

APPLICATION FOR EMPLOYMENT

Date:

Freudenberg-NOK General Partnership d/b/a Freudenberg-NOK Sealing Technologies is an equal opportunity committed to diversifying its workforce. It is our policy to provide equal employment opportunities to all employees and applicants without regard to race, color, creed, religion, sex, gender, (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender identity or expression, national origin, ancestry, age, mental or physical disability, legally protected medical condition, genetic information, marital status, familial status, sexual orientation, protected veteran status, military or veteran status, citizenship status or any other legally protected status under applicable law or other similar factors that are not job-related that are protected by law. No question on the application is intended to secure information about these subjects. We encourage all qualified individuals to apply for employment. We also provide reasonable accommodation to qualified individuals with disabilities in accordance with the Americans With Disabilities Act and applicable state and local law. If you require assistance or a reasonable accommodation to complete the application or any aspect of the application process, please contact the Human Resources Department at 734-354-5570 or the hiring manager.

Rhode Island Applicants: PURSUANT TO THE WORKERS' COMPENSATION LAW SECTION 28-29-6, THE ORGANIZATION INFORMS YOU THAT IT IS SUBJECT TO THE WORKERS' COMPENSATION LAWS. IF YOU PROVIDE FALSE INFORMATION ABOUT YOUR ABILITY TO PERFORM THE ESSENTIAL FUNCTIONS OF THE JOB WITH OR WITHOUT ACCOMMODATION, YOU MAY BE BARRED FROM FILING A CLAIM UNDER THE PROVISIONS OF THE WORKERS' COMPENSATION ACT OF THE STATE OF RHODE ISLAND.

(Please Print)

Last Name _____ First Name _____ Middle Name _____

List any other name under which you have worked and/or attended school that we should use when making inquiries on your behalf. _____

Address _____

Telephone Home _____ Cell _____ Email _____

Position applying for _____ Rate of pay expected _____

Proof of identity and authorization to work in the United States will be required at the time of employment. Are you legally authorized to work in the U.S ? Yes ___ No ___

Do you now or would you in the future require _____ to sponsor you for a working visa? Yes ___ No ___

If yes, please provide details: _____

Are you at least 18 years of age? Yes ___ No ___

If you are under 18 years of age, can you submit a work permit? Yes ___ No ___

Have you ever been employed with any Freudenberg Group Company before (on a full time, part time or temporary basis?) Yes ___ No ___

Please provide dates and location:

Which source prompted your application?

Agency/Advertisement/Internet Job Board/Employee Referral

Name of Freudenberg Employee Referral

Are you available to work? _____ Full Time _____ Part Time _____ Temporary

Would you work: _____ 1st Shift _____ 2nd Shift _____ 3rd Shift

If the position for which you are applying requires you to travel as part of the job, are you able to do so?

_____ Yes _____ No _____ Not Applicable

EDUCATION

School Name	Address (City, State, Zip, Country)	List Degrees Obtained	Graduated Yes /No
			Yes / No
			Yes / No
			Yes / No
			Yes / No

If relevant to the job for which you are applying, please indicate any foreign languages you can speak, read and/or write:

PROFESSIONAL REFERENCES

(List the names, address, phone number and email address of three professional references willing to provide a business reference.)

Name and Occupation	Address / Phone Number	Email

RECORD OF EMPLOYMENT, MILITARY EXPERIENCE

Are you currently employed?

Yes ___ No ___

Starting with your current or most recent position, provide your complete employment history for the past 10 years. Account for all time, including full-and part-time employment, internships, and self-employment and time spent in the military. Applicants may include in the work history any verified work performed on a volunteer basis, internship or military service. Even if you provided a resume, you must complete this section. If you are applying for a position in Massachusetts or California, you should not provide your salary history.

Name, address and phone number of employer Supervisor's name	Dates of Employment	Your job title / describe the work you did	Starting salary	Ending salary	Reason for leaving	May we contact this employer?
	From: (Mo/Yr) To: (Mo/Yr)					Yes / No
	From: (Mo/Yr) To: (Mo/Yr)					Yes / No
	From: (Mo/Yr) To: (Mo/Yr)					Yes / No
	From: (Mo/Yr) To: (Mo/Yr)					Yes / No
	From: (Mo/Yr) To: (Mo/Yr)					Yes / No
	From: (Mo/Yr) To: (Mo/Yr)					Yes / No

If you need additional space, please continue on a separate piece of paper.
Special Skills and Qualifications

Summarize special job related skills and qualifications resulting from employment or other experiences.

Acknowledgement

Please read carefully. This section must be acknowledged and signed for your application to be considered.

I certify that all information that I have provided on this application and during the interview process is true and complete. I understand that falsification, misrepresentation or omission of facts called for in this application may result in denial of employment or, if I am already working for **Freudenberg**, subject me to disciplinary action, up to and including immediate dismissal.

I understand that **Freudenberg will rely, in part, on the information that I provide in this application in considering whether to hire me and I give** permission to **Freudenberg** to investigate all information concerning my application in order to determine my qualifications for employment. I understand that any offer of employment may be rescinded if my references are inadequate or unacceptable to **Freudenberg**. I consent to being discussed by any person contacted by **Freudenberg** and waive all rights to bring any action for defamation, invasion of privacy or any similar claim against anyone that provides information to the organization with a good faith belief that the information provided is true. I hereby authorize previous employers contacted by **Freudenberg** in connection with this application to fully respond to all inquiries concerning such previous employment and specifically authorize the disclosure of my personnel record information, including disciplinary reports, letters of reprimand or other disciplinary action. I also authorize education institutions to release information relative to claimed degrees and achievements.

Freudenberg is committed to compliance with the provisions of this nation's immigration laws regarding verification of employment eligibility. Any offer of employment will be contingent upon your ability to provide legally sufficient documentation showing your eligibility to be employed by this organization. Applicants or employees that present fraudulent documents for employment verification purposes will be terminated.

I understand and accept that neither this employment application nor any other **Freudenberg** document constitutes a personal contract of employment, unless such document expressly so states and is signed by me and an authorized officer of **Freudenberg**. I further understand that, absent such an express written contract, my employment is for no stated term and may be terminated by either me or **Freudenberg** at any time without notice and with or without cause.

I agree to file any claim related to my employment within one year of the date the claim arose and waive any contrary or longer statute of limitations.

If employed, I understand and agree that the organization retains the sole right in its business judgment to modify, suspend, interpret, or cancel, in whole or in part, at any time, with or without any notice, any published or unpublished policy, practice, procedure, process, or benefit.

In the event of resignation or termination, I agree to return all property of **Freudenberg** loaned to me, included but not limited to identification badges, uniforms and keys. I hereby authorize **Freudenberg** to withhold from final compensation due me the value of any **Freudenberg** property that I fail to return at the time my employment ends, to the extent permitted by law.

Other State Specific Notices

It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liabilities. THIS ORGANIZATION DOES NOT USE LIE DETECTOR TESTS AS PART OF THE APPLICATION PROCESS.

Maryland Applicants: UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT, OR CONTINUED EMPLOYMENT, THAT AN INDIVIDUAL SUBMIT TO OR TAKE A LIE DETECTOR OR SIMILAR TEST. AN EMPLOYER WHO VIOLATES THIS LAW IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100.

Date: _____

Applicant (Signature): _____