

PLEASE ANSWER ALL QUESTIONS

EDUCATION:

EDUCATION	School Name & Location	No. of Years Attended	Honors Received Diploma/Degree	Course of Study
High School				
Business, Trade, or Technical School				
College/University				
Graduate/Professional School				

Additional academic achievements, training, skills or extracurricular activities relating to the position(s) for which you are applying:

OILFIELD SPECIFIC EXPERIENCE – List position – Length of time at that position – Company - Location

Position _____ Time _____ Company _____ Location _____

Position _____ Time _____ Company _____ Location _____

Position _____ Time _____ Company _____ Location _____

Position _____ Time _____ Company _____ Location _____

Position _____ Time _____ Company _____ Location _____

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EMPLOYMENT HISTORY:

(Start with most recent position. Use additional sheet in necessary. Do not omit any employers.)

Month & Year	NAME, PHONE NUMBER & Address of Employer	Position	Salary	Reason for Leaving
From: _____ To: _____				
From: _____ To: _____				
From: _____ To: _____				
From: _____ To: _____				
From: _____ To: _____				
From: _____ To: _____				
From: _____ To: _____				

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May we contact your current employer at this time? YES NO

If you are currently employed under a written contract with any company, and that contract restricts you in any way in working for a competitor, please specify the restrictions:

ADDITIONAL QUALIFICATIONS & BACKGROUND INFORMATION

List all registrations, certifications, or licenses related to the work for which you are applying:

Registration, Certification, or License Number	State in Which Issued	Area of Expertise	Expiration Date

Have you obtained any special skills or abilities as the result of service in the military: YES NO

If so, describe:

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In the last 5 years, have you ever been convicted of a felony, or a misdemeanor that resulted in imprisonment? YES NO

What was the exact charge?

If yes, describe nature of the crime(s), the exact conviction, when and where convicted and disposition of the case:

Are there any felony charges pending against you? YES NO

Did you undergo rehabilitative counseling? YES NO

REFERENCES:

Provide the names of three persons not related to you who you have known at least one year. References should be acquainted with your employment background.

NAME	Address/Phone	Personal Professional	Position	Years Acquainted

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ESSENTIAL REQUIREMENTS OF THE POSITION:

The essential requirements of the job for which you are applying are specified on the attached job description or will be explained fully to you. Some positions may require that the applicant pass a job related physical examination. Any applicant who is given a “conditional offer of employment” will be required to take a drug and alcohol screen and the results must be negative.

PLEASE CAREFULLY READ THE FOLLOWING STATEMENT BEFORE SIGNING

I hereby certify that all information contained in this application is true and correct to the best of my knowledge. I further certify that I have not knowingly withheld any information that may adversely affect my chances for employment. I understand that any error or omission of information may result in denial of employment or termination at any time. I authorize all my current and former employers and their employees, past or present, to give **Independent Drilling Company** any and all information concerning my employment history and any pertinent information they may have, personal or otherwise. I also authorize that all my former schools may give **Independent Drilling Company** any or all information concerning my education. I also authorize all the references that I have provided to give any information to **Independent Drilling Company** they consider relevant. I waive all privacy interests in such information.

I further release all the sources referenced above (and all their employees, officers, directors and agents) and **Independent Drilling Company** (and its employees, officers, directors and agents) of all claims and liability for any damage resulting from their furnishing any information, whether I agree or disagree with the content of the disclosed information. Thus, I understand that if any one of the above sources discloses information which I believe to be erroneous, I cannot bring any legal action against that source or **Independent Drilling Company** regarding the disclosure of the information. In this regard, I waive any and all benefits associated with any state Civil Code which provides: “General Release/Claims Extinguished. A general release does not extend to claims which the creditor does not know or suspect to exist in his favor at the time of executing the release, which if known by him must have materially affected his settlement with the debtor.”

I authorize Independent Drilling Company (or its designated investigator) to obtain any criminal conviction records about me from any federal, state or local law enforcement agency or court. I further release **Independent Drilling Company** and its employees, officers, directors and agents) and any court or law enforcement agency from any and all liability for any damages resulting from furnishing of any criminal conviction information, whether I agree or disagree with the contents of the information.

I hereby agree to submit to binding arbitration all disputes and claims arising out of the submission of this application. I further agree, in the event that I am hired by **Independent Drilling Company** that all disputes that cannot be resolved by informal internal resolution which might arise out of my employment with **Independent Drilling Company** whether during or after that employment, will be submitted to binding arbitration. I agree that such arbitration shall be conducted under the rules of the American Arbitration Association. This application contains the entire agreement between the parties with regard to dispute resolution, and there are no other agreements as to dispute resolution, either oral or written.

I understand that **Independent Drilling Company** is an at-will employer and that my employment can be terminated with or without cause, at any time and for any reason, or no reason, at the option of either the Company or myself. I understand that no one, other than the Chairman of the Board/CEO of **Independent Drilling Company** has any authority to enter into an agreement for employment for a specified period of time, or to make any agreement contrary to the foregoing. Any agreement entered into by the President can only be made in writing signed by him/her and the employee.

Independent Drilling Company complies with the requirements of the Americans with Disabilities Act. If you feel that you require a reasonable accommodation at any step of the interview/application process, please notify us within a reasonable time.

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EQUAL OPPORTUNITY EMPLOYER

It is **Independent Drilling Company** policy and intent to provide equal opportunity to all persons without regard to race, color, religion, sex, pregnancy, marital status, sexual orientation, age, national origin, disability or medical condition as defined in state and federal laws. This policy covers all facets of employment including, but not limited to: recruitment, selection, placement, promotions, transfers, demotions, terminations, training, compensation and all aspects of employment.

DRUG AND ALCOHOL FREE WORKPLACE

Independent Drilling Company maintains a drug and alcohol free workplace.

**ALL EMPLOYEE'S ARE CONSIDERED TEMPORARY
EMPLOYMENT FOR THE FIRST 90 DAYS.**

I have read and understand the above statements. Initial _____

I understand that the issuance of this application does not indicate that there are any positions open.

Applicant's Signature

Date