



# TBDN TENNESSEE COMPANY

1410 Highway 70 Bypass, Jackson, TN 38301  
 Telephone: 731-421-4800  
 Fax: 731-421-4925

## APPLICATION FOR EMPLOYMENT

The Company is an equal opportunity employer and considers applications for all positions without regard to race, sex, religion, color, national origin, pregnancy, genetic information or any other characteristic protected by applicable law. Please let us know if you require a reasonable accommodation to complete this application.

(PLEASE PRINT USING DARK INK)

Please carefully and accurately complete this application. Final hiring decisions may be contingent upon verification of your work history, education and other information. If we require a consumer report, you will be asked to sign a separate authorization for that purpose.

Name:	Date of application:
Position(s) applied for:	Salary/Hourly Wage Expected:
Location:	

Have you filed an application here before:    Yes    No    If "Yes," give approximate date:			
Type of employment desired:	Full-time	Part-time	Co-Op/Internship
Shifts available to work:	1 <sup>st</sup> Shift	2 <sup>nd</sup> Shift	3 <sup>rd</sup> Shift
Days available to work:	Weekdays	Weekends	Overtime
Have you ever been employed by this or any affiliated company?		Yes	No
If "Yes," give dates: From _____ to _____		<i>(See list on page 4 and indicate any that apply.)</i>	
How did you learn about us?	Advertisement Staffing Agency	Word of Mouth Job Fair	Walk-In Other _____
Were you referred by a current employee?    Yes    No    If "Yes," give name & relationship.			
Will you relocate if job requires it? Yes    No		Will you travel if job requires it?    Yes    No If "Yes," how many days per week?	
Are you currently subject to a non-competition agreement with any current or former employer that may interfere with your ability to work for this Company?    Yes    No If "Yes," explain and provide a copy of any agreements.			

Toyota Boshoku America, Inc. Employment Application

<b>PERSONAL</b>			
First name:	Middle initial:	Last name:	Social Security Number:
Former name or alias under which employment or education may be verified:			
Current Street Address:	Home phone:	No. yrs. at address:	
	Alternate phone:		
City, County, State, Zip:		E-mail address:	
Previous address (including county) if less than five years:			
<b>MILITARY</b>			
If you served in the military, were you discharged on any basis other than "honorable?"			Yes      No
<b>EDUCATION</b>			
Select highest grade completed in each category below:	School name, City, State Major	Diploma/Degree/ Certificate earned GPA	
High School 9    10    11    12			
College 1    2    3    4			
Graduate School 1    2    3    4			
Apprentice, business or vocational school			
Other training or skills (special courses, etc.)			
<b>SPECIAL SKILLS / ABILITIES / AFFILIATIONS</b>			
<p>Tell us about any special job-related skills and qualifications acquired from employment or other experience that you think are important. Include, for example, typing speed, experience with personal computers, word processing and other office machines. Also use this space to tell us about your personal interests and other information you believe will assist us in evaluating your qualifications. <i>(Please do not provide information that may reveal your sex, race, age or similar characteristics.)</i></p>			

Toyota Boshoku America, Inc. Employment Application

**EMPLOYMENT HISTORY**

Please give accurate and complete employment history including full-time, part-time, contract, self-employment, military service, and periods of unemployment. Start with your present or most recent employer. **Referencing a resume is not acceptable.**  
**May we contact your present employer?    Yes    No    May we contact your previous employer?    Yes    No**

Company name:	Phone:
Full address:	Employed (month/year): From ____/____ To ____/____
Job Title, Duties & Responsibilities:  Reason for leaving:	Base wage/salary: Start:_____ Last:_____ Other pay:_____ (OT, bonus, allowances)
Company name:	Phone:
Full address:	Employed (month/year): From ____/____ To ____/____
Job Title, Duties & Responsibilities:  Reason for leaving:	Base wage/salary: Start:_____ Last:_____ Other pay:_____ (OT, bonus, allowances)
Company name:	Phone:
Full address:	Employed (month/year): From ____/____ To ____/____
Job Title, Duties & Responsibilities:  Reason for leaving:	Base wage/salary: Start:_____ Last:_____ Other pay:_____ (OT, bonus, allowances)
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Full address:	Employed (month/year): From ____/____ To ____/____
Job Title, Duties & Responsibilities:  Reason for leaving:	Base wage/salary: Start:_____ Last:_____ Other pay:_____ (OT, bonus, allowances)

**PLEASE ACCOUNT FOR ANY PERIODS OF UNEMPLOYMENT IN LAST 10 YEARS**

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**EMPLOYMENT REFERENCES**

Please list former supervisors and/or associates who are acquainted with your employment qualifications.

Name and Title:	Phone:	E-mail:
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Nature of your relationship:
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Name and Title:	Phone:	E-mail:
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Nature of your relationship:
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Name and Title:	Phone:	E-mail:
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Nature of your relationship:
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**AFFILIATED COMPANIES**

Indicate if you have been employed by this or any affiliated company.

ARJ Manufacturing, LLC  
Toyota Boshoku America, Inc.  
Toyota Boshoku Mississippi, LLC

Automotive Technology Systems, LLC  
Toyota Boshoku Indiana, LLC

TBDN Tennessee Company  
Toyota Boshoku Kentucky, LLC

**CERTIFICATION AND AGREEMENT**

By signing below, you agree to the following terms. Please read carefully.

I agree that any omission, misrepresentation, or falsification by me in this application or in any other document submitted to the Company is ground for the Company to refuse to hire me, or to terminate my employment if discovered after I have been hired. I understand that if I am conditionally offered employment such offer may be revoked if I do not submit to and pass a medical examination by a health care professional of the Company's choosing. I understand that if I am conditionally offered employment such offer may be revoked if I do not submit to and pass a drug test. I agree to cooperate fully with any such examination and/or tests. I understand that a background check may be required to verify my criminal, employment, education, and/or credit history. I agree to sign any documents necessary to authorize such inquiries, and understand hiring and employment are subject to such cooperation.

I authorize my former employers and other individuals to give the Company information concerning my employment, and I release my former employers from any liability whatsoever for providing such information.

I understand that, if I am hired, my employment with the Company will be "at-will" and the Company will be free to terminate the employment relationship at any time without notice and without cause. I understand this "at-will" employment relationship can never be changed, except by an express written agreement signed by the Company's President.

I understand that this application is valid for only 60 calendar days and that I must complete and submit a new application if the Company has not offered me employment within 60 days and I still wish to be considered for employment.

I agree that any claim, charge, cause of action or other allegation (collectively, "claims") that I may ever have against the Company and/or any agent or employee of the Company in connection with my application for employment, my employment (if hired) or termination of my employment shall be forever barred, waived, and released if I do not file such claim with an appropriate court, administrative agency, or arbitral body within one (1) year following the event giving rise to the claim (or such shorter period as may be provided by law). I hereby waive any longer statutes of limitation. I understand this limitation and waiver applies to every claim of any nature, including, but not limited to, claims arising under local, state, or federal civil rights and employment laws. I understand and agree that I will remain bound by these terms during and following my employment if I am hired.

I agree that any dispute, claim, cause of action, or controversy between me and the Company (or any of its agents or employees) regarding or arising out of my application for employment, my employment or my termination from employment shall be resolved solely by final and binding arbitration in accordance with the American Arbitration Association's National Rules for the Resolution of Employment Disputes and the Company's arbitration policy. I understand that I am entitled to review the Company's arbitration policy prior to signing this document and that if I do not to ask to be allowed to review it I will still be bound by these terms. I understand that by agreeing to arbitration, I waive any right to trial by judge or jury. I agree that no arbitration proceeding may be consolidated or joined with any action or legal proceeding under any other agreement or involving any other employee, and no arbitration may proceed as a class or collective action, private attorney general action or similar representative claim.

I understand that I will not be considered for employment with the Company unless I agree to these terms. I have, therefore, agreed to these terms knowingly, voluntarily, and in exchange for the Company's consideration of my application for employment.

Applicant's printed name: \_\_\_\_\_

Applicant's signature: \_\_\_\_\_ Date: \_\_\_\_\_