

In compliance with Federal, State and local equal employment opportunity laws, qualified applicants are considered for all positions without regard to race, color, religion, sex (including pregnancy, lactation/breastfeeding, childbirth and related medical conditions), national origin, age (over 40), military/veteran status, disability, genetic information, gender, gender identity or expression, sexual orientation, marital status, parental status, political affiliation, status as a victim of sexual assault, domestic violence or stalking, ancestry, or any other protected group status. Employer also prohibits harassment or discrimination of applicants or employees based on any of these protected categories.

Employer provides reasonable accommodation/modification to disabled individuals to assist in the hiring process and to qualified individuals with disabilities in the performance of essential job functions, as required by federal, state and local law. Any individual needing accommodation/modification to complete this application for employment, or to participate in the interview process, should contact Human Resources at HR@allcrane.com.

**NOTHING IN THIS EMPLOYMENT APPLICATION IS INTENDED TO CREATE A CONTRACT OF EMPLOYMENT .**

Position(s) Applied for \_\_\_\_\_ Date of Application \_\_\_\_\_

Referral Source: Advertisement Friend Relative Walk-In Employment Agency Other \_\_\_\_\_

Name \_\_\_\_\_  
(Last) (First) (Middle)

Address \_\_\_\_\_  
(Number) (Street) (City) (State) (Zip)

Telephone (\_\_\_\_\_) \_\_\_\_\_

Have you ever used any other name(s) which is (are) necessary for us to know in order to verify your employment or education record?  Yes  No

If yes, provide name(s) used \_\_\_\_\_

If you are under 18 (or under 16 if in Illinois), can you furnish a work permit?  Yes  No

Have you filed an application here before?  Yes  No If yes, give date \_\_\_\_\_

Have you ever been employed here?  Yes  No If yes, give date \_\_\_\_\_

Are you employed now?  Yes  No May we contact your present employer?  Yes  No

If hired, can you provide proof of your authorization to work in the United States?  Yes  No

On what date would you be available for work? \_\_\_\_\_

Are you available to work  Full-time  Part-Time  Temporary/Seasonal

Are you currently on lay-off and subject to recall?  Yes  No

Can you travel if a job requires it?  Yes  No Up to \_\_\_\_\_%

# EMPLOYMENT Experience



Start with your present or last job. Include military service assignments and volunteer activities. Exclude organizational names which indicate race, color, religion, sex, national origin, or any other category protected by federal, state, or local law. If you need additional space, please continue on additional sheets.

(1) Employer			
Address		Telephone	
Job Title		Supervisor	
Dates Employed	from	to	
		Starting Salary/Hourly Rate	Ending Salary/Hourly Rate
Reason for Leaving		Work Performed	
(2) Employer			
Address		Telephone	
Job Title		Supervisor	
Dates Employed	from	to	
		Starting Salary/Hourly Rate	Ending Salary/Hourly Rate
Reason for Leaving		Work Performed	
(3) Employer			
Address		Telephone	
Job Title		Supervisor	
Dates Employed	from	to	
		Starting Salary/Hourly Rate	Ending Salary/Hourly Rate
Reason for Leaving		Work Performed	

**Use another sheet if additional space required. A resume may be submitted as a supplement, but not a REPLACEMENT, for this form.**

Have you been discharged or asked to resigned from a position?  Yes      No

If Yes, please explain below:

Summarize special skills and qualifications acquired from employment or experience that relate to the job for which you are applying. Use another sheet if additional space is required.

# EDUCATION



	Name & Address	Did You Obtain Diploma/GED?	Course or Major
High School			
Technical School			
College/University			
Post-Graduate / Other			
State any additional information related to the job for which you are applying that you feel may be helpful to us in considering your application.			

# REFERENCES Please provide three professional references.

Name & Title	Relationship	Years Known
Address	Phone Number	
Email Address		

Name & Title	Relationship	Years Known
Address	Phone Number	
Email Address		

Name & Title	Relationship	Years Known
Address	Phone Number	
Email Address		

# General Information



**Illinois Applicants:** DO NOT ANSWER THE CRIMINAL HISTORY QUESTION ON THIS APPLICATION. You will only have to answer these questions after you have been deemed qualified for the position and notified that you have been selected for an interview or, if you are not selected for an interview, after you receive a conditional job offer.

**Georgia Applicants:** Do not identify any verdict or plea of guilty or nolo contendere that was discharged by the court under Georgia's First Offender Act.

**Minnesota Applicants:** DO NOT ANSWER THE CRIMINAL HISTORY QUESTION ON THIS APPLICATION. You will only have to answer this question if you are selected for an interview or, if you are not selected for an interview, after you receive a conditional offer of employment.

**Buffalo, New York Applicants:** DO NOT ANSWER THE CRIMINAL HISTORY QUESTION ON THIS APPLICATION. You will only have to answer this question if you receive a job interview or conditional offer of employment.

**New York City, New York Applicants:** DO NOT RESPOND TO THE QUESTIONS SEEKING CRIMINAL RECORDS INFORMATION AT THIS TIME. You will only have to answer criminal history questions after you receive a conditional offer of employment.

**Rochester, New York Applicants:** DO NOT RESPOND TO THE QUESTIONS SEEKING CRIMINAL RECORD INFORMATION AT THIS TIME. You will only have to answer criminal history questions after you complete an initial interview or after you receive a conditional offer of employment.

**Philadelphia, Pennsylvania Applicants:** DO NOT ANSWER THE CRIMINAL HISTORY QUESTIONS ON THIS APPLICATION. You will only have to answer this question after an initial interview.

**Madison, Wisconsin Applicants:** You are not required to reveal any convictions incurred more than 3 years ago.

Have you been convicted of a felony within the last 7 years that has not been expunged, sealed, exonerated, discharged, annulled, erased, pardoned or statutorily eradicated, set aside or otherwise dismissed by court?  Yes  No

(A conviction record will not necessarily be a bar to employment. Each case is considered on its individual merits, on a case-by-case basis. A conviction which is substantially related to the functions or qualifications of the position(s) for which you are applying may be taken into consideration in accordance with applicable federal, state and local law.)

If yes, describe fully the criminal conviction(s), listing the nature and date of offense(s), the county and state where the conviction(s) occurred, and your rehabilitation since the conviction(s).

# Applicant's Statement



I certify that I have read and understood all of this employment application. I authorize ALL Erection & Crane Rental and/or any affiliated entities (the "Company") to contact all my employment references and personal references, as well as the education institutions I have attended. I further authorize the Company to inquire about, investigate and obtain copies of any records which relate to me from my former employers and educational institutions. I hereby release Company, and its representatives or agents and all affiliated entities, as well as any person or institution that provides the Company with any lawful information about me from any and all liability whatsoever that might result from any such lawful inquiry, investigation or communication. I understand that, as an applicant for a position with this company, I may be asked to demonstrate that I am capable of performing tasks which are pertinent to the job. I also understand that if offered a job, it may be conditioned on the results of a physical examination and drug test.

I further certify that I am a genuine applicant for employment and this application is being submitted solely for the purpose of seeking employment with the employer and for no other reason. I represent to the company that I am not presently subject to any agreement or other understanding with my present employer or any former employer that prevents me from entering into an employment relationship with the company. I also agree to notify the Company during the pre-employment process of any confidentiality, non-competition, and/or other similar agreements that I may have already signed with current and/or former employers.

I understand and agree that nothing in this application shall constitute an offer, a contract or a guarantee of employment for a specific period of time. If hired, I understand that my employment with the Company will be at-will, meaning that I or Company may terminate my employment at any time, with or without cause or reason and with or without notice. I further understand that no representative or agent of the Company, other than the President, has the authority to enter into any agreement for employment, on an individual or collective basis, must be in writing and signed by the President. In addition, I understand that the Company and all plan administrators shall have the maximum discretion permitted by law to administer, interpret, modify, discontinue, enhance or otherwise change all policies, procedures, benefits or other terms and conditions of employment.

I certify that all of the answers I have given on this application (and any resume submitted) are true, accurate and complete. I also understand that the omission and/or misrepresentation of any fact from or on this application, during any interview or at any time during the hiring process may disqualify me from further consideration for employment, and, if hired, may result in termination from employment regardless when discovered.

If hired, I agree to abide by all the rules and policies of the employer. If employed, I understand that I may be required to agree to and sign the Company's confidentiality, non-disclosure, non-competition, non-solicitation and/or other similar policies or agreements.

**I UNDERSTAND AND AGREE THAT ANY CAUSES OF ACTION OR CLAIMS THAT I MAY HAVE OR BRING AGAINST THE COMPANY MUST BE FILED NO MORE THAN SIX (6) MONTHS AFTER THE DATE OF THE EMPLOYMENT ACTION THAT IS THE SUBJECT OF THE CLAIM OR LAWSUIT. I WAIVE ANY STATUTE OF LIMITATIONS TO THE CONTRARY.**

**I WAIVE THE RIGHT TO A JURY TRIAL FOR ANY CLAIMS THAT I MAY HAVE AGAINST THE COMPANY AND AGREE TO SUBMIT ALL SUCH CLAIMS FOR RESOLUTION BY A JUDGE SERVING WITHOUT A JURY IN THE APPROPRIATE COURT WITH JURISDICTION OVER THE MATTER.**

My signature below certifies that I have **READ CAREFULLY**, fully understand and accept all terms stated in this Application.

Print Name \_\_\_\_\_ Applicant's Signature \_\_\_\_\_ Date \_\_\_\_\_

For Human Resources Department Use Only			
Arrange Interview:	<input type="checkbox"/> Yes	<input type="checkbox"/> No	
Remarks:			
Employed:	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Date of Employment: _____
Job Title:	_____	Salary: _____	Department: _____
By:	_____	Date:	_____