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Are you at least 18 years old? (If under 18, hire is subject to verification that you are of minimum legal age.) Yes No

Education, Training and Experience

School	Name and Address	No. of years Completed	Did you Graduate?	Degree or Diploma
High School	_____ Name _____ Address _____ City State Zip	_____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____
College/ University	_____ Name _____ Address _____ City State Zip	_____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____
Vocational/ Business	_____ Name _____ Address _____ City State Zip	_____	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____

Military Service

Did you serve in the U.S. Armed Forces? Yes No

If yes, in what branch?

Describe any training received in the service.

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Employment History

List below all present and past employment starting with your most recent employer (last five years is sufficient). Account for all periods of unemployment. You must complete this section even if attaching a resume.

Name of Employer	()	Telephone No.		
Type of Business	Your Supervisor's Name			
Address & Street	City	State	Zip	
Dates of Employment: _____				
	From	To		

Your Position and Duties

Reason for Leaving

May we contact this employer for a reference? Yes No

Name of Employer	()	Telephone No.		
Type of Business	Your Supervisor's Name			
Address & Street	City	State	Zip	
Dates of Employment: _____				
	From	To		

Your Position and Duties

Reason for Leaving

May we contact this employer for a reference? Yes No

Note: Attach additional page(s) if necessary.

References: List below three persons not related to you who have knowledge of your work performance within the last three years.

First Name	Last Name	()	Telephone No.	
Address & Street	City	State	Zip	
Occupation	No. of Years Acquainted			

References, continued

<hr/> <p>First Name</p>	<hr/> <p>Last Name</p>	<hr/> <p>() Telephone No.</p>
<hr/> <p>Address & Street</p>	<hr/> <p>City</p>	<hr/> <p>State Zip</p>
<hr/> <p>Occupation</p>	<hr/> <p>No. of Years Acquainted</p>	
<hr/> <p>First Name</p>	<hr/> <p>Last Name</p>	<hr/> <p>() Telephone No.</p>
<hr/> <p>Address & Street</p>	<hr/> <p>City</p>	<hr/> <p>State Zip</p>
<hr/> <p>Occupation</p>	<hr/> <p>No. of Years Acquainted</p>	

Please Read Carefully, Initial Each Paragraph and Sign Below

Initials I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery.

Initials I hereby authorize Beard Land Improvement Company, to thoroughly investigate my references, work record, education and other matters related to my suitability for employment and, further, authorize the references I have listed to disclose to the company any and all letters, reports and other information related to my work records, without giving me prior notice of such disclosure. In addition, I hereby release the Company, my former employers and all other persons, corporations, partnerships and associations from any and all claims, demands or liabilities arising out of or in any way related to such investigation or disclosure.

Initials I understand that nothing contained in the application, or conveyed during any interview which may be granted or during my employment, if hired, is intended to create an employment contract between me and the Company. In addition, I understand and agree that if I am employed, my employment is for no definite or determinable period and may be terminated at any time, with or without prior notice, at the option of either myself or the Company and that no promises or representations contrary to the foregoing are binding on the Company unless made in writing and signed by me and the Company's designated representative.

Initials Should a search of public records be conducted by internal personnel employed by the Company, I am entitled to copies of any such public records obtained by the Company unless I mark the check box below. If I am not hired as a result of such information, I am entitled to a copy of any such records even though I have checked the box below. Any such public records search will not include records documenting criminal history.

I waive receipt of a copy of any public record described in the paragraph above

Date Applicant's Signature