

Toyota Boshoku America, Inc.

Employment Application Terms

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 or administrative agency within the least of: (a) one (1) year following the event giving rise to the claim; or (b) such shorter limitation period as may be prescribed by applicable law; or (c) if the relevant jurisdiction has restricted the extent to which private parties may agree to reduce statutory limitation periods, the shortest period to which private parties may agree with respect to the applicable limitation period. 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 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.