

Dear Applicant:

Attached to this letter is the Pioneer Natural Resources USA, Inc. ("Pioneer") Application for Employment. The purpose of this form is to find out more about you and how you may fit into the Pioneer family.

You have expressed a desire to join Pioneer and it is your responsibility to carefully provide all of the information requested. A background screen is conducted of all applicants considered for employment to evaluate their character, education, abilities and experience. Lack of information will severely limit our ability to carefully consider your application and may delay or forego further consideration. An attached resume will not take the place of a completed application, but will be considered as supplementary information to make the evaluation.

Please take a moment and carefully complete the attached application by providing all of the information requested including telephone numbers and addresses. We look forward to considering you for employment with Pioneer.

PIONEER NATURAL RESOURCES USA, INC.

Application for Employment

(It is the policy of Pioneer Natural Resources USA, Inc. to ensure equal employment opportunities for all, without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other non job-related characteristic.)

SPECIFIC JOB APPLIED FOR _____ Full Time Part Time Temporary Summer

REFERRED BY: ADVERTISEMENT PERSON (NAME) _____

EMPLOYMENT AGENCY (NAME) _____

PERSONAL INFORMATION (Even if you present a résumé, complete this section and sign statement on back page.)

NAME _____ If you have ever been known by any other name,
Last First Middle please state it here: _____

ADDRESS _____
Street City State Zip Code

HOME TELEPHONE NUMBER (_____) _____ Best time to call _____

May we contact you at work if presently employed? Yes No If yes, work number and best time to call:
(_____) _____ Time _____

E-mail address _____

Are you at least 18 years old? Yes No Are you legally eligible for employment in this country?..... Yes No
(Proof of U.S. Citizenship or immigration status will be required upon employment.)

List any relatives who work for us _____ Date available for work _____/_____/_____

Have you previously applied for a job with us?..... Yes No

Have you previously interviewed for a job with us?..... Yes No

Have you previously worked for us?..... Yes No

Will you relocate if the job requires it?..... Yes No Will you travel if the job requires it? Yes No

Will you work overtime or unusual shifts, if required?..... Yes No

EMPLOYMENT HISTORY (Please complete this section; resumes may not be substituted.)

List your employers and/or unpaid job-related assignments for the past ten years, starting with the most recent and including any military service. Explain any gaps in employment in "Comments" below. (Ask for extra sheets of paper, if needed.)

Employer ()	Telephone ()	DATES EMPLOYED		Summarize the nature of the work performed and job responsibilities.
		FROM	TO	
Address	City	State		
Job Title	Last pay rate \$ per			
Name and Title of Immediate Supervisor		Reason for Leaving		

Employer ()	Telephone ()	DATES EMPLOYED		Summarize the nature of the work performed and job responsibilities.
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Address	City	State		
Job Title	Last pay rate \$ per			
Name and Title of Immediate Supervisor		Reason for Leaving		

Comments: _____

SKILLS AND ABILITIES: Summarize special work-related skills and abilities that may better qualify you for work with Pioneer

EDUCATIONAL BACKGROUND

SCHOOL	YEARS ATTENDED		DEGREE AWARDED	MAJOR
	FROM	TO		
HIGH SCHOOL				
COLLEGE/CAMPUS/CITY				
OTHER				

List professional, trade, business or civic associations and any offices held. (You may exclude memberships that would reveal sex, race, religion, national origin, age, ancestry or other protected status.)

ORGANIZATION	OFFICES HELD

List special accomplishments, publications, awards. (You may exclude information that would reveal sex, race, religion, national origin, age, ancestry, disability or other protected status.)

List any additional information you would like us to consider.

APPLICANT CERTIFICATION

I acknowledge that my completion of this Application for Employment does not guarantee me a job with Pioneer and that if I am accepted for employment, that acceptance may be conditioned on the completion of a medical exam and/or a negative drug test. I further acknowledge that any misrepresentation of material facts in this Application or in any résumé I submit will be sufficient cause for rejection of this Application or termination if I have been employed.

This application is valid for a period of 90 days from the date of receipt.

I HAVE READ AND AGREE TO THE ABOVE:

Signature of Applicant: _____

Date: _____

PIONEER NATURAL RESOURCES USA, INC.

**Acknowledgment of Terms and Conditions
of Application for Employment**

No Contract, No Guarantee of Employment. I acknowledge and agree that completion of the Application for Employment ("Application") and/or this Acknowledgment and Authorization ("Acknowledgment") shall not be construed as creating a contract or as guaranteeing employment with Pioneer. I further acknowledge and agree that, if I am employed by Pioneer, I will be free to resign at any time and Pioneer will be free to terminate my employment at any time with or without cause or prior notice and that only an authorized officer of Pioneer has the authority to make any assurance to the contrary and any such assurance is void unless it is in writing and executed by me and an officer of Pioneer.

Applicant's Initials

Background/Reference Check, Drug Screening. I acknowledge that my submission of the Application and/or this Acknowledgment does not create any rights or responsibilities on my part or on the part of Pioneer to complete the employment application process, which may include, but may not be limited to, personal interviews, reference verification, background checks, and lawful preemployment testing for which I have given my permission in the Acknowledgment or in separate documents.

Applicant's Initials

I certify that I am not currently illegally using drugs and acknowledge that I will be required to submit to a test for illegal use of drugs as a condition of employment with Pioneer.

Applicant's Initials

I certify that I have never been convicted of a criminal offense. (Note: If you cannot truthfully certify to this question, please be aware that this may not, in and of itself, disqualify you from consideration for employment. Please explain and provide all relevant information on this page or a separate sheet of paper.)

Applicant's Initials

Ability to Perform Job and Meet Attendance Requirements. I acknowledge that I have been provided with a list of the essential functions required for the position for which I am applying, that I have reviewed and understand each requirement, that I can perform the required functions with or without reasonable accommodation, and that I can meet the attendance requirements of the position.

Applicant's Initials

Accuracy. I understand and agree that any falsification, omission, or misstatement of information on my Application, in any résumé I submit to the Company, or in this Acknowledgment may result in Pioneer's refusal to hire me or, if hired, in my dismissal from employment.

Applicant's Initials

Authorization for Reference Check

I agree that Pioneer Natural Resources USA, Inc. ("Pioneer") may investigate all references listed on my Application for Employment or on any résumé I submit to Pioneer, and I hereby release Pioneer and its representatives from any liabilities arising out of such investigation. I further release all other persons, corporations or organizations from any liabilities arising from furnishing such information to Pioneer pursuant to such investigation. I agree that Pioneer may at any time release any information it deems appropriate concerning my employment with Pioneer to anyone whom Pioneer determines has a reasonable basis for making such an inquiry.

Signed: _____

Date: _____

**Certification and Authorization for
Department of Transportation Safety-Sensitive Positions Only**

I acknowledge that the position for which I am applying is a safety-sensitive position governed by DOT drug and alcohol testing regulations. I certify that, during the past two years, I have not tested positive, or refused to test, on any pre-employment drug or alcohol test that I was required to take when I applied for, but did not obtain, any DOT safety-sensitive position. In addition to authorizing Pioneer to conduct background and reference checks, I further authorize Pioneer to obtain the following information about me from other employers who have employed me during the past two years: (1) any alcohol tests showing an alcohol concentration of 0.04 or higher; (2) any refusals to be tested (including verified adulterated or substituted drug results); (3) any violations of DOT drug and alcohol testing regulations; and (4) if I violated any DOT drug and alcohol regulation, documentation of my successful completion of DOT return-to-duty requirements.

Commercial Driver's License No.	State of Issuance	Endorsements
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Signed: _____

Date: _____

PIONEER NATURAL RESOURCES USA, INC.

Consumer Report Disclosure, Authorization and Certification

Disclosure. In connection with your employment or application for employment (including as an independent contractor under a contract for services), consumer reports may be requested from consumer reporting agencies, including, but not limited to, the following:

OneCreditSource
1800 Blankenship Rd #250
West Linn, OR 97068
(503) 905-2930 or (800) 905-9678

Texas Department of Public Safety
Crime Records Service Website
5805 North Lamar Blvd.
Austin, TX 78752
(512)-424-2000

Industrial Foundation of America
402 East San Antonio Ave.
Boerne, TX 78006
(800)-592-1433

National Student Clearinghouse
13454 Sunrise Valley Drive, Suite 300
Herndon, VA 20171
703-742-4200

Credentials Inc.
436 Frontage Road
Northfield, IL 60093, USA
Tel: (847) 446-7422

These reports may include the following types of information about you: names and dates of previous employers, reason for termination of employment, work experience, accidents, academic history, professional credentials, drug and/or alcohol use, driving record, workers' compensation claims, credit history, criminal record, and other information regarding your character, general reputation, personal characteristics and/or mode of living.

You have the right to make a written request, within a reasonable period of time after receiving this notice, for additional disclosures about the nature and scope of any consumer reports we obtain. The agencies may be contacted by mail or by phone at the addresses and phone numbers listed above.

Authorization and Certification. I hereby authorize, without reservation, the agency(ies) listed above and any party or agency contacted by the agency(ies) listed above to furnish the information described in the disclosure above. The agency(ies) is/are authorized to disclose all information obtained to Pioneer Natural Resources USA, Inc. for the purpose of making a determination as to my eligibility for employment, promotion, or any other lawful purpose. If hired or contracted, this authorization shall remain on file and shall serve as ongoing authorization for the procurement by Pioneer of consumer reports at any time during my employment or contract period with Pioneer.

By signing below, I certify that I have read and fully understand this release, that prior to signing I was given an opportunity to ask questions and to have those questions answered to my satisfaction, and that I executed this release voluntarily and with the knowledge that the information being released could affect my being hired, my employment, or my eligibility for promotion.

Signed

Social Security Number

Date

Driver's License Number

Date of Birth

EMPLOYMENT HISTORY (Please complete this section; resumes may not be substituted.)

List your employers and/or unpaid job-related assignments for the past ten years, starting with the most recent and including any military service. Explain any gaps in employment in "Comments" below.

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		FROM	TO	
Address	City State			
Job Title		Last pay rate \$ per		
Name and Title of Immediate Supervisor		Reason for Leaving		

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Comments:
