



Background Check Policy

Ventura Directional Drilling carefully selects quality employees. Background checks help to ensure that new employees have the skills for the job and have performed well in the past.

Ventura Directional Drilling conducts background checks on all job candidates after a contingent offer of employment has been extended. A background check may also be completed during reassignment or promotion of an employee. A third-party administrator may be used to conduct the background checks, and all background checks will be compliant with applicable laws, such as the Fair Credit Reporting Act.

The information that may be collected includes, but is not limited to:

- o Criminal background
- o Education
- o Professional and personal references
- o Employment history
- o Credit

Criminal background checks may not be used as the sole reason for denying employment, unless it is job-related. Regardless, the company has the right to make the final decision about employing an individual after the background check is complete.

Checking professional and personal references is an important part of the background check process. This provides the company with information on the potential employee's work ethic, skills and performance.

Information obtained from the background check process, including information from professional and personal references, will be used by the company only as part of the employment process and will be kept confidential by Human Resources.

Date: _____

Darcy Shepley – Safety Coordinator

Employee Signature: _____

Date: _____

Employee Printed Name: _____

Authorization to Obtain Motor Vehicle Record

THE UNDERSIGNED DOES HEREBY ACKNOWLEDGE AND CERTIFY AS FOLLOWS:

1. Certifies that the undersigned is an employee, or has applied to become an employee of the below named employer in a position which involves the operation of a motor vehicle and the undersigned gives his or her consent to the release of their driving record (MVR) for review by:

VENTURA DIRECTIONAL DRILLING

Name of Employer or Potential Employer

2. That the undersigned authorizes his or her driving record to be periodically obtained and reviewed for the purpose of initial and continued employment.
3. That all information presented in this form is true and correct. The undersigned makes this certification and affirmation under penalty of perjury and understands that knowingly making a false statement or representation on this form is a criminal violation.

Name of Employee/potential employee: _____
Print name as it appears on driver's license

License Number & State: _____

Date of Birth: ____/____/____

Signature of employee/potential employee: _____

Date: _____

Employer Authorized Representative Name: DARCY SHEPLEY

Authorized Representative Signature: _____

Date: _____



Consent for Limited Queries of the Federal Motor Carrier Safety Administration (FMCSA) Drug and Alcohol Clearinghouse

I, _____, hereby provide consent to VENTURA DIRECTIONAL DRILLING to conduct a limited query of the FMCSA Commercial Driver's License Drug and Alcohol Clearinghouse (Clearinghouse) to determine whether drug or alcohol violation information about me exists in the Clearinghouse.

The term of this consent for limited queries shall be twice annually for the duration of employment.

I understand that if the limited query conducted by VENTURA DIRECTIONAL DRILLING indicates that drug or alcohol violation information about me exists in the Clearinghouse, FMCSA will not disclose that information to VENTURA DIRECTIONAL DRILLING without first obtaining additional specific consent from me.

I further understand that if I refuse to provide consent for VENTURA DIRECTIONAL DRILLING to conduct a limited query of the Clearinghouse, VENTURA DIRECTIONAL DRILLING must prohibit me from performing safety-sensitive functions, including driving a commercial motor vehicle, as required by FMCSA's drug and alcohol program regulations.

Employee Signature

Date