prospective motor carrier must investigate the information from all previous employers of the applicant that employed the driver to operate a CMV within the previous three years. This information must cover general driver identification and employment verification information, data elements as specified in 390.15 for accident involving the driver that occurred in the three-year period preceding the date of the employment application, and any accidents the previous employer may wish to provide.
- (e) Prospective motor carrier must investigate the information from all previous DOT regulated employers that employed the driver within the previous three years from the date of the employment application in a safety-sensitive function that required alcohol and controlled substance testing specified by 49 CFR Part 40.

Drivers have the following rights:

- 1. The right to review information provided by previous employers.
- 2. The right to have errors in the information corrected by the previous employer and for that previous employer to re-send the corrected information to the prospective employer.
- 3. The right to have a rebuttal statement attached to the alleged erroneous information, if the previous employer and the driver cannot agree on the accuracy of the information.

Drivers who wish to review previous employer-provided investigative information must submit a written request to the prospective employer when applying or as late as 30 days after employed or being notified of denial of employment. The prospective employer must provide this information to the applicant within five business days of receiving the written request. If the driver has not arranged to pick up or receive the requested records within 30 days of the prospective employer making them available, the prospective motor carrier may consider the driver to have waived his/her request to review the records.

Drivers wishing to request correction of erroneous information in records must send the request for the correction to the previous employer that provided the records. After October 29, 2004, the previous employer must either correct and forward the information to the prospective motor carrier employer or notify the driver within 15 days of receiving the driver's request to correct the data that it does not agree to correct the data. Drivers wishing to rebut information in records must send the rebuttal to the previous employer with instruction to include the rebuttal in the driver's Safety Performance History.

I acknowledge that I have read and understa	na the contents of this document	
Driver's Signature:	Date:	
Driver Name (Printed):		

DRIVER APPLICANT DRUG AND ALCOHOL PRE-EMPLOYMENT STATEMENT

CFR Part 40.25(j) requires the employer to ask any applicant, whether he or she has tested positive, or refused to test, on any pre-employment drug or alcohol test administered by an employer to which the employee applied for, but did not obtain, safety-sensitive transportation work covered by DOT agency drug and alcohol rules during the past two years. If the potential employee admits that he or she had a positive test or refusal to test, we must not use the employee to perform safety-sensitive functions, until and unless the potential employee provides documentation of successful completion of the return-to-duty process. (See Section 40.25(b)(5) and (e).

Applicant Name:	- ID Number:
	(Please Print)
As an applicant, applying to perfo 40.25(j) to respond to the following	orm safety-sensitive functions for our company, you are required by CFR Part ng questions.
an employer to which you	or refused to test, on any pre-employment drug or alcohol test administered by applied for, but did not obtain, safety-sensitive transportation work covered alcohol testing rules during the past two years? No No O
2. If you answered yes, to the the DOT return-to-duty reverse ☐ ☐	
My signature below certifi	ies that the information provided is true and correct.
Applicant Signature:	Date:
This form is court	esy of:
. * *	

The Difference is Service®

GREAT WEST CASUALTY COMPANY



Please list names and phone numbers of 5 past professional references/co-workers that can verify you work history and work ethic.

1)	NAME	gi e	PHONE NUMBER	
2)				
3)				
4)				
5)		e	* · · · · · · · · · · · · · · · · · · ·	

NOTICE AND ACKNOWLEDGMENT [IMPORTANT -- PLEASE READ CAREFULLY BEFORE SIGNING ACKNOWLEDGMENT]

NOTICE REGARDING BACKGROUND INVESTIGATION

may obtain information about you from a consumer reporting agency for employment report" and/or an "investigative consumer report" which may include information about your riving record, and/or mode of living, and which can involve personal interviews with sources such s, as well as past employment information in compliance with regulations of the U. S. Part 40 and 49 CFR Part 382, regarding DOT drug and alcohol testing results from past effer receipt of your authorization and, if you are hired, throughout your employment. You have time after receipt of this notice, to request disclosure of the nature and scope of any investigative scope of the most common form of investigative consumer report obtained with regard to ducation and/or employment history conducted by PreHire Screening Services LLC, 1201 4473. The scope of this notice and authorization is all-encompassing, however, allowing to obtain from any outside organization all manner of consumer reports and investigative ne course of your employment to the extent permitted by law. As a result, you should carefully ture of the nature and scope of any investigative consumer report.
KNOWLEDGMENT AND AUTHORIZATION
KGROUND INVESTIGATION and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR nd understand both of those documents. I hereby authorize the obtaining of "consumer reports" receipt of this authorization and, if I am hired, throughout my employment. To this end, I hereby acy, administrator, state or federal agency, institution, school or university (public or private), any to furnish any and all background information requested by PreHire, or another outside thing and/or Firestone Trucking and/or Firestone Trucking and yof this Authorization shall be as valid as the original.
th to inspect and receive a copy of any investigative consumer report requested by the Employer
st a copy of any credit report requested on me. (Check box)
st a copy of any consumer report requested on me. (Check box)
ng below, you also acknowledge receipt of the NOTICE REGARDING BACKGROUND lease check this box if you would like to receive a copy of an investigative consumer report or at no charge whenever you have a right to receive such a copy under California law. you are notified that PreHire Screening Services LLC privacy practices can be found at
on 1024.5 of the CA Labor Code, you are notified that a credit report may be ordered if you are proprietary information.
t the background check. The Company is an equal opportunity employer. Prospective employees will reed, color, sex, age, national origin, handicap or veteran status. MAIDEN NAME):
DATE OF BIRTH:
DATE:

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.

A Summary of Your Rights Under the Fair Credit Reporting Act

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 identify 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 1-888-567-8688.
- 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.

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:

- Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates.
- Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:
- 2. To the extent not included in item 1 above:
- National banks, federal savings associations, and federal branches and federal agencies of foreign banks
- 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
- Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations
- d. Federal Credit Unions
- 3. Air carriers
- 4. Creditors Subject to Surface Transportation Board
- 5. Creditors Subject to Packers and Stockyards Act, 1921
- 6. Small Business Investment Companies
- 7. Brokers and Dealers
- 8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations
- 9. Retailers, Finance Companies, and All Other Creditors Not Listed Above

CONTACT:

- a. Consumer Financial Protection Bureau 1700 G Street NW Washington, DC 20552
- b. Federal Trade Commission: Consumer Response Center FCRA Washington, DC 20580 (877) 382-4357
- a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050
- b. Federal Reserve Consumer Help Center P.O. Box 1200 Minneapolis, MN 55480
- c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106

d. National Credit Union Administration

Office of Consumer Protection (OCP)
Division of Consumer Compliance and Outreach (DCCO)
1775 Duke Street
Alexandria, VA 22314
Asst. General Counsel for Aviation Enforcement & Proceedings
Aviation Consumer Protection Division
Department of Transportation

Department of Transportation
1200 New Jersey Avenue, SE
Washington, DC 20590
Office of Proceedings, Surface Transportation Board
Department of Transportation
395 E Street S.W.
Washington, DC 20423

Nearest Packers and Stockyards Administration area supervisor

Associate Deputy Administrator for Capital Access United States Small Business Administration 409 Third Street, SW, 8th Floor Washington, DC 20416
Securities and Exchange Commission 100 F St NE Washington, DC 20549
Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090

FTC Regional Office for region in which the creditor operates or Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 (877) 382-4357