



APPLICATION FOR HOURLY AND DAILY EMPLOYMENT NABORS WELL SERVICE CO.

PO Box 4275
Williston, North Dakota 58802

Employment Information					
Employment Company	<input type="checkbox"/> NCS/014	<input type="checkbox"/> Canrig/155	<input type="checkbox"/> NOC/716	<input type="checkbox"/> NML/302	<input type="checkbox"/> NAD/102
	<input type="checkbox"/> NDUSA/200	<input type="checkbox"/> Epoch/280	<input type="checkbox"/> NII/301	<input type="checkbox"/> NDIL/352	<input type="checkbox"/> Peak USA/129
	<input type="checkbox"/> NDL/158	<input type="checkbox"/> PCT/816	<input type="checkbox"/> PWS/808	<input type="checkbox"/> SeaMar/806	<input type="checkbox"/> Other/

WE DO NOT DISCRIMINATE ON THE BASIS OF RACE, RELIGION, NATIONAL ORIGIN, COLOR, SEX, AGE OR DISABILITY. IT IS OUR INTENT THAT ALL APPLICANTS BE GIVEN EQUAL OPPORTUNITY AND SELECTION DECISIONS BE BASED ON JOB RELATED FACTORS.

Personal			
Last Name	First Name	Middle Name	Social Security No.
Present Street Address	City/State	Zip Code	Phone No.
Permanent Street Address	City/State	Zip Code	Phone No.
In Emergency, Contact	Relationship	Phone No.	Are you at least 18 years old? <input type="checkbox"/> Yes <input type="checkbox"/> No
Address	City/State	Zip Code	Do you have the legal right to work in the United States? <input type="checkbox"/> Yes <input type="checkbox"/> No

Miscellaneous			
Date of Application	Date you can start work	Are you employed now? <input type="checkbox"/> Yes <input type="checkbox"/> No	Position(s) Desired
Do you have any relatives in our employ? <input type="checkbox"/> Yes <input type="checkbox"/> No		If yes, name	Relationship
Drivers License No.	Date Expires	State Issued	
Passport No.	Country of Issue	Date Issued	Date Expires
Have you ever been convicted of a felony? <input type="checkbox"/> Yes <input type="checkbox"/> No	If so, please explain. (An affirmative response will not automatically disqualify you from being considered as a candidate for employment.)		

Skills and Qualifications			
Describe Size And Type Of Equipment On Which You Are Experienced	Drilling Experience	YRs	MOs
	Toolpusher		
	Driller		
	Derrickman		
	Motorman		
	Floorman		
	Rig Mechanic		
	Rig Electrician		
	Crane Operator		
	Roustabout		
	Other (specify)		

Foreign Languages	Speak	Read	Military Experience
			Did you serve in the military? <input type="checkbox"/> Yes <input type="checkbox"/> No
			Military occupational-specialty



APPLICATION FOR HOURLY AND DAILY EMPLOYMENT

Employment History					
Have worked for a Nabors Company? <input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, name subsidiary:	Dates of employment with Nabors:			
Name and address of previous employers, starting with the most recent.					
1.	From	To	Employer	Telephone No.	
	Job Title		Address		
	Immediate Supervisor's Name		Summarize the nature of work performed and job responsibilities		
	Supervisor's Title				
	Reason for Leaving		Hourly Rate / Salary Start \$ _____ Per _____ Final \$ _____ Per _____		
2.	From	To	Employer	Telephone No.	
	Job Title		Address		
	Immediate Supervisor's Name		Summarize the nature of work performed and job responsibilities		
	Supervisor's Title				
	Reason for Leaving		Hourly Rate / Salary Start \$ _____ Per _____ Final \$ _____ Per _____		
3.	From	To	Employer	Telephone No.	
	Job Title		Address		
	Immediate Supervisor's Name		Summarize the nature of work performed and job responsibilities		
	Supervisor's Title				
	Reason for Leaving		Hourly Rate/Salary Start \$ _____ Per _____ Final \$ _____ Per _____		
Educational Background					
Name and Location of School	Circle Highest Grade Completed	Major Field of Study	Degree	GPA	
High School	8 9 10 11 12				
College/Univ.	1 2 3 4 5 6				
Grad. School	1 2 3 4				
Other					
Special schools and courses attended. Include any training and completion dates, i.e., B.O.P., 1st aid, H₂S, etc.					



Applicant Must Read And Verify With Signature

I declare that the statements contained in this application are correct and understand that withholding information or making a false statement in this application and information submitted therewith or at any time during the application and pre-employment process will be the basis for my application not to be considered and/or dismissal. I authorize all employers, educators and other firms or person named herein to provide the Company with information regarding my education, employment and medical history and release all such individuals or entities from all liability for any damages that may result from furnishing information regarding me.
_____ - INITIALS

I understand that this application does not obligate the company to offer me employment or to hire me. I further understand that if I am employed by the Company, my employment will be on an "at will" basis and may be terminated by the Company at any time with or without cause or notice. If I am employed I understand that I will wear the prescribed personal protective equipment and will abide by all Federal, State and Company procedures and regulations while working for the Company. _____ - INITIALS

I acknowledge that a copy of the Company's Dispute Resolution Program was available for my review at the location where I submitted this application. I acknowledge and understand that I am required to adhere to the Dispute Resolution Program and its requirements for submission of all claims to a process that may include mediation and/or arbitration and that if I refuse to sign below that my application will not be considered for employment. I further understand that my employment application submission with the Company constitutes my acceptance of the terms of this provision as a condition of employment consideration.
_____ - INITIALS

If I am hired, I hereby agree to participate in the Company's Payroll Direct Deposit System for payment of salaried/hourly employees and complete the Payroll Direct Deposit Authorization for m to implement the Payroll Direct Deposit System for my pay. _____ - INITIALS

This application will be considered active for thirty (30) days.

Applicant's Signature

Date

EMPLOYEES CONSENT TO
CHANGES IN HOURLY RATE OF PAY

I understand that my normal rate of pay is for work in the position to which I am regularly assigned. I understand that during the course of my employment I may be promoted, demoted, or otherwise given jobs with different rates of pay. I also understand that without any change in job title, I may be required to temporarily perform duties other than my normal duties and rate of pay other than my normal rate of pay, and that overtime pay may be based on the rate of pay I am earning during overtime periods whether or not that is my normal rate of pay.

I have had the forgoing read and explained to me and I consent to it as a condition of my employment with the Company.

Signature

Date

Name – typed or printed

SS#

NOTICE TO APPLICANTS REGARDING
DISPUTE RESOLUTION PROGRAM

Nabors Industries, Inc. and its subsidiaries have a Dispute Resolution Program in effect to handle all disputes between applicants or employees and the Company. This program gives applicants and employees the most effective and efficient means of resolving any disputes they may have through a process that encourages a resolution at the earliest possible opportunity.

A copy of the Dispute Resolution Program is being provided for your review. If any applicant fails to acknowledge and agree to the Program, they will not be considered for employment. The acknowledgement is provided below for your signature.

1. I have been allowed the opportunity to review the Nabors Dispute Resolution Program.
2. By my signature below, I acknowledge and understand that I am required to adhere to the Dispute Resolution Program and its requirement for submission of all claims to a process that may include mediation and/or arbitration. I further understand that my employment application submission with the Company constitutes my acceptance of the terms of this provision as a condition of employment consideration.

Name of Applicant

Signature of Applicant

Date

AVISO PARA ASPIRANTES DE EMPLEO RESPECTO AL PROGRAMA DE RESOLUCIÓN
DE CONFLICTOS

Nabors Industries, Inc. y sus filiales tienen un Programa de Resolución de Conflictos vigente para tratar todas los conflictos entre aspirantes o empleados y la Compañía. Este programa le proporciona a aspirantes y empleados el medio más efectivo y eficiente para resolver cualquier conflicto que pudieran tener a través de un proceso que fomenta una resolución de la misma a la máxima brevedad posible.

Junto con el presente aviso se le está proporcionando una del Programa de Resolución de Conflictos para su revisión. Si un aspirante a un puesto de trabajo no acusa recibo y no está de acuerdo con el Programa, no será considerado para el empleo. Se le proporciona este formulario de acuso de recibo de esta notificación con respecto al programa de resolución de conflictos para que usted lo firme en conformidad a continuación.

3. Se me ha permitido revisar el Programa de Resolución de Conflictos de Nabors.
4. Con mi firma a continuación, acuso recibo de la información anteriormente mencionada y comprendo que se me requiere cumplir con el Programa de Resolución de Conflictos y su requisito de someter todos los reclamos a un proceso que puede incluir mediación y/o arbitraje. También comprendo que la presentación de mi solicitud para empleo con la Compañía constituye mi aceptación de los términos de esta disposición como una condición para ser considerado para el empleo.

Nombre del Aspirante

Firma del Aspirante

Fecha

**NABORS DISPUTE RESOLUTION
PROGRAM and RULES**



*Copies of this pamphlet are available in Spanish, upon
request, from any Nabors subsidiary's Human
Resources Department.*

*Copias de este folleto estan disponible en español con
solo requerirlas al Departamento de Recursos
Humanos de cualquier subsidiaria de Nabors*

THE NABORS DISPUTE RESOLUTION PROGRAM

1. Purpose and Construction

The Program is designed to provide a means for the quick, fair, accessible, and inexpensive resolution of Disputes between the Company and the Company's present and former Employees and Applicants for employment, related to or arising out of a current, former or potential employment relationship with the Company. The Program is intended to create an exclusive procedural mechanism for the final resolution of all Disputes falling within its terms. It is not intended either to abridge or enlarge substantive rights available under applicable law. The Program contractually modifies the "at-will" employment relationship between the Company and its Employees, but only to the extent expressly stated in the Program. The Program should be interpreted in accordance with these purposes.

2. Definitions

- A. "AAA" means the American Arbitration Association.
- B. "JAMS" means Judicial Arbitration and Mediation Services.
- C. The "Act" means the Federal Arbitration Act, 9 U.S.C. §1, et seq., as amended from time to time.
- D. "Company" means Sponsor and every direct or indirect subsidiary (whether a corporation, limited liability company, company partnership or other legal entity) of Sponsor, any Electing Entity, any entity or person alleged to have joint and several liability concerning any Dispute, and all of their directors, officers, employees, and agents, every plan of benefits, whether or not tax-exempt, established or maintained by any such entity, the fiduciaries, agents and employees of all such plans, and the successors and assigns of all such entities, plans and persons; provided, however, that in the case of an Electing Entity, "Company" shall include the Electing Entity only to the extent provided in the Electing Entity's agreement to be bound by the Program.
- E. "Dispute" means all legal and equitable claims, demands, and controversies, of whatever nature or kind, whether in contract, tort, under statute or regulation, or some other law, between persons bound by the Program or by an agreement to resolve Disputes

under the Program, or between a person bound by the Program and a person or entity otherwise entitled to its benefits, including, but not limited to, any matters with respect to:

1. this Program;
2. the employment or potential reemployment of an Employee, including the terms, conditions, or termination of such employment with the Company;
3. employee benefits or incidents of employment with the Company;
4. any other matter related to or concerning the relationship between the Employee and the Company including, by way of example and without limitation, allegations of: discrimination based on race, sex, religion, national origin, age, veteran status or disability; sexual or other kinds of harassment; workers' compensation retaliation; defamation; infliction of emotional distress, antitrust claim concerning wages or otherwise, or status, claim or membership with regard to any employee benefit plan;
5. an Applicant's application for employment and the Company's actions and decisions regarding such application; and
6. any personal injury allegedly incurred in or about a Company workplace or in the course and scope of an Employee's employment.

"Dispute" includes all such matters regardless of when the events on which they are based occurred, including matters based on events occurring before the Employee became subject to this Program (so long as such disputes were not previously asserted in a judicial forum) or after termination of the employment relationship.

- F. "Electing Entity" means any legal entity that has agreed to be bound by the Program as provided herein.
- G. "Employee" means any person who is or has been in the employment of the Company on or after the effective date of this Program, whether or not employed at the time a claim is brought with respect to a Dispute, residing in the United States, or otherwise subject to

the laws of the United States or any state, municipality, or other political subdivision of the United States.

- H. "Applicant" means any person who is seeking or has sought employment with the Company after the effective date of this Program.
- I. "Party" means, with respect to a particular Dispute, affected persons and/or entities bound by this Program.
- J. "Program" means this Nabors Dispute Resolution Program, as amended from time to time.
- K. "Rules" means the Nabors Dispute Resolution Rules, as amended from time to time, which are applicable to mediation and arbitration.
- L. "Sponsor" means Nabors Industries, Inc., a Delaware corporation.

3. Name, Application and Coverage

- A. The Program shall be referred to as the "Nabors Dispute Resolution Program." Alternatively, it may be referred to as the "Dispute Resolution Program."
- B. Until revoked by Sponsor pursuant to this Program, this Program applies to and binds the Company, each Employee and Applicant and the heirs, beneficiaries and assigns of any such person or entity; provided, however, that this Program shall not apply to any Employee in a unit of Employees represented by a labor organization, or to the Company with respect to such employees, except to the extent permitted in an applicable collective bargaining agreement or lawfully imposed by the Company when no collective bargaining agreement is in effect.
- C. Except as provided for herein, this Program applies to any Dispute.
- D. Notwithstanding anything to the contrary in this Program, the Program does not apply to claims for workers' compensation benefits or unemployment compensation benefits.
- E. Mediation and arbitration are only available for Disputes involving legally protected rights.

F. Notwithstanding any other provision hereof, any court with jurisdiction over the Parties may issue any injunctive orders (including preliminary injunctions) if the necessary legal and equitable requirements under applicable law are met pending the institution of proceedings under the Program. Furthermore, an action under The Limitation of Ship Owners Liability Act, 46 U.S.C. §§181-189, shall not be subject to this Program.

4. Resolution of Disputes

All Disputes not otherwise settled by the Parties shall be finally and conclusively resolved under this Program and the Rules.

5. No Retaliation

No employee shall be subject to any form of discipline or retaliation for initiating or participating in good faith in any process or proceeding under this Program.

6. Amendment

A. This Program may be amended by Sponsor at any time by giving at least 10 days' notice to current Employees. However, no amendment shall apply to a Dispute for which a proceeding has been initiated pursuant to the Rules, unless otherwise agreed.

B. Sponsor may amend the Rules at any time by serving notice of the amendments on AAA and JAMS. However, no amendment of the Rules shall apply to a Dispute for which a proceeding has been initiated pursuant to the Rules unless otherwise agreed.

7. Termination

This Program may be terminated by Sponsor at any time by giving at least 10 days' notice of termination to current Employees. However, termination shall not be effective as to Disputes for which a proceeding has been initiated pursuant to the Rules prior to the date of termination unless otherwise agreed.

8. Applicable Law

A. The Act shall apply to this Program, the Rules, and any proceedings under the Program or the Rules, including any actions to compel, enforce, vacate or confirm proceedings, awards, orders of an arbitrator, or settlements under the Program or the Rules.