

Name (First, Middle Initial, Last): _____

Thank you for your interest in starting a career at QCR Holdings Inc., a company where relationships matter.

QCR Holdings, Inc. is a relationship driven organization headquartered in Moline, Illinois. It is a multi-bank holding company serving the Quad Cities, Cedar Rapids, and Rockford communities through its wholly owned subsidiary banks. Each bank provides full-service commercial and consumer banking, trust, and asset management services. The company also engages in commercial leasing through its 80% owned subsidiary, M2 Lease Funds, LLC, based in Milwaukee, Wisconsin.

DIRECTIONS TO APPLY. The entire Application Package, which includes the Application (4 pages), Employment Authorization (1 page), Post-Offer/Pre-Employment Screening (1 page), and the Voluntary Affirmative Action Information (2 pages), must be returned in its entirety. Incomplete application packages will not be considered and will be kept in an inactive file. Although you may submit a resume along with your application, the application form must be completed in its entirety for consideration.

Please check the box that corresponds to the company location in which the position you are applying for is located. When the application is complete, please mail, email, or fax your application to the specific company location below.

- QCR Holdings, Inc.**, Attn: Human Resources, 4500 North Brady Street, Davenport, IA 52806
Email: resumes@qcbt.com
Fax: 563.388.4790, Attention: Human Resources

- Quad City Bank & Trust**, Attn: Human Resources, 4500 North Brady Street, Davenport, IA 52806
Email: resumes@qcbt.com
Fax: 563.388.4790, Attention: Human Resources

- Cedar Rapids Bank & Trust**, Attn: Human Resources, PO Box 789, Cedar Rapids, IA 52406-0789
Email: crbtresume@crbt.com
Fax: 319.862.2729, Attention: Human Resources

- Rockford Bank & Trust**, Attn: Human Resources, 4571 Guilford Road, Rockford, IL 61107
Email: resumesrockford@qcrh.com
Fax: 815.961.9532, Attention: Human Resources

- m2 Lease Funds**, Attn: Human Resources, 175 N Patrick Blvd, Suite 135, Brookfield, WI 53045
Email: resumes@qcbt.com
Fax: 262.789.6671, Attention: Human Resources

REFERRAL SOURCE

- Newspaper Advertisement Employee Relative Walk-In
- Employment Agency Website _____
- Other: _____ Name of Source (if applicable): _____

APPLICATION FOR EMPLOYMENT

Position Applying for: _____

Date of Application: _____

Name (First, Middle Initial, Last): _____

Address, City, State, Zip: _____

Driver's License Number (if job related) _____ State: _____

Social Security Number: _____

Email Address _____

Telephone Number: _____

If necessary, best time to call you at home is: _____

May we contact you at work? Yes No

If yes, work number and best time to call: _____

If you are under 18, 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 before? Yes No

If yes, give dates: _____

Are you legally eligible for employment in this country? Yes No

(proof of U.S. Citizenship or immigration status required upon employment)

Date Available for work: _____

Type of employment desired: FT PT Temp Seasonal Internship

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

Are you able to meet the attendance requirements of this position? Yes No

Will you work overtime if required? Yes No

Have you ever been bonded? Yes No

Have you been convicted of a felony in the last (7) years? Yes No

(such conviction may be relevant if job related, but does not bar you from employment)

If yes, please explain: _____

Are you related to anyone working for QCR Holdings or its subsidiaries and if so, who? _____

EMPLOYMENT HISTORY

List your last four (4) employers, assignments or volunteer activities, starting with the most recent, including military experience. Explain any gaps in employment in comment section below.

Employer	Telephone	Dates Employed From: To:	Summarize the nature of the work performed and job responsibilities
Address		Hourly rate/salary	
Job Title		Starting \$ per	
Immediate Supervisor and Title		Ending \$ per	
Reason for leaving		May we contact for reference <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Later	

Employer	Telephone	Dates Employed From: To:	Summarize the nature of the work performed and job responsibilities
Address		Hourly rate/salary	
Job Title		Starting \$ per	
Immediate Supervisor and Title		Ending \$ per	
Reason for leaving		May we contact for reference <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Later	

Employer	Telephone	Dates Employed From: To:	Summarize the nature of the work performed and job responsibilities
Address		Hourly rate/salary	
Job Title		Starting \$ per	
Immediate Supervisor and Title		Ending \$ per	
Reason for leaving		May we contact for reference <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Later	

COMMENTS (including explanation of any gaps in employment)

SKILLS AND QUALIFICATIONS. Summarize special skills and qualifications acquired from employment or other experiences that may qualify you to work with our company.

EDUCATIONAL BACKGROUND.

- A. List the last three (3) schools attended, starting with the most recent.
- B. List number of years completed.
- C. Indicate degree or diploma earned, if any.
- D. Grade Point Average or Class Rank
- E. Major and Minor field of study (if applicable).

A. School	B. Years completed	C. Degree/Diploma	D. GPA	E. Major / Minor

List any foreign language(s) you know and check the boxes that describe your skill level.

Language	Speak some	Speak fluently	Read	Write
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

REFERENCES.

List name and telephone number of three business/work references not related to you and are not previous supervisors.
If not applicable, list three school or personal references not related to you.

Name	Telephone	Years known

List professional, trade, business, or civic associations and any offices held.
(Exclude memberships which would reveal sex, race, religion, national origin, age, color, disability, or other protected status.)

Organization	Office Held

List special accomplishments, publications, awards.
(Exclude information which would reveal sex, race, religion, national origin, age, color, disability, or other protected status.)

List any additional information you would like us to consider.

It is understood and agreed upon that any misrepresentation by me in this application will be sufficient cause for cancellation of this application and/or separation from the employer's service if I have been employed.

I give the Employer the right to investigate all references and to secure additional information about me, if job related. I hereby release from liability the Employer and its representatives for seeking such information and all other persons, corporations, or organizations for furnishing such information.

The Employer is an Equal Opportunity Employer. The Employer does not discriminate in employment and no question on this application is used for the purpose of limiting or excusing any applicant's consideration for employment on a basis prohibited by local, state, or federal law.

This application is current for only 90 days. At the conclusion of this time, if I have not heard from the Employer and still wish to be considered for employment, it will be necessary to fill out a new application.

I understand that just as I am free to resign at any time, the Employer reserves the right to terminate my employment at any time, with or without cause and without prior notice. I understand that no representative of the Employer has the authority to make any assurances to the contrary.

SIGNATURE

DATE

EMPLOYMENT APPLICATION AUTHORIZATION

Consumer Credit Reporting Act Disclosure Notice

I, _____, hereby consent and authorize QCR Holdings, Inc, and its agents to prepare an investigative consumer report, including but not limited to obtaining a consumer report and information as to my credit worthiness, credit standing, character, general reputation, credit capacity, personal characteristics, and mode of living. This report may involve personal interviews with sources, such as neighbors, friends, associates, past employers, and educational institutions in which case I understand that I am entitled to a copy of my rights under the FCRA as well as to request additional disclosures of the nature and scope of the investigation. Public records may be used in this report, such as civil and criminal records, driving records, liens, and judgments that are deemed to have a bearing on my job performance. This consumer report will be used for employment purposes as it is defined in the Fair Credit Reporting Act, section 603 (h). In using a consumer report for employment purposes, before taking any adverse action based in whole or in part on the report, the person intending to take such adverse action shall provide to the consumer to whom the report relates, a copy of the report and a description in writing of the rights of the consumer under the FCRA, as prescribed by the Federal Trade Commission, section 609(c)(3).

I am providing the following information for the preparation and proper verification of the consumer report.

Have you used another name such as maiden name or other married name? Yes No

If yes, list names and corresponding years: _____

Driver's License number: _____ State of issuance (DL): _____

Date of Birth: _____ Social Security Number: _____

List all past counties of residence and corresponding years: (i.e. Scott, IA 1999 – 2006)

County _____ Years: From _____ through _____

County _____ Years: From _____ through _____

County _____ Years: From _____ through _____

County _____ Years: From _____ through _____

County _____ Years: From _____ through _____

County _____ Years: From _____ through _____

County _____ Years: From _____ through _____

Current Address, City, State, & Zip: _____

SIGNATURE

DATE

PRINT NAME (please print legibly)

POST OFFER / PRE-EMPLOYMENT

Drug Testing Policy

Policy. QCR Holdings, Inc. (hereafter referred to in this policy as Employer or Company) have a significant interest in the health and safety of their Employees and Contracted Workers. In furthering that interest, it is the policy of the Company to take those steps necessary to ensure that its Employees are free from the influence of drugs during the performance of their duties.

The Employer conducts pre-employment drug testing designed to prevent the hiring of individuals who use illegal drugs or legal drugs without (or in violation of) a prescription.

Post Offer / Pre-Employment

Drug Testing - The prospective employee/contractor will be tested for the following drugs: (1) cocaine, (2) opiates, (3) marijuana, (4) amphetamines, (5) Phencyclidine (PCP). The prospective employee/contracted worker will be given an opportunity to provide information regarding prescription drugs which may be relevant to the drug test. Such information may include identification of prescription or nonprescription drugs currently or recently used or any other relevant medical information.

Refusal to Test - The refusal to provide a testing sample will result in the Company withdrawing its conditional offer to hire a prospective employee/contracted worker.

Tampering with Test - Any evidence that an individual has tampered with the drug test will result in the Company withdrawing its conditional offer to hire a prospective employee/contracted worker.

Dilute or Inconclusive Test Results – If a dilute or inconclusive test result occurs, the prospective employee/contracted worker will be asked to return to the facility and supply another specimen at the expense of the employer. If that result should return as dilute or inconclusive the conditional offer of employment will be withdrawn.

Positive Test Results - If a positive test result occurs, the prospective employee/contracted worker will be provided written notice of the test results, the name and address of the medical review officer interpreting the results and the right to request the records related to the drug test. The prospective employee/contracted worker must request the records within 15 calendar days from the date the written notice was provided. A positive test result will result in withdrawal of a conditional offer of hire.

PROSPECTIVE EMPLOYEE / CONTRACTED WORKER

Drug Screening Consent Form

I, _____, am a prospective employee/contracted worker seeking employment with QCR Holdings, Inc (hereafter the "Company"). I have been provided for review a copy of the Company's drug testing policy. I have also been given a list of drugs for which pre-employment testing will be conducted. I certify that I am at least 18 years of age.

I hereby consent to submit to drug testing by the Company. I also authorize the release of my test results from the testing laboratory to the Medical Review Officer (MRO) and to the designated representative of QCR Holdings, Inc.

I understand that if I am unable to provide a test sample, I unreasonably refuse to provide a test sample, I tamper with the test or if the test results show a confirmed positive test in violation of the Company's policy, I will be unqualified for employment and my application, and/or any contingent offer of employment will be withdrawn and rejected.

Prospective Employee / Contracted Worker Name: _____ Date: _____

Company Representative: _____ Date: _____

VOLUNTARY AFFIRMATIVE ACTION INFORMATION

We consider applicants for all positions without regard to race, color, religion, sex, national origin, age, disability, veteran status, or any other legally protected status.

POSITION APPLYING FOR

DATE OF APPLICATION

REFERRAL SOURCE

- Newspaper Advertisement
- Employment Agency
- Employee
- Website _____
- Relative
- Walk-In
- Other: _____ Name of Source (if applicable): _____

Applicant's Name (First, Middle Initial, Last)

Address, City, State, Zip

Telephone Number:

As required, we comply with government regulations including Affirmative Action obligations where they apply. In an effort to comply with requirements regarding government record keeping, reporting and other legal obligations, we ask that you complete this applicant data survey. Your cooperation is appreciated. Please be advised that your survey is not a part of your official application for employment. It is considered confidential information that will not be used in any hiring decision.

- Check one:
- Male
 - Female

Check applicable Race/Ethnic Group(s):

- Hispanic or Latino
- Black/African American
- White
- Asian/Native Hawaiian or other Pacific Islander
- American Indian or Alaska Native

Check yes or no for the following veteran status options:

- Yes No **Recently Separated Veteran.** A "Recently Separated Veteran" is defined as a veteran who has been discharged or released from active duty within the past three-year period.
- Yes No **Eligible Veteran.** An "Eligible Veteran" is defined as a veteran who received service medals for active duty in a military operation or campaign badges for active duty in a war, campaign, or other expedition.

I VOLUNTARILY CHOOSE NOT TO COMPLETE THIS SURVEY. To be completed by applicant – Not for interview purposes – To be filed separately from application. This information is used to satisfy the Affirmative Action requirements of Section 503 of the Rehabilitation Act or necessitated by another federal law or regulation.

FOR PERSONNEL DEPARTMENT USE ONLY

Position applied for: Available Not Available

OTHER POSITIONS CONSIDERED FOR

HIRED: Yes No

POSITION HIRED FOR

DATE OF HIRE

EEO CLASSIFICATION

01A – Executives

01B – Vice Presidents

01C – Managers/Supervisors

02A – Professionals

03A – Technicians

04A – Real Estate/Business Development

05A – Admin Assets/Receptionists

05B – Tellers/AE

05C – Clerks

05D – Processors

8A - Couriers

NOTES:

COMPLETED BY

DATE