

**Esche & Lee, Inc.  
306 W. Campus Drive  
Arlington Heights, IL 60004**

**All Applicants Must Fill Out This Form Completely**

**GENERAL INFORMATION**

This application will be kept active for 30 days. For the purpose of complying with Affirmative Action obligations, we may consider applications beyond the 30 day period.

Name in Full (First, Middle, Last) \_\_\_\_\_

PLACE OF BIRTH (City, State, Country if not USA) \_\_\_\_\_

Present Street Address, with City, State and Zip Code \_\_\_\_\_

Former Street Address, with City, State and Zip Code \_\_\_\_\_

Home Phone Number \_\_\_\_\_

Cell Phone Number \_\_\_\_\_

Name of Emergency Contact and Relationship to You \_\_\_\_\_

Phone Number \_\_\_\_\_

- |   |                    |                              |                             |
|---|--------------------|------------------------------|-----------------------------|
| 1. Have you ever applied with Esche & Lee, Inc. before? _____                     | If so, when? _____ | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| 2. Have you ever been employed by Esche & Lee, Inc. before? _____                 | If so, when? _____ | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| 3. Are you currently legally authorized to work in the United States?             |                    | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| 4. Will you require Esche & Lee to sponsor you for employment authorization?      |                    | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| 5. In the past 5 years have you been convicted of a felony?                       |                    | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| 6. In the past 2 years have you been convicted of a misdemeanor?                  |                    | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| 7. Have you been convicted of any offense by court-martial while in the military? |                    | Yes <input type="checkbox"/> | No <input type="checkbox"/> |

Note: You are not required to disclose information regarding sealed or expunged records of convictions or arrests. No applicant will be denied employment solely on the grounds of a conviction. The nature of the offense, the date, the surrounding circumstances and the relevance to the positions applied for, however, may be considered.

8. Position you are applying for:      Laborer       Mason       Operating Engineer       Apprentice
9. Union membership is required for employment. Which Union and Local are you a member of?

Union \_\_\_\_\_

Local \_\_\_\_\_

**DRIVER INFORMATION**

What type of Driver's License do you hold? \_\_\_\_\_

Has your Driver's License been revoked or suspended in the last 10 years?      Yes       No

If yes, please explain: \_\_\_\_\_

**EDUCATION**

Type of School	Name and Location	Last Year Completed	Graduated
Elementary		5   6   7   8	Yes <input type="checkbox"/> No <input type="checkbox"/>
High School		9   10   11   12	Yes <input type="checkbox"/> No <input type="checkbox"/>
Other			Yes <input type="checkbox"/> No <input type="checkbox"/>

**ESCHE & LEE, INC. IS AN EQUAL OPPORTUNITY EMPLOYER. WE DO NOT DISCRIMINATE WITH REGARD TO RACE, COLOR, CREED, RELIGION, NATIONAL ORIGIN, SEX, AGE, PHYSICAL OR MENTAL DISABILITY, PREGNANCY-RELATED CONDITION, MARITAL STATUS, VETERAN STATUS, OR ANY OTHER BASIS PROHIBITED BY LAW. WE ALSO PROVIDE REASONABLE ACCOMMODATIONS TO DISABLED INDIVIDUALS WHO CAN OTHERWISE PERFORM THEIR ESSENTIAL JOB FUNCTIONS.**

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**EMPLOYMENT & EXPERIENCE RECORD**

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List your three (3) previous employers in order, with the last or current employer first:

Name of Company \_\_\_\_\_ No. of Employees \_\_\_\_\_  
Address, City, State & Zip Code \_\_\_\_\_  
Nature of Business \_\_\_\_\_ Employed from \_\_\_\_\_ to \_\_\_\_\_  
Supervisor's First and Last Name \_\_\_\_\_ Supervisor's Phone Number \_\_\_\_\_  
Position and Nature of Work \_\_\_\_\_  
Reason for Leaving \_\_\_\_\_

Name of Company \_\_\_\_\_ No. of Employees \_\_\_\_\_  
Address, City, State & Zip Code \_\_\_\_\_  
Nature of Business \_\_\_\_\_ Employed from \_\_\_\_\_ to \_\_\_\_\_  
Supervisor's First and Last Name \_\_\_\_\_ Supervisor's Phone Number \_\_\_\_\_  
Position and Nature of Work \_\_\_\_\_  
Reason for Leaving \_\_\_\_\_

Name of Company \_\_\_\_\_ No. of Employees \_\_\_\_\_  
Address, City, State & Zip Code \_\_\_\_\_  
Nature of Business \_\_\_\_\_ Employed from \_\_\_\_\_ to \_\_\_\_\_  
Supervisor's First and Last Name \_\_\_\_\_ Supervisor's Phone Number \_\_\_\_\_  
Position and Nature of Work \_\_\_\_\_  
Reason for Leaving \_\_\_\_\_

Describe your work experience and skills. Please include equipment and tools you can operate.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Referred for employment by \_\_\_\_\_

Other references: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

**APPLICANT'S STATEMENT**

I certify that the facts contained in this application are true and complete to the best of my knowledge. I understand that any false statements, omissions, or misrepresentations on this application or false statements made during the employment process may be considered sufficient cause for rejection of this application or dismissal if I have been employed, no matter when discovered by the Company.

I hereby authorize Esche & Lee to thoroughly investigate my references, employment record, and other matters related to my suitability for employment and further authorize my former employers or any third party to disclose to the Company all reports and other information related to my suitability for employment, without giving me prior notice of such disclosure. In addition, I hereby release the Company, former employers, and all references listed above, from any and all claims, demands, or liabilities arising out of or related to such investigation or disclosure.

If I am offered employment, I agree to submit to a medical examination and/or drug test before starting work. If employed, I also agree to submit to a medical examination and/or drug test at any time deemed appropriate by Esche & Lee and as permitted by applicable law. I consent to such examination(s) and/or test(s), and I request that the examining doctor disclose to Esche & Lee the results of the examination(s), and/or test(s) which Esche & Lee shall keep confidential as required by applicable law. I understand that my employment or continued employment, to the extent permitted by applicable law, is contingent upon a satisfactory medical examination and/or drug test. I hereby release Esche & Lee, its employees, and its agents from any and all legal liability flowing from my taking such test(s) and examination(s) or my failure or refusal to take such test(s) or examination(s).

I understand that nothing contained in this application or conveyed during any interview that may be granted is intended to create an employment contract. I further agree that, if I am hired, my employment is for no definite period and may be terminated at any time, without prior notice, at the option of either myself or the Company. I further understand that no representative of the Company has the authority to make any assurances to the contrary.

I understand that filling out this form does not indicate there is a position open and does not obligate the Company to hire me. If hired, I agree to abide by all Company work rules, policies, and procedures relating to work performance and conduct.

This employment application will be active for 30 days from the date the application was completed.

Signature of Applicant: \_\_\_\_\_

Date: \_\_\_\_\_