

APPLICATION FOR EMPLOYMENT

TMF-8313-HR-0001



Broadspectrum is committed to the principle of equal employment opportunity for all. It is our policy to ensure that all employees and applicants for employment are treated without regard to age, race, religion, color, national origin, citizenship, ancestry, pregnancy, physical disability, mental disability, medical condition, marital status, veteran status, gender, sexual orientation or gender identity, or any other legally protected status according to applicable local, state and federal law. All decisions regarding employment and all other personnel actions are made or administered in accordance with these principles. The policy of Company is consistent with the requirements of and objectives set forth in the various statutes, regulations, and executive orders relating to equal employment opportunity.

Position(s) Applied For	Today's Date
How did you learn about us?	
<input type="checkbox"/> Advertisement <input type="checkbox"/> Employment Agency <input type="checkbox"/> Friend <input type="checkbox"/> Relative <input type="checkbox"/> Walk-In <input type="checkbox"/> Other _____	

PERSONAL INFORMATION (PLEASE PRINT USING BLACK OR BLUE BALLPOINT PEN)

Last Name	First Name	Middle Initial
Street Address	City	State Zip Code Country
How long have you been at this address:	Telephone Numbers:	
___ Years ___ Months	Home:	Work: Cell:

May we contact you at work?	<input type="checkbox"/> No <input type="checkbox"/> Yes	E-mail Address:
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Have you ever been employed by Broadspectrum or Steier Oilfield Service?	<input type="checkbox"/> Yes** <input type="checkbox"/> No
**If yes, please provide dates:	

Are you currently employed? If yes, where?	<input type="checkbox"/> Yes <input type="checkbox"/> No
If yes, may we contact your present employer?	<input type="checkbox"/> Yes <input type="checkbox"/> No
On what date would you be available to begin work?	Date:

Proof of Eligibility to work in the USA will be required within three (3) business days of the start of employment with the company.

Upon employment, can you provide documentation establishing your identity and eligibility to be legally employed in the United States?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are you at least 18 years of age?	<input type="checkbox"/> Yes <input type="checkbox"/> No
*Have you been convicted of a felony within the past seven (7) years? If yes, explain at interview. (Indicating "yes" will not automatically or necessarily eliminate you from consideration for employment.)	<input type="checkbox"/> Yes <input type="checkbox"/> No

***Note:** For California applicants: When answering the above question, California applicants should omit reference to convictions under California Health and Safety Code sections 11375(b) or (c), 11360 (b) or (c), 11364, 11365, or 11550 related to marijuana which occurred two or more years ago and any referral to or participation in any pre-trial or post-trial diversion program.

EDUCATION

	Name of School Attended	Course of Study	Years Completed	Diploma/Degree
High School				
Undergraduate College Business / Trade / Professional School				

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Graduate / Professional				
Other (Specify)				

EMPLOYMENT EXPERIENCE

Please begin with your present or most recent job. Include any job-related military service assignments or volunteer activities. You may exclude organizations which indicate race, color, religion, gender, national origin, disabilities or other protected status. **Please DO NOT state, "See Resume." The Application must be completed in its entirety. Incomplete Applications will not be considered for employment.**

Most Recent Employer:	Dates Employed		Supervisor Name and Phone Number:
	From (Mo/Yr)	To (Mo/Yr)	
Address:			Work Performed:
Telephone Number(s):	Wage / Salary		
	Beginning	End	
Job Title:			
Reason for Leaving:			
Employer:	Dates Employed		Supervisor Name and Phone Number:
	From (Mo/Yr)	To (Mo/Yr)	
Address:			Work Performed:
Telephone Number(s):	Wage / Salary		
	Beginning	End	
Job Title:			
Reason for Leaving:			
Employer:	Dates Employed		Supervisor Name and Phone Number:
	From (Mo/Yr)	To (Mo/Yr)	
Address:			Work Performed:
Telephone Number(s):	Wage / Salary		
	Beginning	End	
Job Title:			
Reason for Leaving:			
Employer:	Dates Employed		Supervisor Name and Phone Number:
	From (Mo/Yr)	To (Mo/Yr)	
Address:			Work Performed:
Telephone Number(s):	Wage / Salary		
	Beginning	End	
Job Title:			
Reason for Leaving:			

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Do you have a valid Driver License? No Yes

If yes, Driver License Number: _____ State of Issue: _____

Type of License: Operator (Standard) Commercial (CDL) Class: _____Have you had any accidents or moving violations in the past three years? No YesDo you have a valid OSHA 10 Hour Card, PEC Card or Equivalent? No Yes Type of Card: _____**PROFESSIONAL REFERENCES**Please list a minimum of three professional references of individuals to whom you reported and who are **not** related to you.

Name	Phone Number	Where did he/she supervise your work?

Additional Information

Summarize special job related skills, qualifications or trainings:

APPLICANT'S STATEMENT

I certify that answers given herein are true and complete to the best of my knowledge. In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I hereby understand and acknowledge that any employment relationship with this company is of an "at will" nature, which means that the Employee may resign at any time and the Employer may discharge the Employee at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by an authorized Executive of Broadspectrum. If hired, I agree to abide by all rules, regulations, and operating procedures of Broadspectrum.

I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision. I further authorize Broadspectrum or any of its agents, to verify all or part of the information I have provided. I understand and authorize that this verification may include inquiry into my credit history; driving record; criminal and civil records; felony, misdemeanour, and deferred adjudication records; prior employment (including contacting prior employers); education (degree, GPA and attendance) as well as other public and non-public record information, including a consumer or investigative consumer report. If hired or contracted, this authorization shall remain on file and shall serve as ongoing authorization for the procurement of consumer reports at any time during my employment or contract period. I authorize the release of such information as may be necessary to verify the information I have provided. I release and hold harmless from all liability any individual or entity requesting or supplying information with respect to my application for employment.

Signature of Applicant_____
Date



Broadspectrum Oilfields LLC
Steier Oilfield Service
4637 W Villard St
Dickinson, ND 58601

AUTHORIZATION FOR MOTOR VEHICLE HISTORY REPORT

I hereby authorize *A-Check America, Inc. and/or its agents* to make an independent investigation into my motor vehicle driving history and driver's license records.

I authorize the department of motor vehicles in all states of the United States to supply the company and/or its agents any information concerning my driver's license history.

The following is my true and complete legal name and all information is true and correct to the best of my knowledge:

Print Full Name (First, Middle, Last)

Current Address, City, State, Zip Code

Driver's License Number

Social Security Number

State of Issue

Date of Birth

Site's Name Assigned

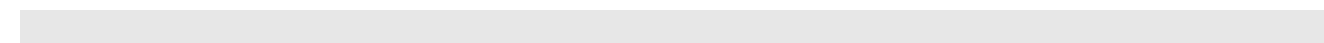
2009 /
Company Code / Cost Center #

Employee Signature

Date

Rachel Wiedmer
Requested By:

Requester's Signature / Date



FOR OFFICIAL USE ONLY:	
File Number:	
Data Entry By:	
Status:	



Authorization for Background Investigation

Disclosure

Please read this form carefully as it contains your rights as a Consumer. For the benefit of each stakeholder in the organization including by not limited to ownership, employees, and strategic partners, A-Check America "A-Check" may process a consumer report and/or investigative consumer "report" on you. A-Check will use such report(s) solely for employment purposes.

The report is an independent investigation of your background, which pursuant to Section 603 of the Fair Credit Reporting Act (FCRA) may include information regarding your "character, general reputation, personal characteristics, or mode of living." The scope of the report may include information concerning your driving record, civil and criminal court records, education, credentials, identity, past addresses, Social Security Number, substance abuse testing results, previous employment, and personal references.

If you are denied employment as a result of information obtained from your background check, pursuant to the FCRA, A-Check will furnish you required adverse communications which include a copy of your background report, a summary of your rights under the FCRA, and instructions on how you can dispute inaccurate information contained within the report. A-Check will process the report, if you have any questions, you can contact us at:

A-Check America 1501 Research Park Dr. ● Riverside, CA 92507 ● Tel. 877-345-2021 ● www.acheckamerica.com

Authorization

I _____ have carefully read and understand this Consumer Disclosure and Authorization. By my signature below, I consent to the release of consumer reports and/or investigative consumer reports to A-Check in conjunction with my job application. I also authorize disclosure to A-Check concerning my employment history, earning history, education, motor vehicle history and standing, criminal history, and all other information A-Check deems pertinent by any individual, corporation or other private or public entity, including without limitation the following: employers; learning institutions, including colleges and universities; law enforcement agencies; federal, state and local courts; the military; credit bureaus; motor vehicle records agencies; and other applicable sources. I understand that if A-Check hires me, my consent will apply throughout my employment to the extent permitted by law, unless I revoke or cancel my consent by sending a signed letter or statement to A-Check's HR Department. I also understand that, to the extent allowed by law, information contained in my job application or otherwise disclosed by me before, during, or after my employment, if any, may be used for the purpose of obtaining consumer reports and/or investigative consumer reports. This Consumer Disclosure and Authorization form, in original, faxed, photocopied, or electronic form, will be valid for any reports that may be requested by A-Check. I understand that providing any false information or omitting any material information on my application materials or in the interview process will be sufficient grounds for rejection of the application, or termination of employment whenever discovered.

The following is my true and complete legal name and all information is true and correct to the best of my knowledge.

Please Print:

First Name:	Middle Name:	Last Name:	Maiden Name or Other Names Used:	
Present Street Address:		City:	State:	Zip:
Social Security Number: - -		Driver's License State & Number:		DOB:

Please check box acknowledging receipt of the federal Fair Credit Reporting Act Summary or Rights.

A-Check America will need to contact you if additional information is needed to process your Background Investigation. Please provide a cell and/or alternate phone number and email address where we may contact you.

Cellular Phone Number: () ()	Alternate Phone Number: () ()
Email Address:	
Signature:	Date:

(Please do not type in name; your hand-written signature is required above)

You have the right to access your file as maintained by the Consumer Reporting Agency (CRA) during normal business hours. By submitting proper identification and paying any duplication costs, you have the options of requesting your file via (1) mail [CRA not responsible for report after it leaves premises via mail] (2) in person at the CRA's office during normal business hours and on reasonable notice [you may be accompanied by one other person, provided that person furnishes proper identification] or (3) a summary of the file by telephone. For information regarding the privacy policy of A-Check America, please visit www.acheckamerica.com/about-us/privacy.aspx.

If a consumer report is ordered, would you like a free copy of the report mailed to your home?

Yes No



FCRA Summary of Rights

Para información en español, visite www.consumerfinance.gov/learnmore o escriba a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

The federal **Fair Credit Reporting Act (FCRA)** promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. **For more information, including information about additional rights, go to: www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment—or to take another adverse action against you—must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - a person has taken adverse action against you because of information in your credit report;
 - you are the victim of identity theft and place a fraud alert in your file;
 - your file contains inaccurate information as a result of fraud;
 - you are on public assistance;
 - you are unemployed but expect to apply for employment within 60 days.In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.
- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.
- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need -- usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened offers” for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt-out with the nationwide credit bureaus at 1-888-567-8688.
- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.consumerfinance.gov/learnmore.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:



FCRA Summary of Rights (cont.)

TYPE OF BUSINESS:	CONTACT:
<p>1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates</p> <p>b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:</p>	<p>a. Consumer Financial Protection Bureau 1700 G Street NW Washington, DC 20552</p> <p>b. Federal Trade Commission: Consumer Response Center--FCRA Washington, DC 20580 (877) 382- 4357</p>
<p>2. To the extent not included in item 1 above:</p> <p>a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks</p> <p>b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and Insured State Branches of Foreign Banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act</p> <p>c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations</p> <p>d. Federal Credit Unions</p>	<p>a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050</p> <p>b. Federal Reserve Consumer Help Center P.O. Box 1200 Minneapolis, MN 55480</p> <p>c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106</p> <p>d. National Credit Union Administration Office of Consumer Protection (OCP) Division of Consumer Compliance and Outreach (DCCO) 1775 Duke Street Alexandria, VA 22314</p>
<p>3. Air carriers</p>	<p>Asst. General Counsel for Aviation Enforcement & Proceedings Aviation Consumer Protection Division Department of Transportation 1200 New Jersey Avenue, S.E. Washington, DC 20590</p>
<p>4. Creditors Subject to the Surface Transportation Board</p>	<p>Office of Proceedings, Surface Transportation Board Department of Transportation 395 E. Street, S.W. Washington, DC 20423</p>
<p>5. Creditors Subject to Packers and Stockyards Act, 1921</p>	<p>Nearest Packers and Stockyards Administration area supervisor</p>
<p>6. Small Business Investment Companies</p>	<p>Associate Deputy Administrator for Capital Access United States Small Business Administration 409 Third Street, SW, 8th Floor Washington, DC 20416</p>
<p>7. Brokers and Dealers</p>	<p>Securities and Exchange Commission 100 F St., N.E. Washington, DC 20549</p>
<p>8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations</p>	<p>Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090</p>
<p>9. Retailers, Finance Companies, and All Other Creditors Not Listed Above</p>	<p>FTC Regional Office for region in which the creditor operates <u>or</u> Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 (877) 382-4357</p>