



## BAYWATER DRILLING, LLC – APPLICATION FOR EMPLOYMENT

Baywater Drilling, LLC is an equal opportunity employer. We consider all applicants on the basis of their qualifications for the job in question and without regard for race, color, national origin, sex, religion, age, disability, or other characteristic protected by applicable law.

<b>Date:</b>		<b>Social Security Number:</b>			
<b>Legal Name:</b> (Last)		(First)		(Middle)	
<b>Preferred Name / Nickname:</b>			<b>Personal E-mail Address:</b>		
<b>Address</b> (Number and Street, Apt / Unit #):					
<b>City</b>		<b>State</b>		<b>Zip Code</b>	
<b>Home Phone #</b> (With Area Code):		<b>Mobile Phone #</b> (With Area Code):		<b>Other Phone #</b> (With Area Code):	
<b>Are you over 18 years of age?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No			<b>Do you have a current, valid driver's license?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No		
<b>Position applying for?</b>			<b>Date available to start:</b>		<b>Expected Salary:</b> \$ _____ per
<b>Employment Eligibility:</b> Are you legally authorized to work in the United States.? <input type="checkbox"/> Yes <input type="checkbox"/> No					
<b>Have you previously been employed with Baywater Drilling?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No If Yes, please provide dates employed: _____					
<b>Do you have any relatives, including those by marriage or adoption, working at Baywater Drilling?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No If Yes, please provide their name(s): _____					
<b>How did you hear about us? (Please select one.)</b> <input type="checkbox"/> Employee Referral _____ <input type="checkbox"/> Advertisement <input type="checkbox"/> Walk-in <input type="checkbox"/> Other _____					
<b>Have you ever been convicted of a felony or Misdemeanor?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No <b>If yes, Explain:</b> _____ _____ _____					
I understand and agree that I may be required to take one or more of the following: substance test(s) or fitness-for-duty test as a condition of hiring or continued employment. I agree to consent to take such test(s) as designated by the Company and to release the Company, its directors, officers, agents or employees from any claim arising in connection with the use of such test(s). <input type="checkbox"/> Yes <input type="checkbox"/> No					
<b>EDUCATION</b>					
<b>Have you graduated from high school or received a general equivalency diploma?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No If No, please list highest grade completed: _____					
<b>School</b>	<b>Name</b>	<b>Location</b> (City, State and Country)	<b>Credit Hours</b> <b>Completed</b>	<b>Type of Degree</b> <b>Received</b>	<b>Graduation</b> <b>Year</b>
High School					
College					
<b>List additional skills, activities, certifications or licenses you possess which would help you perform the duties of the position you are seeking.</b>					

## EMPLOYMENT HISTORY

Beginning with your **PRESENT OR MOST RECENT** employment experience and **working backward**, list all positions held. Your complete employment history is **necessary in determining your eligibility for employment**. List all positions (titles) separately; even if with the same employer. Clearly describe the work (duties) you personally performed.

### APPLICATION MUST BE FILLED OUT COMPLETELY EVEN IF ATTACHING RESUME.

(Start with your most recent job first)

<b>Job Title:</b>		<b>Company Name and Address:</b>		
<b>Name and Title of Immediate Supervisor:</b>		<b>Country / Location Where You Worked:</b>		<b>Company Phone #:</b>
<b>Dates Employed:</b> From: _____ To: _____		<b>Reason For Leaving:</b>		<b>Salary or Wage:</b> \$ _____
Is this company in the oil and gas industry? <input type="checkbox"/> Yes <input type="checkbox"/> No		Was the job onshore or offshore? <input type="checkbox"/> Onshore <input type="checkbox"/> Offshore		
May we contact your current employer/supervisor for a reference? <input type="checkbox"/> Yes <input type="checkbox"/> No				
<b>Duties (must be listed):</b>  				
<b>Job Title:</b>		<b>Company Name and Address:</b>		
<b>Name and Title of Immediate Supervisor:</b>		<b>Country / Location Where You Worked:</b>		<b>Company Phone #:</b>
<b>Dates Employed:</b> From: _____ To: _____		<b>Reason For Leaving:</b>		<b>Salary or Wage:</b> \$ _____
Is this company in the oil and gas industry? <input type="checkbox"/> Yes <input type="checkbox"/> No		Was the job onshore or offshore? <input type="checkbox"/> Onshore <input type="checkbox"/> Offshore		
<b>Duties (must be listed):</b>  				
<b>Job Title:</b>		<b>Company Name and Address:</b>		
<b>Name and Title of Immediate Supervisor:</b>		<b>Country / Location Where You Worked:</b>		<b>Company Phone #:</b>
<b>Dates Employed:</b> From: _____ To: _____		<b>Reason For Leaving:</b>		<b>Salary or Wage:</b> \$ _____
Is this company in the oil and gas industry? <input type="checkbox"/> Yes <input type="checkbox"/> No		Was the job onshore or offshore? <input type="checkbox"/> Onshore <input type="checkbox"/> Offshore		
<b>Duties (must be listed):</b>  				
<b>Job Title:</b>		<b>Company Name and Address:</b>		
<b>Name and Title of Immediate Supervisor:</b>		<b>Country / Location Where You Worked:</b>		<b>Company Phone #:</b>
<b>Dates Employed:</b> From: _____ To: _____		<b>Reason For Leaving:</b>		<b>Salary or Wage:</b> \$ _____
Is this company in the oil and gas industry? <input type="checkbox"/> Yes <input type="checkbox"/> No		Was the job onshore or offshore? <input type="checkbox"/> Onshore <input type="checkbox"/> Offshore		
<b>Duties (must be listed):</b>  				

## EMPLOYMENT HISTORY continued

<b>Job Title:</b>		<b>Company Name and Address:</b>	
<b>Name and Title of Immediate Supervisor:</b>		<b>Country / Location Where You Worked:</b>	<b>Company Phone #:</b>
<b>Dates Employed:</b> From: _____ To: _____		<b>Reason For Leaving:</b>	<b>Salary or Wage:</b> \$ _____
Is this company in the oil and gas industry? <input type="checkbox"/> Yes <input type="checkbox"/> No		Was the job onshore or offshore? <input type="checkbox"/> Onshore <input type="checkbox"/> Offshore	
<b>Duties (must be listed):</b>  			

  

<b>Job Title:</b>		<b>Company Name and Address:</b>	
<b>Name and Title of Immediate Supervisor:</b>		<b>Country / Location Where You Worked:</b>	<b>Company Phone #:</b>
<b>Dates Employed:</b> From: _____ To: _____		<b>Reason For Leaving:</b>	<b>Salary or Wage:</b> \$ _____
Is this company in the oil and gas industry? <input type="checkbox"/> Yes <input type="checkbox"/> No		Was the job onshore or offshore? <input type="checkbox"/> Onshore <input type="checkbox"/> Offshore	
<b>Duties (must be listed):</b>  			

## APPLICANT STATEMENT

By signing below:

- 1.** I certify that I have read and fully understood all questions asked in this application and my answers are true and complete.
- 2.** I understand that any false statement made by me, or any material fact omitted or concealed by me, either on this Application or during the hiring process, may result in rejection of my application or termination of my employment.
- 3.** I further understand that this application is not, and is not intended to be an offer, contract or a guarantee of employment for a specified period of time. If I am hired, I understand that my employment will be at-will, which means it can be terminated at any time by either me or the Company, with or without notice, with or without cause. I understand that no one other than a President or Chief Executive Officer of the Company has authority to modify at-will employment for any employee, and any such employment contract must be in writing and signed by the President or Chief Executive Officer.
- 4.** I understand that any hiring decision is contingent upon successful completion of the Company's required pre-employment background check, drug screening, medical examination, and other assessments, to the extent required for the particular job I am seeking. I understand I will be subject to these items after receiving a conditional offer of employment and I agree to execute any consent forms necessary for the Company to lawfully conduct these assessments, and that they will be conducted pursuant to applicable law.
- 5.** I further understand and acknowledge that I must provide proof of a current and valid driver's license should the position applied for require one. In the event that a current and valid driver's license is not provided, I understand that any offer of employment shall be withdrawn.
- 6.** Baywater Drilling, LLC is an equal opportunity employer. We consider all applicants on the basis of their qualifications for the job in question and without regard for race, color, national origin, sex, religion, age, disability, or other characteristic protected by applicable law. We will endeavor to make reasonable accommodation for qualified individuals with a disability unless such accommodation imposes an undue hardship on our business. Please let us know if you request an accommodation to complete the application or participate in an interview.

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

**Applicant Legal Name:** \_\_\_\_\_

**Applicant Signature:** \_\_\_\_\_

## BAYWATER DRILLING, LLC

### AUTHORIZATION FORM FOR CONSUMER REPORTS

In connection with your application for employment (including contract for services), understand that consumer reports or investigative consumer reports which may contain public record information may be requested or made on you including consumer credit, criminal records, driving record, education, prior employer verification, workers compensation claims and others. These reports will include experience information along with reasons for termination of past employment. Further, understand that information from various Federal, State, local and other agencies which contain your past activities will be requested. A consumer report containing injury and illness records and medical information may be obtained only after a tentative offer of employment has been made.

By signing below, you hereby authorize without reservation, any party or agency contacted by this employer to furnish the above mentioned information. You further authorize ongoing procurement of the above mentioned reports at any time during your employment (or contract). You also agree that a fax or photocopy of this authorization with your signature be accepted with the same authority as the original.

You have the right to make a request of First Advantage, upon proper identification and the payment of any legally permissible fees, for the information in its files on you at the time of your request.

You hereby authorize and request, without any reservation, any present or former employer, school, police department, financial institution, division of motor vehicles, consumer reporting agencies, or other persons or agencies having knowledge about you to furnish First Advantage with any and all background information in their possession regarding you, in order that your employment qualifications may be evaluated.

For California, Minnesota or Oklahoma applicants only, if you would like to receive a copy of the consumer report, if one is obtained, please check this box . If checked and you are a California applicant, a copy of the consumer report will be sent within three (3) days of the employer receiving a copy of the consumer report.

For California applicants only, if public record information about your character, general reputation, personal characteristics, and mode of living is obtained without using a consumer reporting agency, you will be supplied a copy of the public record information within seven (7) days of the employer's receipt unless you check this box where you hereby waive your right to obtain a copy of the consumer report .

Print Your Full Legal Name: \_\_\_\_\_

Social Security #: \_\_\_\_\_ Driver's License – State: \_\_\_\_\_ #: \_\_\_\_\_

Street Address: \_\_\_\_\_

City / State / Zip Code: \_\_\_\_\_

Previous Address (if you have lived at above address for less than 5 years):

Street Address: \_\_\_\_\_

City / State / Zip Code: \_\_\_\_\_

The following is for identification purposes only to perform the background check:

Date of Birth (Month/Day/Year): \_\_\_\_\_

Other or Former Names: \_\_\_\_\_

Professional License: \_\_\_\_\_ State: \_\_\_\_\_ Type: \_\_\_\_\_ Number: \_\_\_\_\_

**Applicant Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**BAYWATER DRILLING, LLC**  
*Pre-Offer*  
**EQUAL EMPLOYMENT OPPORTUNITY DATA FORM**  
**(Confidential – For Statistical Use Only)**

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**IMPORTANT** Baywater Drilling, LLC is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, age, national origin, disability, veteran status, sexual orientation or any other classification protected by federal, state or local law. Baywater Drilling, LLC. is subject to certain governmental recordkeeping and reporting requirements for the administration of federal and state laws and regulations and responses will be used only for the necessary information to include in our Affirmative Action Program.

Submission of this information is **voluntary** and refusal to provide this information will have no bearing on your application and will not subject you to any adverse treatment. This form will be kept separate from all other personnel records. We appreciate your assistance in helping us comply with our reporting responsibilities. Please return completed forms to the Human Resources Department.

**NAME:** \_\_\_\_\_ **DATE:** \_\_\_\_\_  
(Please print first and last name)

**JOB APPLIED FOR:** \_\_\_\_\_

Please mark the description below that best describes your Race/Ethnicity and Gender. This self-identification of your Race/Ethnicity and Gender is **voluntary**. If you choose not to provide this information, please indicate below.

     ***I do not wish to Self-Identify my Race/Ethnicity & Gender.***

**RACE/ETHNICITY\***

- American Indian or Alaskan Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- White
- Two or more races (not Hispanic or Latino)

**GENDER**

- Female
- Male

(\* - Please see Definitions on back of page, if needed.)

## ***Definitions:***

### **RACE/ETHNICITY**

**Hispanic or Latino** – A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

**White** (not Hispanic or Latino) – A person having origins in any of the original peoples of Europe, the Middle East or North Africa.

**Black or African American** (not Hispanic or Latino) – A person having origins in any black racial groups of Africa.

**Native Hawaiian or Other Pacific Islander** (not Hispanic or Latino) – A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**Asian** (not Hispanic or Latino) – A person having origins in any of the original peoples of the Far East, Southeast Asia, of the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

**American Indian or Alaskan Native** (not Hispanic or Latino) – A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

**Two or more races** (not Hispanic or Latino) – All persons who identify with more than one of the above five races.