

### **Applicant's Statement Regarding Smoking**

I understand that Bay Bank & Trust Co. gives preference in hiring to non-smokers of tobacco products or applicants who agree to quit smoking prior to their first day of employment. I certify that:

\_\_\_\_\_ I do not smoke cigarettes or other tobacco products at this time and I will continue to refrain from smoking during my employment with Bay Bank & Trust Co.

\_\_\_\_\_  
Applicant's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_ If I am employed by Bay Bank & Trust Co., I will discontinue smoking cigarettes or other tobacco products on or before my first day of employment and will refrain from smoking during my employment with Bay Bank & Trust Co.

\_\_\_\_\_  
Applicant's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_ I am a tobacco smoker and would not be interested in quitting in order to obtain a preference in hiring.

\_\_\_\_\_  
Applicant's Signature

\_\_\_\_\_  
Date