

Please complete the following information on this Applicant Data Record. These forms are kept in a separate confidential file separate from all employment applications and are used solely for our required governmental reporting responsibilities.

Name:		Date:_			
Phone: ()		_ Position Applying	g For:		
Address:					
How did you hear about this position?Indeed Website NewspaperJob Fair/Trade School Event Walk-In					
-	Referred by a current employee, Employee Name: Other (Please explain):				
	<u>AFFIRMATIV</u>	<u>'E ACTION SURVEY</u>			
Government agencies may re applicants. This data is for ar voluntary:			disabled and veteran status of mission of information is		
Check One: Male	e	Female Choos	e not to answer		
Check one of the following:	White	Black	_ Hispanic		
	Asian/F	Pacific Islander	American Indian/Alaskan Native		
Check if any of the following are applicable:					
Vietnam Era	Veteran	Disabled Veteran	Disabled Individual		

PLEASE REMOVE THIS APPLICANT DATA SHEET AND FORWARD
TO HUMAN RESOURCES PRIOR TO FORWARDING APPLICATION TO
SUPERVISOR

** Form is for applicant use only** No hiring manager notes are permitted on this form!**

Applicants are considered for all positions and employees are treated during employment without regard to race, color, religion, sex, national origin, age, sexual preference, marital or veteran status, medical condition, or disability. As an employer, we comply with all reporting as required with all governmental regulations.

DRIVER'S APPLICATION FOR EMPLOYMENT ALL SECTIONS MUST BE FULLY COMPLETED

COMPANY_			MAILING AD	DRESS			
CITY, STATE	E AND ZIP CODE						
NAME (print)							
- · (F)-	(FIRST)	(MIDDLE)	(MAIDEN NA	ME if applicable)		(LAST)	
ADDRESS	(STREET)				HOW LO	NG?	
	(STREET)	(CITY)	(STAT	TE & ZIP)			
DATE OF BIR	RTH		SOCIAL SECURITY	/ NO			
CELL NUMBI	ER		EMAIL:				
		PREVIOUS	THREE YEARS R	ESIDENCY			
						#YEARS	
(STREET)		(CITY)		(STAT	E & ZIP)		
						#YEARS_	
(STREET)		(CITY)		(STAT	E & ZIP)		
						#YEARS_	
(STREET)		(CITY)	EE IE MODE CDAC		E & ZIP)		
			ET IF MORE SPAC	_			
		LICI	ENSE INFORMATI	ION			
	FMCSR states "No p						r's
license". I cert	tify that I do not have	more than one motor	vehicle license, the	information for wh	ich is listed t	cDL	
STATE	LICENSE NUMBER	<u> </u>	TYPE	EXP DA	ТЕ		
		DR)	IVING EXPERIEN	CE			
CLASS OF EQ	HIPMENT	TYPE OF E	OHIPMENT	DATES		APPROX. NO	
CLASS OF LO	ZOII WILIVI		X, FLAT, ETC.)		0	F MILES (TOTAL	ر_)
			-				
STRAIGHT T	RUCK						
TRACTOR A	ND SEMI TRAILER						
TRACTOR – T	TWO TRAILERS				1		
	FEED/GRAIN/DUMP			I	1		
IVIILIK/LI V L/I	LLD/GIGHTV/DGWI	L/H					
	DENT RECORD FO		OR MORE (ATTA				
DATES		E OF ACCIDENT	C)		NUMBER	CHEMICA	L
	(HEAD-ON, KEA	R-END, UPSET, ET	C.)	FATALITIES	INJURIES	SPILLS	
				. <u></u> .		yes n	ю
						yes n	10
						yes n	
TD A EFIC C	CONVICTIONS ANI	EODERITIDES E	OD THE DACT 2 V	EADS (OTHED)	TIIAN DAD	-	
				•			JNS,
DATE (month/year)	VIC	OLATION	STATE OF V LOCAT			IALTY collateral and/or poi	inte)
(month/year)			LOCAT		ched bond, e	conacerar and/or por	111(5)
				_			
		ATTACH SHEI	ET IF MORE SPACE	CE IS NEEDED			
A. Have you e	ver been denied a lice				Yes	No	
•		nse, permit or privile,		· · · · · · · · · · · · · · · · · · ·	100	1.0	
If yes, explain					X 7		
•	ense, permit or privile	ege ever been suspend	ded or revoked:		Yes	No	
If yes, explain							

EMPLOYMENT RECORD (ATTACH SHEET IF MORE SPACE IS NEEDED)

Applicants that desire to drive in intrastate/interstate commerce must provide the following information on all employers during the previous three years. You must give the same information for all employers you have driven a commercial motor vehicle for the seven years prior to the **initial three years** (total of ten years employment record.)

Must list the complete mailing address: street number and name, city, state, phone number and zip code. LAST EMPLOYER: NAME PHONE_____ ADDRESS POSITION HELD______ FROM_____ TO_____ SALARY___ REASONS FOR LEAVING ANY GAPS IN EMPLOYMENT AND/OR UNEMPLOYMENT MUST BE EXPLAINED. INCLUDE DATES (MONTH/YEAR) AND REASON. Were you subject to the Federal Motor Carrier Safety Regulations (FMCSRs) while employed by the previous employer? Was the previous job position designated as a safety sensitive function in any DOT regulated mode, subject to alcohol and controlled substances testing requirements as required by 49 CFR Part 40? SECOND LAST EMPLOYER: NAME_ PHONE ADDRESS POSITION HELD FROM TO SALARY REASONS FOR LEAVING ANY GAPS IN EMPLOYMENT AND/OR UNEMPLOYMENT MUST BE EXPLAINED. INCLUDE DATES (MONTH/YEAR) Were you subject to the Federal Motor Carrier Safety Regulations (FMCSRs) while employed by the previous employer? Yes_____No____ Was the previous job position designated as a safety sensitive function in any DOT regulated mode, subject to alcohol and controlled substances testing requirements as required by 49 CFR Part 40? Yes____No___ THIRD LAST EMPLOYER: NAME ADDRESS_____PHONE____ POSITION HELD_____ FROM____ TO____ SALARY_____ REASONS FOR LEAVING ANY GAPS IN EMPLOYMENT AND/OR UNEMPLOYMENT MUST BE EXPLAINED. INCLUDE DATES (MONTH/YEAR) AND REASON. Were you subject to the Federal Motor Carrier Safety Regulations (FMCSRs) while employed by the previous employer? Was the previous job position designated as a safety sensitive function in any DOT regulated mode, subject to alcohol and controlled substances testing requirements as required by 49 CFR Part 40? TO BE READ AND SIGNED BY APPLICANT I authorize you to make sure investigations and inquiries to my personal, employment, financial or medical history and other related matters as may be necessary in arriving at an employment decision. (Generally, inquiries regarding medical history will be made only if and after a conditional offer of employment has been extended.) I hereby release employers, schools, health care providers and other persons from all liability in responding to inquiries and releasing information in connection with my application. In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of TRI-COUNTY INDUSTRIES INC "I understand that information I provide regarding current and/or previous employers may be used, and those employer(s) will be contacted, for the purpose of investigating my safety performance history as required by 49 CFR 391.23(d) and (e). I understand that I have the right to: Review information provided by current/previous employers; Have errors in the information corrected by previous employers and for those previous employers to re-send the corrected information to the prospective employer, and Have a rebuttal statement attached to the alleged erroneous information, if the previous employer(s) and I cannot agree on the accuracy of the information." DATE APPLICANT'S SIGNATURE This certifies that I completed this application, and that all entries on it and information in it are true and complete to the best of my knowledge.

DATE

APPLICANT'S SIGNATURE

EMPLOYMENT RECORD **CONTINUED** (USE THIS SHEET ONLY IF NECESSARY)

Applicants that desire to drive in intrastate/interstate commerce must provide the following information on all employers during the previous three years. You must give the same information for all employers you have driven a commercial motor vehicle for the seven years prior to the initial three years (total of ten years employment record.)

Must list the complete mailing address: street number and name, city, state, phone number and zip code.

ADDITIONAL EMPLOYER: NAM	ME		
ADDRESS		PHONE	
POSITION HELD	FROM	TO	SALARY
ANY GAPS IN EMPLOYMENT A	ND/OR UNEMPLOYMENT MUST	Γ BE EXPLAINED. INCI	LUDE DATES (MONTH/YEAR)
AND REASON			
Were you subject to the Federal Motor (Carrier Safety Regulations (FMCSRs) w	hile employed by the previou	s employer? YesNo_
Was the previous job position designate testing requirements as required by 49 C	d as a safety sensitive function in any D CFR Part 40?	OT regulated mode, subject t	to alcohol and controlled substances YesNo
ADDITIONAL EMPLOYER: NAM	ME		
ADDRESS		PHONE	
POSITION HELD	FROM	TO	SALARY
REASONS FOR LEAVING			
ANY GAPS IN EMPLOYMENT A	ND/OR UNEMPLOYMENT MUST	Г BE EXPLAINED. INCI	LUDE DATES (MONTH/YEAR)
AND REASON			
Were you subject to the Federal Motor (Carrier Safety Regulations (FMCSRs) w	hile employed by the previou	s employer? YesNo_
	ME		
	FROM		
ANY GAPS IN EMPLOYMENT A	ND/OR UNEMPLOYMENT MUST	Γ BE EXPLAINED. INCI	LUDE DATES (MONTH/YEAR)
AND REASON.			_
Were you subject to the Federal Motor (Carrier Safety Regulations (FMCSRs) w	hile employed by the previou	s employer? YesNo_
Was the previous job position designate testing requirements as required by 49 C	d as a safety sensitive function in any D CFR Part 40?	OT regulated mode, subject t	to alcohol and controlled substances YesNo
ADDITIONAL EMPLOYER: NAM	ME		
	FROM		
	ND/OR UNEMPLOYMENT MUST		
AND REASON			·
•	Carrier Safety Regulations (FMCSRs) w		s employer? YesNo_
	d as a safety sensitive function in any D		

FAIR CREDIT REPORTING ACT DISCLOSURE STATEMENT

n accordance with the provisions of Section 604(b)(2)(A) of the Fair Credit Reporting Act, Public Law 901-608, as amended by the Consumer Credit Reporting Act of 1996 (Title II, Subtitle D, Chapter I, of Public Law 04-208), you are being informed that reports verifying your previous employment, previous drug and alcohol est results, and your driving record may be obtained on you for employment purposes. These reports are equired by Sections 382.413, 391.23, and 391.25 of the Federal Motor Carrier Safety Regulations.

(Applicant's Signature)	(Date)
(D. '	
(Print Name)	(Social Security Number)

IMPORTANT DISCLOSURE REGARDING BACKGROUND REPORTS FROM THE PSP Online Service

In connection with your application for employment with
("Prospective Employer"), Prospective Employer, its employees, agents or contractors may obtain one or more
reports regarding your driving, and safety inspection history from the Federal Motor Carrier Safety
Administration (FMCSA).

When the application for employment is submitted in person, if the Prospective Employer uses any information it obtains from FMCSA in a decision to not hire you or to make any other adverse employment decision regarding you, the Prospective Employer will provide you with a copy of the report upon which its decision was based and a written summary of your rights under the Fair Credit Reporting Act before taking any final adverse action. If any final adverse action is taken against you based upon your driving history or safety report, the Prospective Employer will notify you that the action has been taken and that the action was based in part or in whole on this report.

When the application for employment is submitted by mail, telephone, computer, or other similar means, if the Prospective Employer uses any information it obtains from FMCSA in a decision to not hire you or to make any other adverse employment decision regarding you, the Prospective Employer must provide you within three business days of taking adverse action oral, written or electronic notification: that adverse action has been taken based in whole or in part on information obtained from FMCSA; the name, address, and the toll free telephone number of FMCSA; that the FMCSA did not make the decision to take the adverse action and is unable to provide you the specific reasons why the adverse action was taken; and that you may, upon providing proper identification, request a free copy of the report and may dispute with the FMCSA the accuracy or completeness of any information or report. If you request a copy of a driver record from the Prospective Employer who procured the report, then, within 3 business days of receiving your request, together with proper identification, the Prospective Employer must send or provide to you a copy of your report and a summary of your rights under the Fair Credit Reporting Act.

Neither the Prospective Employer nor the FMCSA contractor supplying the crash and safety information has the capability to correct any safety data that appears to be incorrect. You may challenge the accuracy of the data by submitting a request to https://dataqs.fmcsa.dot.gov. If you challenge crash or inspection information reported by a State, FMCSA cannot change or correct this data. Your request will be forwarded by the DataQs system to the appropriate State for adjudication.

Any crash or inspection in which you were involved will display on your PSP report. Since the PSP report does not report, or assign, or imply fault, it will include all Commercial Motor Vehicle (CMV) crashes where you were a driver or co-driver and where those crashes were reported to FMCSA, regardless of fault. Similarly, all inspections, with or without violations, appear on the PSP report. State citations associated with Federal Motor Carrier Safety Regulations (FMCSR) violations that have been adjudicated by a court of law will also appear, and remain, on a PSP report.

The Prospective Employer cannot obtain background reports from FMCSA without your authorization.

AUTHORIZATION

If you agree that the Prospective Empsign below:	ployer may obtain such background reports, please read the following and
Employment Screening Program (PS record and information regarding my safety performance information include from the previous three (3) years. I u	("Prospective Employer") to access the FMCSA Pre- (P) system to seek information regarding my commercial driving safety a safety inspection history. I understand that I am authorizing the release of adding crash data from the previous five (5) years and inspection history inderstand and acknowledge that this release of information may assist the ermination regarding my suitability as an employee.
safety information has the capability challenge the accuracy of the data by inspection information reported by a	Prospective Employer nor the FMCSA contractor supplying the crash and to correct any safety data that appears to be incorrect. I understand I may submitting a request to https://dataqs.fmcsa.dot.gov. If I challenge crash or State, FMCSA cannot change or correct this data. I understand my request tem to the appropriate State for adjudication.
report does not report, or assign, or in driver or co-driver and where those c understand all inspections, with or w	tion in which I was involved will display on my PSP report. Since the PSP mply fault, I acknowledge it will include all CMV crashes where I was a crashes were reported to FMCSA, regardless of fault. Similarly, I ithout violations, will appear on my PSP report, and State citations nat have been adjudicated by a court of law will also appear, and remain, on
understand that if I sign this Disclosu	garding Background Reports provided to me by Prospective Employer and I are and Authorization, Prospective Employer may obtain a report of my authorize Prospective Employer and its employees, authorized agents, ation authorized above.
Date:	Signature:
	Name (Print):
NOTICE: This form is made available	le to monthly account holders by NIC on behalf of the U.S. Department of

NOTICE: This form is made available to monthly account holders by NIC on behalf of the U.S. Department of Transportation, Federal Motor Carrier Safety Administration (FMCSA). Account holders are required by federal law to obtain an Applicant's written or electronic consent prior to accessing the Applicant's PSP report. Further, account holders are required by FMCSA to use the language contained in this Disclosure and Authorization form to obtain an Applicant's consent. The language must be used in whole, exactly as provided. Further, the language on this form must exist as one stand-alone document. The language may NOT be included with other consent forms or any other language.

NOTICE: The prospective employment concept referenced in this form contemplates the definition of "employee" contained at 49 C.F.R. 383.5.

PREVIOUS PRE-EMPLOYMENT EMPLOYEE ALCOHOL AND DRUG TEST STATEMENT

Sec. 40.25(j) As the employer, you must also ask the employee 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 testing rules during the past two years. If the employee admits that he or she had a positive test or a refusal to test, you must not use the employee to perform safety-sensitive functions for you, until and unless the employee documents successful completion of the return-to-duty process. (see Sec. 40.25(b)(5) and (e))

Cor	npany Name:			
	Street:			
	City:			
	State, Zip:			
Prospective Employee Name:(Print)				
The prospe	ective employee	is required by S	Sec. 40.25(j) to respond to the	he following questions.
1)	administered by	an employer t	o which you applied for, bu	ployment drug or alcohol test t did not obtain, safety-sensitive ohol testing rules during the pas
	Check one:	☐ Yes	\square No	
2) If you answered yes, can you provide/obtain proof that you've successfully cor DOT return-to-duty requirements?			u've successfully completed the	
	Check one:	☐ Yes	\square No	
Prospective Emplo	yee Signature: _			Date:
	Witnessed By: _			Date:

(Signature)

General Consent for Limited Queries of the Federal Motor Carrier Safety Administration (FMCSA) Drug and Alcohol Clearinghouse

I,, hereby	provide consent to	to conduct a
limited query of the FMCSA Commettermine whether drug or alcohol		_
determine whether drug of alcohor	violation information about	me exists in the clearinghouse.
I understand that my signature belo conducted for the duration of my en	-	ed queries, which will be
I understand that if the limited quer or alcohol violation information abo that information to consent from me.	out me exists in the Clearing	indicates that drug ghouse, FMCSA will not disclose otaining additional specific
I further understand that if I refuse conduct a limited query of the Clea me from performing safety-sensitiv as required by FMCSA's drug and	ringhouse, re functions, including driving	
Name (Print)	 Date	
Name (Signature)		

REQUEST FOR CHECK OF DRIVING RECORD

required by Sec	tions 391.23 aı	use the following information and 391.25 of the Federal Ming such information.	on to: otor Carrier Safety Reg	gulations. You are releas	purposes of investigation as sed from any and all liability
(Applicant's Sig			<u>-</u>	(Date)	
	vith the provisi	ons of Sections 604 and 60 ct of 1996 (Title II, Subtitl	7 of the Fair Credit Re	porting Act, Public Law	91-508, as amended by the y certify the following:
2. The con employr	sumer (applica nent purposes;		separate written disclo	sure that a consumer repo	ort may be obtained for mployment purposes) and wil
be used 4. The info 5. Before to requeste I also hereby ce	for no other puormation being aking an adver d report and the rtify that this r	obtained will not be used in see action based in whole one summary of consumer rieport request and the above	n violation of any fede r in part on the report tl ghts as provided with the applicant's release no	ral or state equal opportune consumer (applicant) the report by the consumentice meet the definition of	unity law or regulation; and will receive a copy of the
(Signature of Re	equester)			(Date)	
TO:					
	In accordance undersigned llowing named In accordance	person has made application and application application applicant's driving person is employed with the employee's driving with the employee's driving application applicant app	deral Department of Trag record for the past the pur company in the posteral Department of Trage.	ansportation Regulations ree years. ition ofansportation Regulations	, please furnish the
NAME OF A	APPLICANT	DRIVER			
ADDRESS	(Nı	ımber & Street)	(City)	(State)	(Zip Code)
FORMER Al	DDRESS	(Number & Street)	(City)	(State	e) (Zip Code)
DATE OF B	IRTH	SSN		LICENSE NO	
			REQUESTED BY		
(Name of Comp	oany)		(Typed	/Printed Name)	
(Address)			(Title)		
(City)	(State)	(Zip)	(Signatu	ıre)	

Employment Verification – Safety Performance History
In Compliance with FMCSR 391.23 and FMC Regulation 40.321 B, please respond to this inquiry as quickly and accurately as possible.

For additional information or to respond verbally, please call	
I hereby give permission to release the information	n noted below as used for employment purposes only.
Applicant's Signature:	Date:
Applicant's Name	Applicant's Social Security Number
Employer	Dates of Employment from to
Phone	Position: Driver/Safety-Sensitive Other
Fax	If multiple periods of employment, please list other dates below
City/State	
	scharged Other Explain
Work Record? Satisfactory Company Policy Violations Unsatisfactory	
Driving Experience? Tractor/Trailer □ Straight Truck □ Other □ Ar	eas Operated in? 48 states □ Regional □ Local □
Complete the following for all accidents, as defined in FMCSR 390.15(b the date of the employment application. If none check here □ Date City State Injuries Fatalities Description	rident History
Complete the following for all DOT tests conducted within th	nol Testing History e three year period preceding the date of employment application. e selection for EACH question**
Has applicant had an alcohol test with a confirmed breath alcohol	concentration of 0.04 or greater? Yes \square No \square
Has applicant had a controlled substance test with verified positive	
Has applicant refused an alcohol or controlled substance test? Has applicant violated any other DOT testing regulations (FMCSA)	Yes □ No □ A subpart B, part 382, 49CFR PT40)? Yes □ No □
Have you received information from a previous employer that this	
If this applicant has violated a DOT drug and alcohol regulation, of	
while in your employ including return-to-duty and follow up tests	
If this applicant successfully completed an SAP's rehabilitation pro-	
have an alcohol test result of 0.04 or greater, a verified positive dr	ug test or refuse to be tested? Yes □ No □
Certification of I	Employment Record
Previous Employer's Signature	Date
1	
For use by:	Internal Tracking Purposes Only
This form was: Faxed \square Emailed \square M	failed \square Date(s)
Sent by:	Date

DRIVER'S RIGHT TO DUE PROCESS REGARDING INVESTIGATION INTO PREVIOUS SAFETY PERFORMANCE HISTORY AND DRUG AND ALCOHOL TESTING VERIFICATION

Under U.S. DOT §391.23(i) you have the following rights regarding the investigation information that will be provided.

RIGHT TO REVIEW

You have the right to review information provided by previous employers. You must make a request in writing and it must be received no later than thirty (30) days after being employed or being denied employment. We have five (5) business days after receipt of the written request, or after receiving the information from a previous employer, to provide this information to you. If you have not arranged to pick up or receive the requested records within thirty (30) day of us making them available, we may consider you have waived your request to review the records.

RIGHT TO HAVE ERRORS CORRECTED

You have the right to have errors corrected in the information from your previous employer and for that previous employer to re-send the corrected information to us. You must send the request for the correction directly to the previous employer that provided the records to us. The previous employer must either correct and forward the information to us, or notify you within fifteen (15) days of receiving your request that it does not agree to correct the data. If the previous employer corrects the data and forwards it to us, we will notify you.

RIGHT TO REBUTTAL

You have the right to have a rebuttal statement attached to the alleged erroneous information, if the previous employer and you cannot agree on the accuracy of the information. If you wish to rebut the information, you must send the rebuttal to your previous employer with instructions to include the rebuttal in that driver's safety performance history. Within five (5) business days of receiving a rebuttal, the previous employer must forward a copy of the rebuttal to us.

TIMING

You have the right to send a rebuttal first, without making a request for a correction, or you may send the request for a correction, then a rebuttal.

REPORTING TO THE FMCSA

You may (but are not required to) report failure of previous employers to a Carrier Safety Administration.	correct information or include a rebuttal to the Federal Motor
The above statement was received and read by me:	
Driver's Signature	Date
Print Name	