

WILLOW RUN FOODS

Physical Address
1006 US Route 11
Kirkwood, NY 13795

Driver Application for Employment
An Equal Opportunity Employer

Mailing Address:
P.O. Box 1350
Binghamton, NY 13902

In compliance with Title 49 of the Code of Federal Regulations Willow Run Foods is required to request the applicant's driving safety performance history from previous employers. The applicant has the following rights concerning this information:

- The right to review information provided by previous employers;
- The right to have errors in the information corrected by the previous employer, and for that previous employer to resend the corrected information to the prospective employer; and
- the right to have the rebuttal statement attached to the alleged erroneous information, if the previous employer and the driver cannot agree on the accuracy of the information

Position Applied For: _____
Social Security Number: _____ Date of Application: __
Last Name: _____ First Name: _____ Middle Name: _____
Address: _____
City: _____ State: _____ Zip: _____
Phone: _____ Cell Phone: _____
Email: _____

Addresses for the past five years

Street	City	State	Zip	How long?
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_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

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

Have you ever worked for this company before Yes No

Dates From: _____ To: _____ Rate of Pay: _____ Position: _____

Reason for Leaving- _____

Are you now employed? Yes No If no, how long since leaving last employment? _____

How did you hear about us? _____ Rate of pay expected? _____

Have you ever been convicted of a crime? Yes No

If yes, please explain: _____

Military Experience: _____

Physical History

Are you capable of heavy physical labor? Yes No

How much time have you lost from work in the last three years? _____

Would you be willing to take a physical examination? Yes No

Employment History

Please provide 10 years of complete work history (if applicable)

Employer: _____

Address: _____

Phone: _____

Immediate Supervisor: _____

Position Held: _____

Employed From: _____ To: _____ Ending Salary: _____

Reason For Leaving: _____

Were you subject to the Federal Motor Carrier Safety Regulations while employed by this employer (i.e. Did you transport persons or property in interstate commerce)? Yes No

Was the position designated as "safety-sensitive" (i.e. Operating a commercial vehicle, inspecting a commercial motor vehicle, etc) and subject to alcohol and drug testing as required by CFR Part 40? Yes No

May we contact this employer: Yes No

Employer: _____

Address: _____

Phone: _____

Immediate Supervisor: _____

Position Held: _____

Employed From: _____ To: _____ Ending Salary: _____

Reason For Leaving: _____

Were you subject to the Federal Motor Carrier Safety Regulations while employed by this employer (i.e. Did you transport persons or property in interstate commerce)? Yes No

Was the position designated as "safety-sensitive" (i.e. Operating a commercial vehicle, inspecting a commercial motor vehicle, etc) and subject to alcohol and drug testing as required by CFR Part 40? Yes No

May we contact this employer: Yes No

Employer: _____

Address: _____

Phone: _____

Immediate Supervisor: _____

Position Held: _____

Employed From: _____ To: _____ Ending Salary: _____

Reason For Leaving: _____

Were you subject to the Federal Motor Carrier Safety Regulations while employed by this employer (i.e. Did you transport persons or property in interstate commerce)? Yes No

Was the position designated as "safety-sensitive" (i.e. Operating a commercial vehicle, inspecting a commercial motor vehicle, etc.) and subject to alcohol and drug testing as required by CFR Part 40? Yes No

May we contact this employer: Yes No

(Employment History Cont.)

Employer: _____

Address: _____

Phone: _____

Immediate Supervisor: _____

Position Held: _____

Employed From: _____ To: _____

Ending Salary: _____

Reason For Leaving: _____

Were you subject to the Federal Motor Carrier Safety Regulations while employed by this employer(i.e. Did you Was the position designated as "safety-sensitive"(i.e. Operating a commercial vehicle, inspecting a commercial motor vehicle, etc) and subject to alcohol and drug testing as required by CFR Part 40? YesNo
May we contact this employer: YesNo

Accident Info

Accident record for the past 3 or more years (Add additional information in additional spot or another sheet of paper if necessary)				
	Dates	Nature of Accident	Fatalities	Injuries
Last Accident				
Next Previous				
Next Previous				

Additional Information: _____

Traffic convictions and forfeitures for the past 3 years (other than parking violations)

Location	Date	Type	Penalty

Additional info: _____

Education

Type of School	Name and Location of School	Major	Did you graduate? Type of degree:
High School			
College			
Other			
Military Experience: _____			

Experience and Qualifications-Driver

Drivers Licenses

State	License no.	Type	Expiration Date

Have you ever been denied a license, permit or privilege to operate a motor vehicle? Yes No

Has any license, permit, or privilege ever been revoked? Yes No

If yes to these questions please explain: _____

Class of Equipment	Type of equipment (van, tank, flat, etc)	Dates from	Dates to	Approx. number of miles (total)
Straight truck				
Tractor and semi-trailer				
tractor-two trailers				
Other				

Experience and Qualifications-Other

List of states operated in for the last 5 years: _____

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

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

Show any trucking transportation or other experience that may help in your work for this company: _____

List courses and training other than shown elsewhere on this application: _____

List special equipment or technical materials with which you can work (other than those already shown): _____

Willow Run Foods, Inc. Important Notice to Applicants

Reference and Background Checking

I authorize Willow Run Foods, Inc. to communicate with schools, references, credit and financial agencies, employers (unless otherwise noted) and any others who it desires, and I agree to hold such persons harmless with respect to any information that they may give.

Physical and/or Drug Test

A physical examination and/or a drug screen may be required for a particular job category. Employment is contingent upon successful results of physical examination and/or drug screen.

Confidentiality Clause

I agree to preserve in strictest confidence any information concerning the company or its members which may come to my knowledge incident to my employment.

An Equal Opportunity Employer

The New York State Human Rights law prohibits discrimination in employment because of age, race, creed, color, national origin, sex, disability, marital status, genetic information or sexual orientation. Accordingly, nothing in this application form should be viewed as expressing, directly or indirectly, any limitation, specification, or discrimination as to age, race, creed, color, national origin, sex, disability, marital status, genetic information or sexual orientation.

Work Eligibility

All offers of employment by Willow Run Foods, Inc. are contingent on the provision of satisfactory proof of your identity and legal authority to work in the United States. Prior to or on your first day of employment, you must comply with the requirements of the Immigration and Naturalization Service's Employment Eligibility Verification (I-9 Form).

Other Employment

If hired, I agree not to take other employment for compensation without approval of the company.

At Will Employment

All employees are at will employees that may resign or be terminated at any time.

Application Fraud and Misrepresentation

I certify that all statements (verbal and written) made on any and all material collected during the hiring process are true, complete and accurate and I understand that misrepresentation or omission of facts called for in the employment application, resume, interview process or other application material may prohibit consideration for employment at Willow Run Foods, Inc. and is cause for immediate termination if employed.

Signed: _____

Date: _____

Federal Drivers Privacy Protection Act Authorization to Obtain Motor Vehicle Records

For the sole purposes of the determination and evaluation of my Motor Vehicle Record and pursuant to the State and Federal regulations of compliance I, _____, Authorize Willow Run Foods, Inc. to obtain my Motor Vehicle Record. I understand that this record may contain personal information in addition to any/all accidents which may be on record through the New York State Department of Motor Vehicles.

In addition, should my application be accepted for employment and/or upon my becoming an employee for Willow Run Foods, Inc., I further authorize any/all requests for my Motor Vehicle Record be submitted and reviewed as needed for the sole purpose of my continued evaluation and eligibility standards under the State and Federal regulatory compliance standards.

Signed: _____

Social Security Number: _____

Driver's License Number: _____

**NEW YORK CORRECTION
ARTICLE 23-A
LICENSURE AND EMPLOYMENT OF PERSONS PREVIOUSLY
CONVICTED OF ONE OR MORE CRIMINAL OFFENSES**

Section 750. Definitions.

751. Applicability.

752. Unfair discrimination against persons previously convicted of one or more criminal offenses prohibited.

753. Factors to be considered concerning a previous criminal conviction; presumption.

754. Written statement upon denial of license or employment.

755. Enforcement.

§ 750. Definitions. For the purposes of this article, the following terms shall have the following meanings:

1. "Public agency" means the state or any local subdivision thereof, or any state or local department, agency, board or commission.
2. "Private employer" means any person, company, corporation, labor organization or association which employs ten or more persons.
3. "Direct relationship" means that the nature of criminal conduct for which the person was convicted has a direct bearing on his fitness or ability to perform one or more of the duties or responsibilities necessarily related to the license, opportunity, or job in question.
4. "License" means any certificate, license, permit or grant of permission required by the laws of this state, its political subdivisions or instrumentalities as a condition for the lawful practice of any occupation, employment, trade, vocation, business, or profession. Provided, however, that "license" shall not, for the purposes of this article, include any license or permit to own, possess, carry, or fire any explosive, pistol, handgun, rifle, shotgun, or other firearm.
5. "Employment" means any occupation, vocation or employment, or any form of vocational or educational training. Provided, however, that "employment" shall not, for the purposes of this article, include membership in any law enforcement agency.

§ 751. Applicability. The provisions of this article shall apply to any application by any person for a license or employment at any public or private employer, who has previously been convicted of one or more criminal offenses in this state or in any other jurisdiction, and to any license or employment held by any person whose conviction of one or more criminal offenses in this state or in any other jurisdiction preceded such employment or granting of a license, except where a mandatory forfeiture, disability or bar to employment is imposed by law, and has not been removed by an executive pardon, certificate of relief from disabilities or certificate of good conduct. Nothing in this article shall be construed to affect any right an employer may have with respect to an intentional misrepresentation in connection with an application for employment made by a prospective employee or previously made by a current employee.

§ 752. Unfair discrimination against persons previously convicted of one or more criminal offenses prohibited. No application for any license or employment, and no employment or license held by an individual, to which the provisions of this article are applicable, shall be denied or acted upon adversely by reason of the individual's having been previously convicted of one or more criminal offenses, or by reason of a finding of lack of "good moral character" when such finding is based upon the fact that the individual has previously been convicted of one or more criminal offenses, unless:

1. There is a direct relationship between one or more of the previous criminal offenses and the specific license or employment sought or held by the individual; or

2. the issuance or continuation of the license or the granting or continuation of the employment would involve an unreasonable risk to property or to the safety or welfare of specific individuals or the general public.

§ 753. Factors to be considered concerning a previous criminal conviction; presumption.

1. In making a determination pursuant to section seven hundred fifty-two of this chapter, the public agency or private employer shall consider the following factors:
 1. The public policy of this state, as expressed in this act, to encourage the licensure and employment of persons previously convicted of one or more criminal offenses.
 2. The specific duties and responsibilities necessarily related to the license or employment sought or held by the person.
 3. The bearing, if any, the criminal offense or offenses for which the person was previously convicted will have on his fitness or ability to perform one or more such duties or responsibilities.
 4. The time which has elapsed since the occurrence of the criminal offense or offenses.
 5. The age of the person at the time of occurrence of the criminal offense or offenses.
 6. The seriousness of the offense or offenses.
 7. Any information produced by the person, or produced on his behalf, in regard to his rehabilitation and good conduct.
 8. The legitimate interest of the public agency or private employer in protecting property, and the safety and welfare of specific individuals or the general public.
2. In making a determination pursuant to section seven hundred fifty-two of this chapter, the public agency or private employer shall also give consideration to a certificate of relief from disabilities or a certificate of good conduct issued to the applicant, which certificate shall create a presumption of rehabilitation in regard to the offense or offenses specified therein.

§ 754. Written statement upon denial of license or employment. At the request of any person previously convicted of one or more criminal offenses who has been denied a license or employment, a public agency or private employer shall provide, within thirty days of a request, a written statement setting forth the reasons for such denial.

§ 755. Enforcement.

1. In relation to actions by public agencies, the provisions of this article shall be enforceable by a proceeding brought pursuant to article seventy-eight of the civil practice law and rules.
2. In relation to actions by private employers, the provisions of this article shall be enforceable by the division of human rights pursuant to the powers and procedures set forth in article fifteen of the executive law, and, concurrently, by the New York city commission on human rights.