THIS PORTION OF THE APPLICATION WILL ONLY BE REVIEWED BY MEMBERS OF THE HUMAN RESOURCES DEPARTMENT, THOSE INVOLVED IN INTERVIEWING THE APPLICANT, AND THE PERSON(S) MAKING THE HIRING DECISION.

Have you ever been convicted of or pleaded guilty or nolo contendere (no contest) to any violation of any state, federal, county or municipal law, other than a traffic violation? □ Yes □ No

If yes, please give information regarding the nature of the charge, the date and location of conviction, the final disposition of the case and related rehabilitation:

________________________________________________________________________

________________________________________________________________________

I understand that a conviction will not necessarily result in the rejection of my application but that the information provided will be considered as it relates to the performance of the job duties in question and in light of the requirements of state and federal law.

Applicant Signature: ________________________________ Date: ________________
NOTICE TO APPLICANTS REGARDING PRE-EMPLOYMENT DRUG TESTING

Any individual applying for employment with ESAPCO may be required to submit to a urinalysis drug test as a mandatory part of the employment application process.

This notice serves as a written statement of ESAPCO’s intention to conduct drug testing as part of the application process. The testing will be conducted in accordance with the procedures required by applicable state and federal regulations.

Tested applicants will be given a copy of any positive test result. All test results shall be considered confidential by ESAPCO and shall not be disclosed to the employees of ESAPCO, or any other person, other than to those persons for whom such disclosure is necessary. Positive test results, or a refusal to sign this consent form and participate in pre-employment drug testing, shall be grounds for denial of employment.

Arrangements for testing will be made by a representative of ESAPCO in consultation with each applicant. Cooperation in scheduling the testing is important for processing an application. ESAPCO prohibits employees from possessing or being under the influence of alcohol or illegal drugs while performing work-related functions.

By signing below, you consent to be drug tested and acknowledge you have thoroughly read the foregoing notice, and you understand and agree that in order to be considered for employment with ESAPCO, you will comply in full with ESAPCO’s drug and alcohol policies.

Applicant Signature ___________________________ Date ___________________________

________________________________________
Name (Please Print)