



## APPLICATION FOR EMPLOYMENT

We are an Equal Opportunity Employer  
(Application must be completed in full to be considered for employment.)

<b>NAME In Full</b> (First, Middle, Last)		<b>DATE</b>	
<b>PRESENT ADDRESS</b> (Street Address, City, State, Zip)		<b>ARE YOU ELIGIBLE TO WORK IN THE UNITED STATES?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	
<b>PERMANENT HOME ADDRESS</b>		<b>HOME PHONE NO.</b>	
<b>IN CASE OF EMERGENCY NOTIFY:</b> (Spouse, parents, etc.)	<b>CONTACT PHONE:</b>	<b>SOCIAL SECURITY NO.</b>	
<b>WHAT TYPE OF JOB ARE YOU APPLYING FOR?</b>		<b>YEARS EXPERIENCE:</b> Driller _____ Derricks _____ Motors _____ Floors _____	
<b>IMPORTANT!</b> List your last 3 employers below. <u>Provide company name, address, telephone number and supervisor's name.</u>		<b>TYPE OF WORK DONE</b>	<b>EMPLOYMENT DATES</b>
			From                      To
<b>Qualifications:</b>		<b>Have you been convicted or pleaded no contest to a felony within the last 7 years?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	
Experience (type and length)		<b>HAVE YOU EVER WORKED FOR PIONEER DRILLING BEFORE?</b>	
Skills/Abilities/Certifications		<input type="checkbox"/> Yes   If Yes, When? _____ <input type="checkbox"/> No	

*Submit application to the division office you are applying with.*

*Pioneer Drilling Services, Ltd.*

**NOTICE TO THE APPLICANT -If you are offered employment, it will be subject to the following terms and conditions. If you are not hired, you will still be subject to sections 3 and 6-8. Please read these provisions carefully. Unless you are willing to accept employment under the following terms and conditions, and to abide by sections 3, and 6-8 even if not hired, please do not complete the application. If you are willing to accept employment under these terms and conditions, and to be bound by sections 3, and 6-8 even if not hired, then sign in the space provided and complete the remainder of the application.**

**TERMS AND CONDITIONS**

**1. EQUAL OPPORTUNITY EMPLOYER:** Pioneer Drilling Services, Ltd. ("Pioneer"), is an equal opportunity employer and is opposed to discrimination in employment on the basis of race, sex (including sexual harassment), age, religion, disability, color, national origin, veteran's status, or any other basis prohibited by law. If you accept employment, you agree to abide by this policy and to refrain from any discriminatory conduct and to report to management any unlawful conduct, including sexual harassment, of which you may become aware as soon as you become aware of it.

**2. EMPLOYMENT-AT-WILL:** If you are offered employment, it will be "at-will." That means that employment is not for any definite term or period, regardless of the period or rate of payment of your wages, salary, or other benefits. No one other than the President of Pioneer has authority to modify this relationship.

**3. MANDATORY, BINDING ARBITRATION:** If you complete this application, you agree that, except as otherwise provided below or prohibited by law, disputes arising from your employment with Pioneer or from the failure or refusal of Pioneer to hire you, will be resolved through arbitration.

Included within this arbitration provision are claims under Title VII of THE CIVIL RIGHTS ACT OF 1964, the AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967, any state or local law prohibiting discrimination in employment, THE EMPLOYEE POLYGRAPH PROTECTION ACT, THE OCCUPATIONAL SAFETY AND HEALTH ACT, THE FAMILY AND MEDICAL LEAVE ACT, any federal civil rights act, as well as claims for retaliation for filing a wage claim or a worker's compensation claim, wrongful failure or refusal to hire, wrongful termination, breach of contract, slander, libel, invasion of privacy, intentional infliction of emotional distress, tortious interference with contractual or other relations, assault, or any other cause of action. This provision applies to complaints concerning hiring, discharge, promotion, transfer, lay-off, wages, harassment, retaliation, work assignments, reasonable accommodations required by law, or any other term or condition of employment. These provisions apply to claims whether made against Pioneer, or against any of its employees. This agreement to arbitrate does not apply to claims for worker's compensation or unemployment benefits.

Arbitration is governed by the FEDERAL ARBITRATION ACT, 9 V.S.C. §§1-16. If for any reason these arbitration provisions are deemed by a court to not be enforceable under the federal act, they will be enforced under THE TEXAS GENERAL ARBITRATION ACT.

You have the right to be represented at any arbitration by an attorney of your choice, at your expense.

Pending final resolution of any dispute subject to arbitration, you agree to refrain, and to have anyone acting on your behalf refrain, from making statements about or disclosing to any person not directly involved in the arbitration process, any information whatsoever concerning your employment with Pioneer or the matters subject to arbitration. This includes any statements that a reasonable person would expect to be disseminated by means of public communication. Any breach of this provision will, in addition to other relief available, entitle Pioneer to obtain a temporary restraining order and injunction preventing further disclosures in violation of this provision and to recovery of all attorney fees and expenses incurred in obtaining the temporary restraining order and injunction.

**4. NOTICE OF WORKERS COMPENSATION COVERAGE:** Pioneer is a subscriber under the TEXAS WORKERS COMPENSATION ACT.

**5. AUTHORIZATION FOR PAYROLL DEDUCTIONS:** If you become employed, you expressly authorize Pioneer, pursuant to §61.018 of the Texas Labor Code, to withhold from any wages to which you may otherwise be entitled all amounts which you may owe to Pioneer, including, without limitation, expenses advanced to you, uniforms, personal long distance phone charges, telecopy charges, postage, and any wages or leave that may have been advanced.

**6. EFFECT OF FALSE STATEMENTS:** You warrant that all information contained in this application, or otherwise provided by you to Pioneer as part of the application process, is true, correct, and complete. Any false statements constitute grounds for termination.

**7. AUTHORIZATION TO CONDUCT INVESTIGATION:** You authorize Pioneer to conduct an investigation of your background, references, employment history, and general character and suitability for employment, including, without limitation, a criminal records check and obtaining information through personal interviews with your neighbors, friends, references, former employers, or others with whom you may be acquainted. This inquiry, if made, may include information concerning your training, education, experience, general reputation, personal characteristics, and mode of living.

**8. RELEASE OF LIABILITY:** You hereby release Pioneer and all of its employees, agents, or other representatives from all claims, liability, or causes of action arising directly or indirectly from conducting any investigation it may make concerning your background, references, employment history, or general character or suitability for employment. Additionally, you hereby release from any and all claims, liability, or causes of action any and all persons, corporations or organizations furnishing information to Pioneer, its employees, agents, or representatives.'

**ACCEPTANCE OF TERMS AND CONDITIONS**

**I have read and understand all the terms and conditions listed above. By signing, I agree to each of them. I also agree that even if not offered employment, I will be bound by sections 3, 6, 7, and 8, listed above.**

Signature: \_\_\_\_\_ Date: \_\_\_\_\_