

MINIMUM HIRING STANDARDS SAFETY SENSITIVE POSITIONS*

Thank you for your interest in employment with FirstGroup America (FGA). FirstGroup, and all of our companies; First Student, First Transit, First Vehicle Services and Greyhound, are Equal Opportunity Employers that welcome your application.

If an offer of employment is made to you, it will be contingent upon satisfactory results obtained from a pre-employment background review. This review includes but may not be limited to:

- Motor Vehicle Record(s)
- Criminal History
- Drug Testing
- Federal Transportation Administration (FTA) / Department of Transportation (DOT) required physical examination(s)
- Prior Employment History

Please note that any falsification or omissions in information provided on any pre-employment document may result in disqualification from the hiring process.

What follows is general employment criteria considered by FGA for all Safety Sensitive Positions.

General

- High School Diploma or Equivalent
- At least 21 years of age. This requirement does not apply to select maintenance technician positions

Employment and Background

- Verification of the last seven (7) years of residency, and ten (10) years of employment
- Explanation for any gap in employment exceeding thirty (30) calendar days

Motor Vehicle Record

- A valid driver's license in the state in which you reside
- A minimum of three (3) years of driving experience.
- No more than two (2) moving violations within the past thirty-six (36) months
- No more than (2) accidents (verified by corresponding violation or points associated with accident) within the past thirty-six (36) months
- The ability to obtain a Commercial Drivers License (CDL) as required by the position

Criminal Conviction History**

Criminal conviction(s) involving one of the following may potentially disqualify you from employment opportunities with any FirstGroup America company:

- Any crime against a child or vulnerable adult (i.e. disabled, elderly or infirmed)
- Kidnapping / Abduction
- Murder / Manslaughter / Attempted Murder / Vehicular Homicide
- The possession, manufacture, cultivation, use or distribution of illegal substances or associated paraphernalia
- The unlawful use, possession, distribution, disposal or alteration of a firearm or weapon
- Any act of violence upon another individual
- Theft, dishonesty
- Any offense of a sexual or indecent nature including but not limited to the unlawful possession of publications and images, and/or downloading of such images for the managing and assessing of any website containing unlawful sexual content
- Driving Under the Influence (DUI) or Driving While Intoxicated (DWI)

Drug Testing

- Applicants must pass a pre-employment drug screen

FTA and DOT Requirements

- The ability to pass an FTA/DOT mandated physical examination or an approved state-specific physical for non-DOT driving positions
- The willingness to comply with FTA/DOT substance abuse regulations and testing requirements outlined in CFR 665 and CFR part 40

Physical Performance Dexterity Test (PPDT)—First Student Only

- Company and/or contract requirements could require Bus Driver, Attendant and Monitor applicants to pass a pre-employment Physical Performance Dexterity Test

*Safety Sensitive Positions include; dispatchers, drivers/operators, maintenance technicians, field management/supervisors, and utility personnel

**Applicants from Massachusetts and the Cities of Philadelphia, PA or Newark, NJ should not disclose any criminal conviction history on the Application for Employment; however, the general guidelines outlined in this document still apply.

Please note that in some instances Additional Minimum Hiring Standards may be required due to State and/or Federal regulations.

Application for Employment Safety Sensitive Positions*

Note to Applicant: Please advise us in advance if you require an accommodation to complete this application.

FirstGroup America, Inc. (FGA) is an Equal Employment Opportunity employer. FirstGroup America, Inc. does not discriminate against any applicant or employee on the basis of race, color, sex, religion, national origin, age, disability, or any other consideration made unlawful by applicable federal, state, or local laws.

As a matter of policy and for the safety of the communities we serve, FirstGroup America, Inc. consistently applies background checking standards to all applicants. It is essential that all information requested, including educational background, work, criminal and residential history, be complete and accurate.

Instructions: Please type or print in black or blue ink. Answer all questions, checking all boxes that apply. Answer "none" on questions that do not apply. Additional forms are available for each section if needed.

| GENERAL INFORMATION | | | | | | |
|---|-------|--------|---|-------|--|------------|
| Last Name | First | Middle | Date of Application: | | | |
| | | | / / | | | |
| Present Address: Street | City | County | State | Zip | From (mo/ yr) | |
| Telephone Number and Area Code: Primary () Secondary () | | | Email address: | | If hired, can you present evidence of your legal right to work in the US? <input type="checkbox"/> Yes <input type="checkbox"/> No | |
| Social Security #: required by FMCSR Part 391.21 (b) (2) -- -- | | | Date of Birth: required by FMCSR Part 391.21 (b) (2) / / | | | |
| List any other names that you have used in the past 7 years | | | | | | |
| Name Used | None | City | County | State | From / To | |
| | | | | | | |
| | | | | | | |
| List all addresses for the past 7 years | | | | | | |
| Street | None | City | County | State | From (mo/yr) | To (mo/yr) |
| | | | | | | |
| | | | | | | |
| | | | | | | |

| | | | |
|--|---|--|---|
| Have you ever been fired or asked to resign by an employer? <input type="checkbox"/> Yes <input type="checkbox"/> No | If yes, explain: | | |
| What position are you applying for? | Minimum salary / wage requirement: | | |
| What FirstGroup America, Inc., Company are you applying to? | <input type="checkbox"/> FirstGroup America <input type="checkbox"/> First Student <input type="checkbox"/> First Transit <input type="checkbox"/> First Vehicle Services <input type="checkbox"/> Greyhound | | |
| How were you referred to our company? | <input type="checkbox"/> Banner <input type="checkbox"/> Flyer <input type="checkbox"/> Print Ad <input type="checkbox"/> On-line Ad <input type="checkbox"/> Radio/TV Ad <input type="checkbox"/> State Employment Agency <input type="checkbox"/> Job Fair <input type="checkbox"/> Community Organization <input type="checkbox"/> Employee referral-Name: <input type="checkbox"/> Other | | |
| Have you ever worked for FirstGroup, First Student, First Transit, First Vehicle Services or Greyhound? <input type="checkbox"/> Yes <input type="checkbox"/> No | Where? | | When? |
| Have you ever applied to FirstGroup, First Student, First Transit, First Vehicle Services or Greyhound? <input type="checkbox"/> Yes <input type="checkbox"/> No | Where? | | When? |
| If hired, what date are you available to start work? / / | Would you accept employment in another city? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, where? | Are you applying for: <input type="checkbox"/> Full-time <input type="checkbox"/> Part-time | Are you able to work: <input type="checkbox"/> Days <input type="checkbox"/> Evenings <input type="checkbox"/> Weekends |

***Dispatchers, Drivers/Operators, Maintenance/Technicians, Location Management/Supervisors, and Utility Personnel**

FirstGroup America, Inc. is an Equal Opportunity Employer that values diversity
Note: A pre-employment drug test and criminal history check are required for employment

EDUCATIONAL BACKGROUND

| | Name and city/state of school or college | Circle highest grade completed | Did you graduate? | What was your degree and major? |
|--|--|--------------------------------|---|---------------------------------|
| Elementary and Junior High / Middle School | | 1 2 3 4 5 6 7 8 | | |
| High School and/or G.E.D. | | 9 10 11 12 | <input type="checkbox"/> Yes <input type="checkbox"/> No | |
| College | | 1 2 3 4 | <input type="checkbox"/> Yes <input type="checkbox"/> No | Degree _____ Major _____ |
| Trade, Business, Correspondence or Graduate School | | Degree / Certificate earned: | <input type="checkbox"/> Yes <input type="checkbox"/> No | Degree _____ Major _____ |
| List any other training or educational programs of note: | | | | |
| List any academic honors or other special recognition you have received: | | | | |
| List any extracurricular activities and school offices of note: | | | | |

EMPLOYMENT HISTORY

All employment for the past 10 years must be noted below, including jobs held while in school or while in the military. Record your present or most recent position first and go back in chronological order. Resumes may not be substituted for any information requested, but may be submitted as an addendum to the completed application. Complete all questions for each position.

*Massachusetts applicants may include any verified work performed on a volunteer basis.

| | | | | |
|--|---|-------|--|---------|
| Employer name: | Dates employed (mo/yr): | | Salary / pay rate: | |
| | From: / | To: / | Beginning: | Ending: |
| Employer address: | Employer phone #: | | Supervisor's name & title: | |
| | | | | |
| Position(s) held: | Briefly explain your job duties & responsibilities including supervisory experience: | | | |
| | | | | |
| May we contact this employer? | Reason for leaving: | | | |
| <input type="checkbox"/> Yes <input type="checkbox"/> No | | | | |
| Was this position covered under the Federal Motor Carrier Safety Regulations (FMCSR)? | | | <input type="checkbox"/> Yes <input type="checkbox"/> No | |
| Employer name: | Dates employed (mo/yr): | | Salary / pay rate: | |
| | From: / | To: / | Beginning: | Ending: |
| Employer address: | Employer phone #: | | Supervisor's name & title: | |
| | | | | |
| Position(s) held: | Briefly explain your job duties & responsibilities including supervisory experience: | | | |
| | | | | |
| May we contact this employer? | Reason for leaving: | | | |
| <input type="checkbox"/> Yes <input type="checkbox"/> No | | | | |
| Was this position covered under the Federal Motor Carrier Safety Regulations (FMCSR)? | | | <input type="checkbox"/> Yes <input type="checkbox"/> No | |
| Employer name: | Dates employed (mo/yr): | | Salary / pay rate: | |
| | From: / | To: / | Beginning: | Ending: |
| Employer address: | Employer phone #: | | Supervisor's name & title: | |
| | | | | |
| Position(s) held: | Briefly explain your job duties & responsibilities including supervisory experience: | | | |
| | | | | |
| May we contact this employer? | Reason for leaving: | | | |
| <input type="checkbox"/> Yes <input type="checkbox"/> No | | | | |
| Was this position covered under the Federal Motor Carrier Safety Regulations (FMCSR)? | | | <input type="checkbox"/> Yes <input type="checkbox"/> No | |

IDENTIFY AND EXPLAIN ANY EMPLOYMENT GAPS, OR PERIODS OF UNEMPLOYMENT OF 30 DAYS OR LONGER THAT HAVE OCCURRED IN THE PAST 5 YEARS
 (Information is used for confirming work history. You need not be currently employed at the time of application to be eligible for hire).

| Dates: | | None | Reason: |
|--------|-----|------|---------|
| From: | To: | | |
| | | | |
| | | | |
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CRIMINAL CONVICTION HISTORY

FirstGroup America and its Companies strive to provide a safe environment for our employees, the communities we support, and the patrons we transport. For these reasons, all applicants must provide a complete adult criminal conviction record *subject to federal, state and/or locally mandated restrictions*. This includes any conviction and/or criminal charge where the final disposition is still pending. Please note that a criminal conviction history will not necessarily disqualify an applicant from employment. Factors such as age, seriousness and nature of the violation as it relates to the applicable position shall be considered.

REFER TO FORM HRF-046, ATTACHED, FOR STATE MANDATED RESTRICTIONS REGARDING DISCLOSURE OF CRIMINAL CONVICTION HISTORY.

MASSACHUSETTS, CITY OF PHILADELPHIA, PA & CITY OF NEWARK, NJ APPLICANTS: DO NOT COMPLETE THE "CRIMINAL HISTORY" PORTION OF THIS APPLICATION. No Criminal History

| | | |
|---|--|----------------------|
| Date of conviction or pending charge MM / YYYY | Location of conviction or pending charge City, State | Name of court |
| / | | |
| Mark appropriate box | Nature of conviction or pending charge | |
| <input type="checkbox"/> Misdemeanor (Inclusive of ordinance and "summary" convictions) <input type="checkbox"/> Felony <input type="checkbox"/> Pending Charge | | |
| Date of conviction or pending charge MM / YYYY | Location of conviction or pending charge City, State | Name of court |
| / | | |
| Mark appropriate box | Nature of conviction or pending charge | |
| <input type="checkbox"/> Misdemeanor (Inclusive of ordinance and "summary" convictions) <input type="checkbox"/> Felony <input type="checkbox"/> Pending Charge | | |
| Date of conviction or pending charge MM / YYYY | Location of conviction or pending charge City, State | Name of court |
| / | | |
| Mark appropriate box | Nature of conviction or pending charge | |
| <input type="checkbox"/> Misdemeanor (Inclusive of ordinance and "summary" convictions) <input type="checkbox"/> Misdemeanor <input type="checkbox"/> Felony <input type="checkbox"/> Pending Charge | | |

LICENSE INFORMATION

| State | License # | Type | Expiration date |
|--|---|--|--|
| | | | |
| A. | Have you ever been denied a license, permit or privilege to operate a motor vehicle? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| B. | Has any license, permit or privilege ever been suspended or revoked? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| C. | Have you ever been disqualified subject to Part 391 of the Federal Motor Carrier Safety Regulation? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| D. | Have you in the past three (3) years failed or refused a DOT-mandated pre-employment test(s)? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| If "YES" to any of the above, explain: | | | |
| | | | |
| How many years of driving experience do you have? | | <input type="checkbox"/> Less than 3 years | <input type="checkbox"/> 3 years or more |

DRIVING EXPERIENCE

| | Class of equipment | Type of equipment (van, tank, flat, etc.) | Dates | | Approximate total number of miles |
|---|--|---|--------|----|-----------------------------------|
| | | | From | To | |
| Straight Truck | | | | | |
| Auto or Van | | | | | |
| Bus | | | | | |
| Other _____ | | | | | |
| List all states where you have held a CDL in the last five years: | | | | | |
| List special driving courses or training you have received: | | | | | |
| What driving awards have you received? From whom? | | | | | |
| Have you had experience supervising children or vulnerable adults? Explain: | | | | | |
| Have you ever driven a bus? <input type="checkbox"/> Yes <input type="checkbox"/> No | If yes, for what company or school district? | | Dates: | | Salary / pay rate: |

ACCIDENT REVIEW FOR PAST 3 YEARS

| None | Date | Nature of accident (head-on, rear-end, upset, etc.) | Fatalities | Injuries (other than yourself) |
|----------------|------|---|------------|--------------------------------|
| Last collision | | | | |
| Next previous | | | | |
| Next previous | | | | |

IMPAIRED DRIVING CONVICTIONS—DRIVING UNDER THE INFLUENCE (DUI) / DRIVING WHILE INTOXICATED (DWI)

| None | Location | Date | Charge | Penalty |
|------|----------|------|--------|---------|
| | | | | |
| | | | | |
| | | | | |

TRAFFIC CITATIONS / CONVICTIONS & FORFEITURES FOR THE PAST 3 YEARS (other than parking violations)

| None | Location | Date | Charge | Penalty |
|------|----------|------|--------|---------|
| | | | | |
| | | | | |
| | | | | |

TECHNICIAN / MECHANIC APPLICANTS ONLY

| Type of experience | Length of experience | Type of experience | Length of experience |
|---|----------------------|---------------------------------|--|
| Engine tune-up; Diesel | | Air Brakes / Steering | |
| Engine tune-up; Gas | | Brakes / Steering | |
| Electrical Systems | | Lubrication | |
| Clutch & Transmission-Truck | | Tire repair | |
| Inspection License Class | | Do you own your own shop tools? | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| List current ASE's: | | | |
| Describe your diagnostic experience: | | | |
| List any other skills which are relevant for the position you seek: | | | |

ADDITIONAL QUALIFICATIONS

Briefly describe any other relevant qualifications

| |
|--|
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| |
| |

APPLICANT'S STATEMENT AND RELEASE

I certify that all statements made on this Application for Employment and in any subsequently executed questionnaire or employment document are true and correct. I understand that any material falsifications or omissions made on this application, or on any pre-employment document, may result in termination of my candidacy or any subsequent employment.

If an employee relationship is established, I understand that such employment is terminable at will at any time, for any reason, with or without cause, and with or without notice. I also understand that any period of employment is not for any specific duration. In addition, I understand that no one is authorized to make oral exceptions to this policy, and written exceptions are permitted only when they are signed by the President of FirstGroup America, Inc. (the Company) or his or her designee.

I authorize the Company and its representatives to conduct background evaluations and obtain information including but not limited to, criminal history checks from federal, state or local authorities, the Department of Transportation (DOT) and/or the Federal Transportation Administration (FTA).

I hereby expressly authorize such inquiries and fully release and discharge the Company and consumer reporting agency, their respective affiliates, subsidiaries, directors, officers, employees, agents and attorneys thereof, and each of them, and any individual, organization, entity, agency, or other source providing information to a consumer reporting agency from all claims and damages arising out of or relating to any investigation of my background for employment purposes. This release is valid for all federal, state, county and local agencies, authorities, previous employers, military services and educational institutions.

***Note to Maryland Applicants:** Initial: _____ I UNDERSTAND THAT UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT OR CONTINUED EMPLOYMENT, THAT ANY 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.

***Note to Massachusetts' Applicants:** Initial: _____ I understand that 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 liability.

***Note to New York Applicants:** Initial: _____ I have received a printed copy of the New York Correction Law; Article 23-A.

Note to Indiana Applicants: Initial: _____ I HAVE NOT been asked to disclose information concerning restricted or sealed records.

I acknowledge that any offer of employment is conditioned upon my taking a drug screen and the Company's receipt of satisfactory results of such a test and receipt of satisfactory background checks and, if necessary to determine ability to perform essential duties of the position offered, the satisfactory results of physical examination.

This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.

| | | | |
|-----------------------------|--|--------------|--|
| Applicant Name: | | Date: | |
| Applicant Signature: | | | |

Note: This Application for Employment will be considered active for 90 calendar days.

INTERNAL USE ONLY

| | | | |
|---|--------|------------------|-------|
| Individual receiving & reviewing application: | Title: | Your location #: | Date: |
| | | | |

APPLICANT DISPOSITION:

| | | | |
|--------------------------|--|--------------------------|--|
| <input type="checkbox"/> | A. Applicant withdrew from process | <input type="checkbox"/> | H. Conditional offer made |
| <input type="checkbox"/> | B. Disclosure of a disqualifying event | <input type="checkbox"/> | I. Falsification of Application |
| <input type="checkbox"/> | C. Cannot work required hours | <input type="checkbox"/> | J. Failed reference / previous employment check |
| <input type="checkbox"/> | D. Application reviewed—not selected | <input type="checkbox"/> | K. Failed pre-employment drug test / DOT physical |
| <input type="checkbox"/> | E. Interviewed—not selected | <input type="checkbox"/> | L. Failed MVR check |
| <input type="checkbox"/> | F. Failed pre-employment test or license requirement | <input type="checkbox"/> | M. Failed criminal background check |
| <input type="checkbox"/> | G. Does not meet minimum age requirement | <input type="checkbox"/> | N. Does not meet the minimum education requirement |

ADDITIONAL EMPLOYMENT HISTORY

Applicant's Name: _____

| |
|--------------------------------------|
| ADDITIONAL EMPLOYMENT HISTORY |
|--------------------------------------|

All employment for the previous 10 years must be covered below, including jobs held while in school or while in the military. Record your present or most recent position first and go back in chronological order. Resumes may not substitute for any information requested, but may be submitted as an addendum to the completed application. Complete all questions for each position.

* **Massachusetts Applicants** may include any verified work performed on a volunteer basis.

| | | | | | |
|--|--|---|--------------------------|---------------------------------------|---------|
| Employer name: | | Dates employed (mo/yr) | | Salary / pay rate: | |
| | | From: / | To: / | Beginning: | Ending: |
| Employer address: | | | Employer phone #: | Supervisor's name & title: | |
| | | | | | |
| Position(s) held: | | Briefly explain your job duties & responsibilities including supervisory experience: | | | |
| | | | | | |
| May we contact this employer? | | Reason for leaving: | | | |
| Yes No | | | | | |
| Was this position covered under the Federal Motor Carrier Safety Regulations (FMCSR)? | | | | Yes No | |
| | | | | | |
| Employer name: | | Dates employed (mo/yr) | | Salary / pay rate: | |
| | | From: / | To: / | Beginning: | Ending: |
| Employers address: | | | Employer phone #: | Supervisor's name & title: | |
| | | | | | |
| Position(s) held: | | Briefly explain your job duties & responsibilities including supervisory experience: | | | |
| | | | | | |
| May we contact this employer? | | Reason for leaving: | | | |
| Yes No | | | | | |
| Was this position covered under the Federal Motor Carrier Safety Regulations (FMCSR)? | | | | Yes No | |
| | | | | | |
| Employer name: | | Dates employed (mo/yr) | | Salary / pay rate: | |
| | | From: / | To: / | Beginning: | Ending: |
| Employer address: | | | Employer phone #: | Supervisor's name & title: | |
| | | | | | |
| Position(s) held | | Briefly explain your job duties & responsibilities including supervisory experience: | | | |
| | | | | | |
| May we contact this employer? | | Reason for leaving: | | | |
| Yes No | | | | | |
| Was this position covered under the Federal Motor Carrier Safety Regulations (FMCSR)? | | | | Yes No | |
| | | | | | |

I certify that all statements made on this form are true and correct.

Signature: _____

Date: _____

Name: _____