



APPLICATION FOR EMPLOYMENT

1304 Engineers Road
 Belle Chasse, LA. 70037
 504-433-4188 voice
 504-433-9159 fax

Applicant's Name: _____

Instructions for Completion:

1. All documents must be completed in detail by the Applicant.
2. Crescent Energy Services' representative should be contacted if assistance is required.
3. If you have no response for any question or section, write "N/A" in response area.
4. Completed application forms should be submitted according to the instructions on the last page.

First Name		M.I.	Last Name		Jr. Sr.	Social Security Number
Address			City	State	Zip	How Long At This Address?
Home Phone (area code & number)			Cell Phone (area code & number)		Other Phone Number	
Email Address			Position You Are Applying For		Have You Worked Here Before? YES NO	
Full Time	<input type="checkbox"/>	Desired Pay	Date Available For Work	How Long In Industry?	How Long In Present Job?	
Part Time	<input type="checkbox"/>					
Have You Ever Been Convicted Of A Felony?		YES	If Yes, Please Explain			
		NO				
Briefly Describe Your Qualifications For The Position You Are Applying For						
List Any Mechanical Experience and/or Any Machinery Or Business Equipment You Have Operated						
Check Any Skill Sets/Current Training You Have Listed Below						
<input type="checkbox"/>	P&A Operations	<input type="checkbox"/>	SafeGulf	<input type="checkbox"/>	Crane Operations/Rigging	
<input type="checkbox"/>	Coiled Tubing	<input type="checkbox"/>	Confined Space Entry	<input type="checkbox"/>	Well Control School	
<input type="checkbox"/>	Snubbing	<input type="checkbox"/>	Fall Protection	<input type="checkbox"/>	Explosives Training	
<input type="checkbox"/>	Pump Operations	<input type="checkbox"/>	First Aid/CPR/BBP/AED	<input type="checkbox"/>	Determine Fluid Weight	
<input type="checkbox"/>	Slick-Line Operations	<input type="checkbox"/>	Fire Fighting	<input type="checkbox"/>	Calculate Displacement	
<input type="checkbox"/>	E-Line Operations	<input type="checkbox"/>	Water Survival	<input type="checkbox"/>	Calculate Hydrostatic Pressure	
EDUCATION						
Name & Location Of School			Year Completed	Major	Degree/Major	
High School						
College						
Technical or Other School						
List Professional / Technical Certifications, Licenses, Memberships (attach copies if needed)						



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WORK HISTORY

Applicants are expected to provide a complete work history for the past 10 years or since completion of school

*Company Name (Present Employer)			Type of Business		*Phone# & Area Code		
Address			City, State, Zip Code		Immediate Supervisor		
*Dates Employed	From	To	Job Title/Position	List Duties			
Reason For Leaving					Starting Pay		Ending Pay
Circle One: Terminated Resigned					Ver By	WR	WNR
*Company Name			Type of Business		*Phone# & Area Code		
Address			City, State, Zip Code		Immediate Supervisor		
*Dates Employed	From	To	Job Title/Position	List Duties			
Reason For Leaving					Starting Pay		Ending Pay
Circle One: Terminated Resigned					Ver By	WR	WNR
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Address			City, State, Zip Code		Immediate Supervisor		
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REFERENCES

Please list THREE (3) Work or Personal References. Please do not list family members or relatives.

*Name	Type of Business	Years Known	*Phone No./ Area Code

EMERGENCY CONTACT INFORMATION

In The Event Of An Emergency, Crescent Energy Services Should Contact:

*Name	Address	Relationship	*Phone No./ Area Code

DRIVER'S LICENSE INFORMATION

CHECK THIS BOX IF NO DRIVER'S LICENSE

Name	Address		Date of Birth
Driver's License Number	State	Expires	Classification/Rating
Auto Make	Type	Color	License Number/State

PLEASE READ AND INITIAL EACH SECTION

I. EQUAL OPPORTUNITY EMPLOYMENT

_____ CRESCENT ENERGY SERVICES, LLC (HEREINAFTER REFERRED TO AS CRESCENT) IS AN EQUAL OPPORTUNITY EMPLOYER. IT IS THE POLICY OF CRESCENT TO PROVIDE EQUAL EMPLOYMENT OPPORTUNITIES TO ALL APPLICANTS, AS WELL AS EMPLOYEES, WITHOUT REGARD TO VETERAN STATUS, UNIFORMED SERVICEMEMBER STATUS, RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, PHYSICAL OR MENTAL DISABILITY, GENETIC INFORMATION OR ANY OTHER CATEGORY PROTECTED BY APPLICABLE FEDERAL, STATE, OR LOCAL LAWS.

PLEASE READ AND INITIAL EACH SECTION

II. CERTIFICATIONS AND ACKNOWLEDGEMENTS REGARDING APPLICATIONS AND EMPLOYMENT

_____ I ACKNOWLEDGE AND AUTHORIZE EACH ENTITY OR INDIVIDUAL (INCLUDING COMPANIES, SCHOOLS, PERSONS) NAMED BY ME IN THIS DOCUMENT TO GIVE INFORMATION ABOUT ME, AND I HEREBY RELEASE AND HOLD HARMLESS ANY AND ALL PARTIES, INCLUDING CRESCENT, FROM ANY RESPONSIBILITY AND/OR LIABILITIES FOR ANY AND ALL IMPACT(S) OR DAMAGE(S) SUFFERED BY ME AS A RESULT OF THE RELEASE OF THIS INFORMATION.

_____ I ACKNOWLEDGE AND AGREE THAT ANY FALSE INFORMATION, MISINFORMATION, AND/OR OMITTED INFORMATION (INCLUDING INFORMATION GIVEN OR WITHHELD BY ME AT THE TIME OF MY PHYSICAL EXAMINATION/ASSESSMENT) SHALL CONSTITUTE FALSIFICATION OF THIS ENTIRE APPLICATION FOR EMPLOYMENT, AND WILL BE CONSIDERED GROUNDS FOR REJECTION AND/OR IMMEDIATE TERMINATION OF MY EMPLOYMENT. I FURTHER UNDERSTAND AND AGREE THAT, BY MY FALSIFICATION OF THIS DOCUMENT, I HAVE NO RIGHTS TO EMPLOYMENT.

_____ SHOULD I BECOME EMPLOYED BY CRESCENT, I ACKNOWLEDGE AND UNDERSTAND THAT MY EMPLOYMENT IS "AT WILL". I UNDERSTAND THAT "AT WILL" EMPLOYMENT PROVIDES THAT:

- I MAY TERMINATE MY EMPLOYMENT AT ANY TIME, WITH OR WITHOUT NOTICE, FOR ANY REASON, AND THAT THERE HAVE NOT BEEN ANY CONTRARY REPRESENTATIONS, ORAL OR WRITTEN, MADE



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TO ME BY ANY PARTY, AND THAT THE PRESIDENT OF CRESCENT IS THE ONLY PERSON THAT CAN AGREE TO MODIFY/CHANGE THIS PROVISION OF MY EMPLOYMENT RELATIONSHIP.

- CRESCENT MAY TERMINATE MY EMPLOYMENT AT ANY TIME, WITH OR WITHOUT NOTICE, FOR ANY REASON, AND THAT THERE HAVE NOT BEEN ANY CONTRARY REPRESENTATIONS, ORAL OR WRITTEN, MADE TO ME BY ANY PARTY, AND THAT THE PRESIDENT OF CRESCENT IS THE ONLY PERSON THAT CAN AGREE TO MODIFY/CHANGE THIS PROVISION OF MY EMPLOYMENT RELATIONSHIP.

_____ I ACKNOWLEDGE AND UNDERSTAND THAT I MUST SUBMIT TO AND SUCCESSFULLY COMPLETE A PRE-EMPLOYMENT DRUG SCREEN, AS WELL AS RANDOM, REASONABLE CAUSE, AND RETURN TO DUTY DRUG & ALCOHOL TESTING DURING MY EMPLOYMENT WITH CRESCENT.

PLEASE READ AND INITIAL EACH SECTION

III. NOTICE TO APPLICANTS/EMPLOYEES REGARDING CONSUMER REPORTS

_____ A CONSUMER REPORT AND/OR AN INVESTIGATIVE CONSUMER REPORT INCLUDING INFORMATION CONCERNING YOUR CHARACTER, EMPLOYMENT HISTORY, GENERAL REPUTATION, PERSONAL CHARACTERISTICS, POLICE RECORD, EDUCATION, QUALIFICATIONS, MOTOR VEHICLE RECORD, MODE OF LIVING, AND/OR CREDIT AND INDEBTEDNESS MAY BE OBTAINED IN CONNECTION WITH YOUR APPLICATION AND/OR CONTINUED EMPLOYMENT WITH THIS COMPANY. A CONSUMER REPORT AND/OR AN INVESTIGATIVE REPORT MAY BE OBTAINED AT ANY TIME DURING THE APPLICATION PROCESS OR DURING YOUR EMPLOYMENT WITH THIS COMPANY. A CONSUMER REPORT CONTAINING INJURY AND ILLNESS RECORDS AND MEDICAL INFORMATION MAY BE OBTAINED AFTER A TENTATIVE OFFER OF EMPLOYMENT HAS BEEN MADE. UPON TIMELY WRITTEN REQUEST, OF THE PERSONNEL DEPARTMENT OF THIS COMPANY, AND WITHIN FIVE (5) DAYS OF THE REQUEST, THE NAME, ADDRESS, AND PHONE NUMBER OF THE REPORTING AGENCY AND THE NATURE AND SCOPE OF THE CONSUMER REPORT WILL BE DISCLOSED TO YOU.

_____ BEFORE ANY ADVERSE ACTION IS TAKEN, BASED IN WHOLE OR IN PART ON THE INFORMATION CONTAINED IN THE CONSUMER REPORT, YOU WILL BE PROVIDED A COPY OF THE REPORT, THE NAME, ADDRESS, AND TELEPHONE NUMBER OF THE REPORTING AGENCY, A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT, AS WELL AS ADDITIONAL INFORMATION REGARDING YOUR RIGHTS UNDER THE LAW.

PLEASE READ AND INITIAL EACH SECTION

IV. CONSENT TO OBTAIN CONSUMER REPORTS

_____ I HAVE READ THE PRECEDING "NOTICE TO APPLICANTS/EMPLOYEES REGARDING CONSUMER REPORTS" AND HEREBY AUTHORIZE CRESCENT, INCLUDING ITS AGENTS AND REPRESENTATIVES; TO OBTAIN CONSUMER REPORTS AS DESCRIBED HEREINABOVE. I UNDERSTAND THAT I HAVE THE RIGHT TO MAKE A WRITTEN REQUEST WITHIN A REASONABLE AMOUNT OF TIME TO RECEIVE ADDITIONAL DETAILED INFORMATION ABOUT THE NATURE AND SCOPE OF ANY INVESTIGATIVE REPORT OR OTHER CONSUMER REPORTS THAT ARE OBTAINED REGARDING ME, INCLUDING THE NAME, ADDRESS, AND TELEPHONE NUMBER OF THE CONSUMER REPORTING AGENCY.

_____ I HEREBY AUTHORIZE ANY AND ALL PRESENT OR FORMER EMPLOYERS, CONSUMER REPORTING AGENCIES, EDUCATIONAL INSTITUTIONS, CRIMINAL JUSTICE AGENCIES, DEPARTMENTS OF MOTOR VEHICLES, PUBLIC AGENCIES, FINANCIAL INSTITUTIONS, AND/OR ANY OTHER PERSON OR AGENCY HAVING KNOWLEDGE OF ME TO SUBMIT INFORMATION OR OPINIONS ABOUT MYSELF, INCLUDING DATA RECEIVED FROM OTHER SOURCES, IN ORDER THAT MY EMPLOYMENT QUALIFICATIONS MAY BE EVALUATED. I HOLD SAID PERSONS, ENTITIES, AND/OR ORGANIZATIONS BLAMELESS AND WITHOUT LIABILITY FOR STATEMENTS OR OPINIONS MADE ABOUT ME REGARDING MY CHARACTER, EXPERIENCE, OR QUALIFICATIONS.

PLEASE READ AND INITIAL EACH SECTION

V. SPECIFIC CONSENT FOR ALCOHOL/DRUG SCREENING

_____ I, THE UNDERSIGNED APPLICANT, HEREBY GIVE MY CONSENT TO CRESCENT AND/OR ITS AGENT/REPRESENTATIVE TO COLLECT URINE, BLOOD, AND/OR BREATH SAMPLES FROM ME FOR THE PURPOSE OF TESTING TO DETERMINE THE PRESENCE OF ALCOHOL, DRUGS, OR ANY CONTROLLED SUBSTANCES, AS DEFINED IN CRESCENT'S ANTI SUBSTANCE ABUSE POLICY, GUIDELINES, AND/OR OTHER PRACTICES/PROCESSES RELATED TO THE ELIMINATION OF SUBSTANCE ABUSE IN THE WORKPLACE.



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_____ I UNDERSTAND THAT CRESCENT HAS A DRUG AND/OR ALCOHOL TESTING PROGRAM CONSISTENT WITH APPLICABLE FEDERAL, STATE, AND LOCAL LAWS. I UNDERSTAND THAT SHOULD I TEST POSITIVE IN A PRE-EMPLOYMENT/POST OFFER TEST, THE EMPLOYMENT OFFER MAY BE WITHDRAWN. I AGREE TO WORK UNDER THE CONDITIONS REQUIRING A DRUG AND ALCOHOL FREE WORKPLACE. I UNDERSTAND THAT ALL EMPLOYEES ARE SUBJECT TO URINALYSIS AND/OR BLOOD SCREENING OR OTHER MEDICALLY RECOGNIZED TESTS DESIGNED TO DETECT THE PRESENCE OF ALCOHOL OR ILLEGAL OR CONTROLLED DRUGS. I UNDERSTAND THAT SUBMITTING FOR DRUG AND/OR ALCOHOL TESTING IS A CONDITION OF MY CONTINUAL EMPLOYMENT AND I AGREE TO COMPLY WITH CRESCENT'S POLICIES AND APPLICABLE FEDERAL, STATE, AND LOCAL LAWS.

_____ I ALSO GIVE MY CONSENT FOR THE RELEASE OF ANY AND ALL TEST RESULTS TO THOSE ENTITIES AND/OR PERSONS DEEMED BY CRESCENT TO HAVE A NEED TO ACCESS SAID RESULTS.

_____ I ACKNOWLEDGE AND UNDERSTAND THAT MY REFUSAL TO SUBMIT TO A DRUG AND/OR ALCOHOL TEST, FALSIFICATION OF A TEST, TAMPERING WITH A SAMPLE OR TEST, OR TESTING POSITIVE ON A TEST WILL RESULT IN A DENIAL OF EMPLOYMENT AND/OR IMMEDIATE TERMINATION OF MY EMPLOYMENT.

_____ I FURTHER ACKNOWLEDGE AND AGREE THAT THE RESULTS OF SUCH TESTING MAY BE DISCLOSED TO AUTHORIZED MEMBERS OF CRESCENT'S MANAGEMENT AND/OR CUSTOMER ENTITIES IF SUCH IS REQUIRED IN MY CURRENT EMPLOYMENT. THESE TEST RESULTS WILL BE CONSIDERED IF DETERMINING WHETHER MY EMPLOYMENT WITH CRESCENT WILL CONTINUE.

_____ I AGREE TO COMPLY WITH CRESCENT'S DRUG AND ALCOHOL ANTI ABUSE POLICIES AS WELL AS ANY AND ALL COMPANY POLICY STATEMENTS REGARDING DRUGS, ALCOHOL, AND OTHER PROHIBITED SUBSTANCES AND ITEMS IN THE WORKPLACE.

PLEASE READ AND INITIAL EACH SECTION

VI. PHYSICAL AGILITY TEST RECORD AND RELEASE

THIS SECTION IS ENTERED INTO BY AND BETWEEN CRESCENT ENERGY SERVICES, LLC HEREINAFTER REFERRED TO AS "CRESCENT" (INCLUDING ANY AND ALL SUBSIDIARIES OF CRESCENT, AFFILIATES, AND THEIR EMPLOYEES AND AGENTS), AND I, THE UNDERSIGNED APPLICANT, FOR AND IN CONSIDERATION OF THE MUTUAL PROMISES CONTAINED HEREIN:

_____ I UNDERSTAND THAT CRESCENT, IN CONSIDERING ME FOR EMPLOYMENT, MAY ADMINISTER A PHYSICAL AGILITY TEST TO ME IN ORDER TO ASSESS MY PHYSICAL AGILITY TO SAFELY PERFORM THE REASONABLE AND NECESSARY DUTIES REQUIRED FOR THE JOB POSITION.

_____ I, THE UNDERSIGNED, UNDERSTAND THAT I WILL BE REQUIRED TO EXERT SIGNIFICANT PHYSICAL EFFORT ON MY PART DURING THE PHYSICAL AGILITY TEST ADMINISTERED BY CRESCENT ES, ITS EMPLOYEES, CONTRACTORS, OR ASSIGNS. THIS TEST WILL PLACE SIGNIFICANT STRESS ON MY BACK, JOINTS AND MUSCLES. IF I HAVE A HISTORY OF INJURIES OR WEAKNESSES IN ANY OF THOSE AREAS AND/OR FEEL THAT I CANNOT SAFELY COMPLETE THE TEST, I UNDERSTAND THAT I SHOULD NOT TAKE IT.

_____ I, THE UNDERSIGNED, RELEASE AND AGREE TO HOLD CRESCENT HARMLESS FROM ANY CLAIM BY OR LIABILITY TO ME BASED UPON THE FOREGOING TESTING OR RESULTS THEREOF, INCLUDING ANY CLAIM OR LIABILITY WHICH FOR ANY REASON CRESCENT IS ALLEGED TO BE LEGALLY LIABLE, INCLUDING LIABILITY BASED ON CRESCENT'S SOLE OR CONCURRENT NEGLIGENCE.

_____ I UNDERSTAND THAT THE PHYSICAL AGILITY TEST MUST BE SUCCESSFULLY COMPLETED WITHOUT ACTUAL OR ALLEGED INJURY.

PLEASE READ AND INITIAL EACH SECTION

VII. SPECIFIC CONSENT FOR UNANNOUNCED SEARCHES

_____ I, THE UNDERSIGNED APPLICANT, HEREBY GIVE MY CONSENT TO CRESCENT AND/OR ITS AGENT/REPRESENTATIVE TO CONDUCT SEARCHES AND INVESTIGATIONS OF PROPERTY (INCLUDING MY PERSONAL PROPERTY). SUCH INVESTIGATIONS AND/OR SEARCHES MAY INCLUDE BAGGAGE, LOCKERS, DESKS, VEHICLES, AND COMPUTERS.



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VIII. REQUIREMENTS FOR DRIVING PRIVILEGES

_____, I, THE UNDERSIGNED APPLICANT, UNDERSTAND AND AGREE THAT I MUST MAINTAIN A VALID DRIVER'S LICENSE FOR THE STATE IN WHICH I RESIDE, AND MINIMUM LIABILITY INSURANCE COVERAGE, IN ORDER TO DRIVE A VEHICLE IN CONNECTION WITH MY JOB ASSIGNMENT. I AGREE TO NOTIFY CRESCENT MANAGEMENT ACCORDINGLY IF I DO NOT HAVE A VALID DRIVER'S LICENSE IN GOOD STANDING.

_____, I, THE UNDERSIGNED APPLICANT, UNDERSTAND AND AGREE THAT I WILL NOT OPERATE A VEHICLE, COMPANY OWNED OR OTHERWISE, IN CONNECTION WITH MY JOB ASSIGNMENT, SHOULD MY DRIVER'S LICENSE OR LIABILITY INSURANCE BE INVALIDATED FOR ANY REASON.

PLEASE READ AND INITIAL EACH SECTION

IX. ACCESS TO MEDICAL RECORDS

_____ I UNDERSTAND AND AGREE TO COMPLY WITH THE PROVISIONS AND REQUIREMENTS AS PROVIDED IN CRESCENT'S ACCESS TO MEDICAL RECORDS POLICY.

PLEASE READ AND INITIAL EACH SECTION

X. AGREEMENT REGARDING CONFIDENTIAL INFORMATION AND INTELLECTUAL PROPERTY

I AGREE TO AND MAKE THE PROMISES SET FORTH HEREIN, EFFECTIVE IMMEDIATELY UPON COMMENCEMENT OF MY EMPLOYMENT WITH CRESCENT ENERGY SERVICES:

CONFIDENTIAL INFORMATION

_____ I ACKNOWLEDGE THAT AS AN EMPLOYEE OF CRESCENT, OR ANY OF ITS PARENT, SUBSIDIARY, OR AFFILIATED ENTITIES, I WILL RECEIVE AND HAVE ACCESS TO CRESCENT'S CONFIDENTIAL INFORMATION, WHICH SHALL INCLUDE, BUT NOT BE LIMITED TO, TRADE SECRETS AS DEFINED BY THE COMMON LAW STATUTE IN TEXAS, OR ANY FUTURE TEXAS STATUTE, PROCESSES, POLICIES, PROCEDURES, TECHNIQUES, DESIGNS, DRAWINGS, KNOWLEDGE, TECHNICAL INFORMATION, SPECIFICATIONS, COMPUTER SOFTWARE AND SOURCE CODE, USED ID'S AND PASSWORDS ASSOCIATED WITH ACCESS TO COMPUTERS, PROGRAMS, NETWORKS, DATABASES, AND WEB SITES, INFORMATION AND DATA RELATED TO THE DEVELOPMENT, RESEARCH, TESTING, COSTS, MARKETING, AND USES OF UNDERSEA CUTTING EQUIPMENT, BUDGETS AND STRATEGIC PLANS, DATA, DATABASES, ALL TECHNOLOGY RELATING TO CRESCENT'S BUSINESSES AND METHODS OF OPERATION, WAGE AND SALARY INFORMATION, CUSTOMER LISTS, CUSTOMER INFORMATION DISCLOSED TO CRESCENT, IN CONFIDENCE, SPECIAL NEEDS OF CUSTOMERS, SOLICITATION LEADS, MARKETING AND ADVERTISING MATERIALS, SUPPLIER IDENTITIES, SUPPLIER PRICING INFORMATION, BIDDING AND PRICING DATA AND STRATEGIES, METHODS, MANUALS, AND FORMS, ALL OF WHICH PERTAIN TO THE ACTIVITIES AND OPERATIONS OF CRESCENT.

_____ I ACKNOWLEDGE AND AGREE THAT CRESCENT'S CONFIDENTIAL INFORMATION ALSO INCLUDES THE NAMES, HOME ADDRESSES, TELEPHONE NUMBERS, E-MAIL ADDRESSES, ASSIGNMENTS, DUTIES, COMPENSATION RATES, SALARIES, EARNINGS, WHEREABOUTS, AND STATUS OF CRESCENT'S EMPLOYEES OR AGENTS OF CRESCENT'S PRESENT AND FORMER CUSTOMERS AND SUPPLIERS, AND ANY OTHER INFORMATION TREATED AS CONFIDENTIAL ON A DAY TO DAY BASIS AT CRESCENT OR THAT WAS IDENTIFIED AS BEING CONFIDENTIAL WHEN MADE AVAILABLE TO ME.

NO UNAUTHORIZED USE OR POSSESSION

_____ I ACKNOWLEDGE THAT CRESCENT'S BUSINESSES IS HIGHLY COMPETITIVE AND THAT ITS CONFIDENTIAL INFORMATION IS A VALUABLE, SPECIAL, AND UNIQUE ASSET THAT CRESCENT USES IN ITS BUSINESS TO OBTAIN A COMPETITIVE ADVANTAGE OVER ITS COMPETITORS. I FURTHER ACKNOWLEDGE THAT PROTECTION OF CRESCENT IN MAINTAINING ITS COMPETITIVE POSITION, AND I AGREE NOT TO MAKE ANY UNAUTHORIZED DISCLOSURES OF CRESCENT'S CONFIDENTIAL INFORMATION OR ANY USE THEREOF OTHER THAN IN CARRYING OUT MY EMPLOYMENT RESPONSIBILITIES HEREUNDER, BOTH DURING AND AFTER MY EMPLOYMENT WITH CRESCENT. I ALSO ACKNOWLEDGE THAT ALL WRITTEN MATERIALS, DOCUMENTS, ELECTRONIC MEDIA, AND RECORDS OF ANY KIND MADE BY ME, OR WHICH COME INTO MY POSSESSION DURING MY EMPLOYMENT WITH CRESCENT, THAT CONTAIN OR DISCLOSE CONFIDENTIAL



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INFORMATION OF CRESCENT ARE THE PROPERTY OF CRESCENT, AND I AGREE TO PROMPTLY DELIVER THE SAME, AND ALL COPIES THEREOF, TO CRESCENT UPON TERMINATION OF MY EMPLOYMENT WITH CRESCENT, FOR ANY REASON.

AUTHORIZED USE

_____ I ACKNOWLEDGE AND AGREE THAT THE ABOVE NOTWITHSTANDING, CONFIDENTIAL INFORMATION SHALL NOT INCLUDE INFORMATION IN THE PUBLIC DOMAIN (BUT ONLY IF THE SAME BECOMES PART OF THE PUBLIC DOMAIN THROUGH A MEANS OTHER THAN A DISCLOSURE PROHIBITED HEREUNDER), AND A DISCLOSURE SHALL NOT BE UNAUTHORIZED IF (i) IT IS REQUIRED BY LAW OR A COURT OF COMPETENT JURISDICTION OR (ii) IT IS CONNECTION WITH A JUDICIAL OR ARBITRAL PROCEEDING IN WHICH MY LEGAL RIGHT AND OBLIGATIONS AS AN EMPLOYEE OF CRESCENT OR UNDER THIS AGREEMENT ARE AT ISSUE AND I PROVIDE NOTICE TO CRESCENT OF MY INTENTION TO DISCLOSE ANY CONFIDENTIAL INFORMATION SUFFICIENTLY IN ADVANCE OF ANY SUCH DISCLOSURES TO ALLOW CRESCENT AN OPPORTUNITY (WHICH I AGREE NOT TO OPPOSE) TO OBTAIN A PROTECTIVE ORDER OR SIMILAR RELIEF WITH RESPECT THERETO.

RIGHTS IN WORK PRODUCT

_____ I ACKNOWLEDGE AND AGREE THAT ALL WORK PRODUCT (AS HEREINAFTER DESCRIBED) SHALL BE THE SOLE PROPERTY OF CRESCENT. THE TERM "WORK PRODUCT" AS USED THROUGHOUT THIS AGREEMENT SHALL MEAN ALL DISCOVERIES, TRADEMARKS, SERVICE MARKS, SLOGANS, AND LOGOS, OR PARTS THEREOF, CONCEIVED, DEVELOPED, OR OTHERWISE MADE BY ME ALONE OR JOINTLY WITH OTHERS DURING THE PERIOD OF MY EMPLOYMENT WITH CRESCENT, AND IN ANY WAY RELATING TO THE PRESENT OR PROPOSED PRODUCTS, PROGRAMS, OR SERVICES OF CRESCENT, OR TO TASK(S) ASSIGNED TO ME DURING THE COURSE OF MY EMPLOYMENT, WHETHER OR NOT PATENTABLE OR SUBJECT TO COPYRIGHT OR TRADEMARK PROTECTION, WHETHER OR NOT REDUCED TO TANGIBLE FORM, OR REDUCED TO PRACTICE, WHETHER OR NOT MADE BY ME DURING MY REGULAR WORKING HOURS AND WHETHER OR NOT MADE ON CRESCENT'S PREMISES. I AGREE THAT ALL WORK PRODUCT SHALL CONSTITUTE WORK MADE FOR HIRE WITH RESPECT TO ANY COPYRIGHTS, PATENTS, TRADE SECRETS, TRADEMARKS, AND OTHER PROPRIETARY RIGHTS I MAY HAVE IN ANY WORK PRODUCT AND, THEREFORE SHALL BE THE PROPERTY OF CRESCENT. I AGREE TO WAIVE, AND HEREBY WAIVE AND IRREVOCABLY ASSIGN TO CRESCENT, ALL RIGHTS I MAY HAVE IN OR TO ANY WORK PRODUCT AND, TO THE EXTENT THAT SUCH RIGHTS MAY NOT BE WAIVED OR ASSIGNED, I AGREE NOT TO ASSERT SUCH RIGHTS AGAINST CRESCENT, OR ITS LICENSEES, SUCCESSORS, OR ASSIGNS.

_____ I AGREE TO DISCLOSE ALL WORK PRODUCT TO THE APPROPRIATE INDIVIDUALS IN CRESCENT AS SUCH WORK PRODUCT IS CREATED IN ACCORDANCE WITH THE REQUIREMENTS OF MY JOB AND AS DIRECTED BY CRESCENT.

_____ I CERTIFY THAT I HAVE NO CONTINUING AND/OR PRIOR OBLIGATION TO ANY PREVIOUS EMPLOYER OR OTHER PERSON OR ENTITY WHICH REQUIRES ME NOT TO DISCLOSE ANY INFORMATION TO CRESCENT.

_____ AT ANY TIME DURING MY EMPLOYMENT WITH CRESCENT AND THEREAFTER UPON REQUEST OF CRESCENT, I WILL EXECUTE ALL DOCUMENTS AND PERFORM ALL LAWFUL ACTS THAT CRESCENT CONSIDERS NECESSARY OR ADVISABLE TO SECURE ITS RIGHTS HEREUNDER AND TO CARRY OUT THE INTENT OF THIS AGREEMENT. WITHOUT LIMITING THE GENERALITY OF THE FOREGOING, I AGREE TO RENDER TO CRESCENT OR ITS NOMINEES ALL REASONABLE ASSISTANCE AS MAY BE REQUIRED:

- a) IN THE PROSECUTION OR APPLICATIONS FOR LETTERS PATENT, FOREIGN AND DOMESTIC, OR RE-ISSUES, EXTENSIONS, AND CONTINUATIONS THEREOF;
- b) IN THE PROSECUTION OR DEFENSE OR INTERFERENCES WHICH MAY BE DECLARED INVOLVING ANY OF SAID APPLICATIONS OR PATENTS;
- c) IN ANY ADMINISTRATIVE PROCEEDING, ARBITRATION, OR LITIGATION IN WHICH CRESCENT MAY BE INVOLVED RELATING TO ANY WORK PRODUCT; AND
- d) IN THE EXECUTION OF DOCUMENTS AND THE TAKING OF ALL OTHER LAWFUL ACTS WHICH CRESCENT CONSIDERS NECESSARY OR ADVISABLE IN CREATING AND PROTECTING ITS COPYRIGHT, PATENT, TRADEMARK, TRADE SECRET, AND OTHER PROPRIETARY RIGHTS IN ANY WORK PRODUCTS.

_____ I AGREE, IN CONSIDERATION OF MY PROMISES HEREIN, THAT CRESCENT WILL REIMBURSE ME FOR REASONABLE OUT OF POCKET EXPENSES INCURRED BY ME WHILE RENDERING ANY ABOVE



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DESCRIBED ASSISTANCE REQUESTED BY CRESCENT. IF I AM NO LONGER AN EMPLOYEE, CRESCENT WILL PAY ME A REASONABLE FEE FOR MY TIME SPENT RENDERING THE REQUESTED ASSISTANCE.

_____ FOR THE SAME CONSIDERATION RECIED ABOVE, I AGREE TO PROMPTLY DISCLOSE THE EXISTENCE OF THIS AGREEMENT AND MY OBLIGATIONS HEREUNDER TO EVERY ENTITY AND INDIVIDUAL THAT I BECOME EMPLOYED WITH OR ENTER INTO AN INDEPENDENT CONTRACTOR RELATIONSHIP WITH AFTER TERMINATION OF MY EMPLOYMENT WITH CRESCENT.

PLEASE READ AND INITIAL EACH SECTION

XI. AGREEMENT NOT TO RECRUIT OR SOLICIT CRESCENT PERSONNEL

_____ I ACKNOWLEDGE THAT, AS AN EMPLOYEE OF CRESCENT, ITS PARENT, SUBSIDIARY, OR AFFILIATED ENTITIES, I WILL RECEIVE AND HAVE ACCESS TO CRESCENT'S CONFIDENTIAL INFORMATION, INCLUDING IDENTITIES, ASSIGNMENTS, DUTIES, WHEREABOUTS, AND STATUS OF CRESCENT PERSONNEL.

_____ IN ORDER TO INDUCE CRESCENT TO PROVIDE EMPLOYMENT AND DISCLOSE CONFIDENTIAL INFORMATION TO ME, AND IN CONSIDERATION OF SUCH EMPLOYMENT AND THE BENEFICIAL INCIDENTS THERETO, I AGREE THAT WHILE I AM AN EMPLOYEE OF CRESCENT, AND FOR A PERIOD OF SIX (6) MONTHS FOLLOWING TERMINATION OF MY EMPLOYMENT WITH CRESCENT, FOR ANY REASON, I WILL NOT, WHETHER DIRECTLY, INDIRECTLY, ALONE, OR IN ASSOCIATION WITH OTHERS, RECRUIT, SOLICIT, ENTICE, ENCOURAGE, PERSUADE, INDUCE, OR ATTEMPT TO INFLUENCE ANY INDIVIDUAL THAT IS A CRESCENT EMPLOYEE OR INDEPENDENT CONTRACTOR TO TERMINATE HIS/HER EMPLOYMENT OR OTHER CONTRACTUAL RELATIONSHIP WITH CRESCENT OR TO BECOME AN EMPLOYEE OF OR AN INDEPENDENT CONTRACTOR FOR ANY OTHER ENTITY OR INDIVIDUAL.

PLEASE READ AND INITIAL EACH SECTION

XII. ELIGIBILITY

_____ IF HIRED BY CRESCENT, I UNDERSTAND AND AGREE TO PROVIDE GENUINE DOCUMENTATION ESTABLISHING MY IDENTITY AND ELIGIBILITY TO BE LEGALLY EMPLOYED IN THE UNITED STATES BY THIS COMPANY. I ALSO UNDERSTAND THAT CRESCENT ONLY EMPLOYS INDIVIDUALS THAT ARE LEGALLY ELIGIBLE TO WORK IN THE UNITED STATES.

_____ IF HIRED, I AGREE TO CONFORM TO CRESCENT'S RULES AND REGULATIONS. I UNDERSTAND THAT CRESCENT HAS COMPLETE DISCRETION TO MODIFY SUCH RULES AND REGULATIONS AT ANY TIME, EXCEPT THAT CRESCENT WILL NOT MODIFY ITS POLICY OF EMPLOYMENT AT WILL.

_____ I UNDERSTAND THAT THIS APPLICATION WILL BE CONSIDERED ACTIVE AND VALID FOR A MAXIMUM PERIOD OF SIXTY (60) DAYS, AND THAT I MUST REAPPLY AFTER 60 DAYS.

PLEASE READ AND INITIAL EACH SECTION

XIII. CERTIFICATION

_____ I CERTIFY THAT ALL OF THE INFORMATION I HAVE PROVIDED IN THIS APPLICATION FOR EMPLOYMENT IS TRUE, ACCURATE, AND COMPLETE TO THE BEST OF MY KNOWLEDGE.

Applicant's Printed Name

Witness' Printed Name

Applicant's Signature

Date

Witness' Signature

Date

