



BEAR OIL COMPANY, INC. EMPLOYMENT APPLICATION

12015 N. North Loop Road • San Antonio, Texas 78216 • careers@bearoil.com • (210) 494-3479

In compliance with Federal and State equal employment opportunity laws, qualified applicants are considered for all positions without regard to race, religion, sex, sexual orientation, national origin, age, marital status, or non-job-related disability.

Bear Oil Company, Inc. is an equal opportunity employer.

INCOMPLETE APPLICATIONS WILL NOT BE CONSIDERED

SECTION I – APPLICANT INFORMATION

Applicant Name: _____ Social Security Number: _____

Last

First

M.I.

Date of Birth: _____ Phone: _____ Email: _____

Address: _____

Street

Apt #, Lot #, etc.

City

State

Zip

Date of Application: _____ Date Available for Work: _____ Expected Salary / Wage: _____

Position(s) Applied For: _____ Who Referred You: _____

Do you have the legal right to work in the United States? Only U.S. Citizens or aliens who have the legal right to work in the U.S. are eligible for employment. Can you, upon employment, submit documentation verifying your legal right to work in the U.S. and your identity?

Yes No

Have you ever been convicted of a felony? Note: A conviction will not necessarily disqualify you from employment. If "Yes", complete the "Felony Conviction" form which can be obtained from your potential On-Site Supervisor

Yes No

Are you over 18 years of age?

Yes No

Can you provide proof of age?

Yes No

Will you work overtime if asked?

Yes No

Are there any hours, shifts, or days you will not work?

Yes No

Are there any reasons you might be unable to perform the functions of the job for which you applied?

Yes No If Yes, explain if you wish: _____

Address(es) for past 3 years:

Street _____ City _____ State _____ Zip _____ Length _____

Street _____ City _____ State _____ Zip _____ Length _____

Street _____ City _____ State _____ Zip _____ Length _____

EMERGENCY CONTACTS:

Name: _____ Phone: _____ Relationship: _____

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SECTION II – EMPLOYMENT HISTORY

Have you worked for Bear Oil Company, Inc. before?
 Yes No If Yes, Complete information below:

Position: _____ Start Date: _____ End Date: _____ Salary / Wage: _____

Reason For Leaving: _____

Have you ever filed an application at Bear Oil Company, Inc. before?
 Yes No If Yes, provide date: _____

Have you ever been dismissed or forced to resign from any employment?
 Yes No If Yes, please explain: _____

May we contact your previous employer(s)?
 Yes No If No, please explain: _____

Are you on a layoff? Yes No

Are subject to recall? Yes No

Start with the last or current position, including any military experience, and work backwards for the previous 7 years (attach separate sheets if necessary). You are required to list the complete mailing address, including street number, city, state, zip; and complete all other information.

Current (Most Recent) Employer					
Name				Position	
Address				Phone	
Start Date		End Date		Immediate Supervisor Name	
Reason For Leaving			Summarize nature of job responsibilities		

Second Most Recent Employer					
Name				Position	
Address				Phone	
Start Date		End Date		Immediate Supervisor Name	
Reason For Leaving			Summarize nature of job responsibilities		

Third Most Recent Employer					
Name				Position	
Address				Phone	
Start Date		End Date		Immediate Supervisor Name	
Reason For Leaving			Summarize nature of job responsibilities		

Do you have any special skills, experience, or training that would enhance your ability to perform this position?
 Yes No If Yes, explain: _____



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SECTION III – EDUCATION INFORMATION

School	Address of School (street, city, state, phone #)	Years Completed	Degree	Major Course of Study

Other Qualifications:

SECTION IV – NOTICE TO APPLICANT

This Employer complies with the Americans with Disabilities Act of 1990. During the interview process you may be asked questions concerning your ability to perform job-related functions. If you are given a conditional offer of employment, you may be required to complete a post-job offer medical history questionnaire and/or undergo a medical examination. If required, all entering employees in the same job category will be subject to the same medical questionnaire and/or examination. All information will be kept confidential and in separate files.

Applicants accepted for employment should clearly understand that while we make an effort to provide steady, continuous work, we have no employment contracts and we cannot guarantee the permanence of any position. Job tenure can be affected by many factors including business/economic conditions, changes in laws or Employer policies, conformity to our work rules, job performance, etc., and of course, employees may elect to leave of their own accord to seek other jobs.

We conduct our business with the highest possible degree of safety and efficiency. Because of this, the employer may require applicants for employment to undergo blood and/or urinalysis screening for drug or alcohol use as part of our pre-placement physical examination. In addition, all employees of the Employer are subject to random blood tests and/or urinalysis screening for drug or alcohol use.



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SECTION V – READ & SIGNED BY APPLICANT

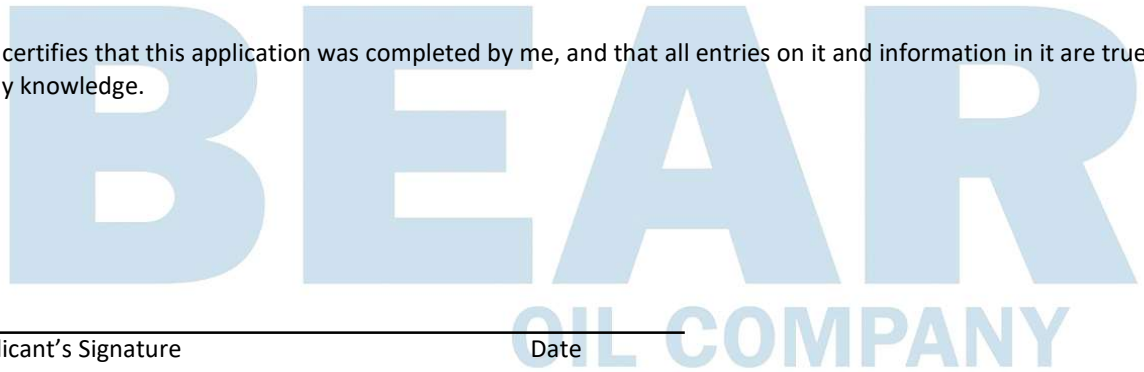
I certify that the answers given herein are true and complete to the best of my knowledge.

I authorize the investigation of my background and all matters contained in this application and hereby give the Employer permission to contact schools, previous employers, references, and others, and hereby release the Employer from any liability as a result of such contact and release all such persons or companies or corporations supplying information from all liability for all damages on account of supplying such information. I understand that misrepresentations, omissions of facts or incomplete information requested in this application may remove me from further consideration for employment or, if employed by the Employer, may result in the termination of my employment. I agree to furnish such additional information and complete such examinations as may be required to complete this application. In consideration of my employment, I agree to conform to the rules and regulations of the Employer. I understand that my employment with the Employer is for no specific term, and that my employment, compensation, and benefits can be terminated, with or without cause, and with or without notice, at any time, for any reason, at the option of the Employer or myself. I further understand that no oral promise, Employer policy, custom, business practice or other procedure (including the Employer's Employee Handbook or any personnel manuals) constitutes an employment contract or modification of the at-will employment relationship between the Employer and me.

The contents of any Employee Handbook or personnel manuals, as well as other Employer policies and practices, are subject to change or modification by the Employer, solely at its discretion, without notice. I also understand that no manager, supervisor, or company representative(s) other than the Employer's two Directors, has any authority to enter into any employment agreement for any specified time period, or to make any oral or written agreement contrary to the foregoing.

I understand all notices to applicants above, and I agree to submit to testing for drug or alcohol use in accordance with the Employer's policies.

This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.



X _____
Applicant's Signature Date

X _____
Printed Name

Please email resume & completed application to careers@bearoil.com or return to the Office at 12015 N. North Loop Rd