



PLEASE FILL OUT ALL PORTIONS COMPLETELY AND ACCURATELY. IN ACCORDANCE WITH STATE AND FEDERAL LAWS, NEXTEER AUTOMOTIVE (THE EMPLOYER) DOES NOT DISCRIMINATE ON THE BASIS OF AGE, RACE, RELIGION, COLOR, SEX, HEIGHT, WEIGHT, NATIONAL ORIGIN, MARITAL OR VETERAN STATUS, PHYSICAL OR MENTAL DISABILITY, OR ANY OTHER LEGALLY PROTECTED STATUS. (PLEASE PRINT CLEARLY)

Name: _____
(Last) (First) (Middle)

Present Address: _____
(Street) (City) (State) (Zip Code)

Home Telephone Number: () _____ Alternate Telephone Number: () _____

Email Address _____

Driver's License Number: _____
(Not applicable, unless position requires vehicular business travel.)

Are you at least 18 years of age? Yes _____ No _____.

Do you have the legal right to work in the U.S.? Yes _____ No _____ (Proof will be required, if hired)

Have you ever submitted an application to, or previously been employed with, Nexteer? Yes _____ No _____ If yes, when? _____

Do you have any relatives or close friends working at Nexteer? Yes _____ No _____. If yes, who? _____

Are you willing to work overtime, week-ends, or holidays? Yes Yes _____ No _____. (Reasonable accommodations can be made in appropriate circumstances)

Have you ever been convicted of a crime? Yes _____ No _____ If yes, provide details, including date(s), jurisdiction, and what crime.
(A conviction record does not necessarily exclude employment)

What professional licenses do you hold that relate to the job you seek? _____

What specialized education, skills, or training do you possess that relate to the job you seek? _____

EDUCATION

HIGH SCHOOL (Name and Location) Major Subject No. of Years Diploma or Certificate

UNIVERSITY or COLLEGE Major Subject No. of Years Degree (list)

UNIVERSITY or COLLEGE Major Subject No. of Years Degree (list)

UNIVERSITY or COLLEGE Major Subject No. of Years Degree (list)

OTHER - (Military, Trade, Business, Graduate School) Major Subject No. of Years Degree (list)

WORK EXPERIENCE

(Start with present or most recent employer first.)

1. Name of Employer: _____ Dates Employed by Mo/Yr: _____ to _____

Position Held: _____ Duties: _____ Supervisor's Name: _____

Reason for Separation: _____

2. Name of Employer: _____ Dates Employed by Mo/Yr: _____ to _____

Position Held: _____ Duties: _____ Supervisor's Name: _____

Reason for Separation: _____

3. Name of Employer: _____ Dates Employed by Mo/Yr: _____ to _____

Position Held: _____ Duties: _____ Supervisor's Name: _____

Reason for Separation: _____

4. Name of Employer: _____ Dates Employed by Mo/Yr: _____ to _____

Position Held: _____ Duties: _____ Supervisor's Name: _____

Reason for Separation: _____

AUTHORIZATIONS AND ACKNOWLEDGMENTS

I certify that the information contained in this application (and resume, if applicable) is true and complete. I understand that falsification or omission of relevant facts in my application, resume, other materials provided during my interview, or during my employment, if hired, is grounds for disqualification from further hiring consideration, or for discipline or dismissal from employment. I agree to conform to the rules and regulations of the Employer, and understand that my employment relationship with the Employer is "at-will" and that I or the employer may terminate my employment with or without cause, and with or without notice, at any time, unless I am subject to an employment contract or collective bargaining agreement that states otherwise. I further understand that no Employer agent or representative has any authority to enter into a contract of employment with me except as specifically authorized, and that any such agreement must be in writing and signed by the Employer's authorized designee. I acknowledge that any offer of employment I may receive from Nexteer Automotive is contingent on the results of a reference and background check. Therefore, I authorize the Employer to: (1) investigate the truthfulness of all statements made on this application, and/or my resume; (2) contact my current or former employers and other listed references or any other persons who can verify information (including law enforcement agencies); and (3) discuss results of any investigation with other Nexteer employees or agents involved in the hiring process. In addition, I give my consent for all contacted persons, including former employers, to provide information concerning this application, and I release each such person from liability for providing information. I waive any written notice for the release of such information which may be required under state or federal law. I hereby give my consent for Nexteer Automotive through an authorized agent to collect my urine, saliva, blood, or hair samples for the purposes of testing for the presence, and my use of, alcohol, drugs, or other controlled substances. I hereby release Nexteer Automotive and its authorized collection/testing agent from any liability whatsoever, including attorney's fees, resulting from the collection and/or testing process or from the tests' results. I further understand that should I receive an offer of employment, it may be conditioned upon my undergoing and successfully passing a job-related medical examination. I also understand and agree that, if employed, I may be required to submit to an alcohol or drug test, or medical examination at any time as it pertains to my job and/or the need for accommodation. I hereby consent to having the results of any such alcohol or drug test or job-related medical examination disclosed to Nexteer Automotive. I also acknowledge that any offer of employment that I receive is contingent upon the results of my job-related medical examination finding me able to perform the essential functions of the job offered with or without reasonable accommodation. I understand that a positive drug test result, a refusal to submit a requested sample for testing, or a refusal to authorize such testing, may result in the Employer withdrawing any offer of employment made to me, or result in my immediate discipline or dismissal. Should I have a legally protected physical or mental disability that affects my ability to perform the job that I seek, I understand that I may request that the Employer provide a reasonable accommodation for it. I am aware that I must make any such request for accommodation immediately known and no later than 182 days after the date that I know, or reasonably should have known, of my need for an accommodation under state law and that federal law has no similar time limitation.

I understand that as a condition of, and as consideration for, employment with Nexteer, should I file any claim(s) against Nexteer Automotive, or any of its affiliated companies, arising from my application for employment and/or the hiring process, my employment, or separation from employment with Nexteer, I understand that I must do so within one hundred and eighty (180) calendar days of the event giving rise to the claim, or less if under common or statutory law the claim has a lesser statute of limitations period. I further understand that I must file my claim in a court of competent jurisdiction in Saginaw County, Michigan for any state law claim(s) or in the U.S. Federal District Court for the Eastern District of Michigan, Northern Division, should I have any federal law claim(s). I acknowledge and agree that if I fail to file any such claim(s) within the above statutory period, or should I fail to file my claim(s) in the proper venue as described above, then I shall waive my right to file any claim(s) and shall forego all avenues of litigating the claim(s). My failure to abide by this Agreement shall not toll any timelines for filing my claim(s). I understand that if I am subject to a collective bargaining agreement that I must exhaust all administrative remedies and may not be able to file any claims in court I understand that Michigan and/or federal law shall govern my application for employment, my employment, my employment if hired, and separation from employment with Nexteer.

I HAVE READ AND UNDERSTAND THE ABOVE AUTHORIZATION AND ACKNOWLEDGEMENTS AND ALL TIMELINES SET FORTH ABOVE. I HAVE APPLIED FOR EMPLOYMENT KNOWING THAT IF I HAVE FALSIFIED ANY INFORMATION THAT I WILL NO LONGER BE CONSIDERED FOR EMPLOYMENT AND/OR WILL BE TERMINATED IF ALREADY EMPLOYED WHEN THE FALSIFICATION IS DISCOVERED. I CERTIFY THAT THE INFORMATION I HAVE PROVIDED IS TRUE AND ACCURATE.

Applicant's Printed Name _____

Signature: _____

Date: _____