



CDL Year Issued _____
 Endorsements: _____
Work Location Desired:
 Minot, ND
 Rock Springs, WY
 Alice, TX
 Midland, TX

Authorizing Supervisor: _____ Employee Location: _____ Employee Position: _____ Company Driver: YES NO

TYPE: *Circle One* GL PHMSA FMCSA USCG

Application for Employment

**How did you hear of this opening?
 (Please check one)**

Newspaper Ad: _____
 Billboard Ad: _____
 On-Line Ad: _____
 Walk-In: _____
 Other: _____

Coil Tubing Partners LLC, is an equal opportunity employer. The Company's policy is not to discriminate against any applicant or employee based on race, color, sex, age, disability, religion, national origin, military or veteran status, or any other basis protected by applicable law.

All newly hired employees of the Company are subject to an introductory period of ninety (90) days from the date of hire. The applicant understands that the satisfactory completion of this evaluation period in no way constitutes an obligation by the Company to continue his/her employment, and that all employees are subject to termination with or without cause as determined solely by the Company in its best interest. This application is considered active for sixty (60) days.

Referred by: _____

PERSONAL INFORMATION (Please Print or Type) SOCIAL SECURITY NUMBER: _____

Legal Name

Last	First	Middle (Full)	Suffix
------	-------	---------------	--------

Have you ever used any other name(s) which is (are) necessary for us to verify your employment or educational record?
 ___ No ___ Yes Name:

Last	First	Middle (Full)	Suffix
------	-------	---------------	--------

Present Address

Street	City	State	Zip
--------	------	-------	-----

Please provide your addresses for the last (3) years

Former Address

Street	City	State	Zip
--------	------	-------	-----

Former Address

Street	City	State	Zip
--------	------	-------	-----

Phone No. Cell Phone No. Email

Driver's License No.	State	Expiration Date	Class/Endorsements (If applicable)
-----------------------------	--------------	------------------------	---

Position Applied For:	Date Available:	Minimum pay desired \$ _____ per
-----------------------	-----------------	-------------------------------------

Have you ever been employed by or applied for a position with **Coil Tubing Partners**? Yes No
 If so, what position? _____ Dates of Employment: _____

Are you under any type of agreement that would prevent you from performing the job for which you are applying or for which you are being considered, such as a non-competition, non-disclosure, or non-solicitation agreement? Yes No

Do you have any relatives employed by this Company? Yes No Name/Relationship: _____ Location: _____

In case of emergency, notify: _____ Phone Number: _____

EDUCATION	NAME AND LOCATION OF SCHOOL	DID YOU GRADUATE?	MAJOR COURSES
HIGH SCHOOL		Yes <input type="checkbox"/> No <input type="checkbox"/>	If no, did you obtain a GED? <input type="checkbox"/> Yes <input type="checkbox"/> No
COLLEGE		Yes <input type="checkbox"/> No <input type="checkbox"/>	
TRADE, BUSINESS, MILITARY OR TECH SCHOOL		Yes <input type="checkbox"/> No <input type="checkbox"/>	

PERSONAL REFERENCES (NOT RELATED TO YOU)

Name	Relationship	Occupation	Years Known	Phone

EMPLOYMENT HISTORY**Applicant Name:****SSN:**

Give a complete record of all employment, including military, and reasons for periods of unemployment during the past 10-years. If you have been self-employed, list up to 5 of your major clients. List employers in reverse order starting with the most recent. Add another sheet if necessary. No "see resume" responses will be accepted.

Regulated/CDL - Applicants who will drive a regulated vehicle¹ shall provide (10) ten years' information on those employers for whom the applicant operated such vehicle.

Are you employed now? Yes No May we contact your current employer? Yes No

EMPLOYER INFORMATION		POSITION HELD		Was position subject to FMCSA, FAA, USCG and/or PHMSA regulation? <input type="checkbox"/> YES <input type="checkbox"/> NO Was position regulated by Federal or State drug and alcohol testing requirements? <input type="checkbox"/> YES <input type="checkbox"/> NO
NAME	FROM	TO		
ADDRESS	STARTING SALARY	ENDING SALARY		
CITY	STATE	CHECK BOX AND STATE REASON FOR LEAVING		
PHONE NUMBER	<input type="checkbox"/> LAYOFF <input type="checkbox"/> DISCHARGE <input type="checkbox"/> RESIGN			
CONTACT PERSON	COMMENT			

EMPLOYER INFORMATION		POSITION HELD		Was position subject to FMCSA, FAA, USCG and/or PHMSA regulation? <input type="checkbox"/> YES <input type="checkbox"/> NO Was position regulated by Federal or State drug and alcohol testing requirements? <input type="checkbox"/> YES <input type="checkbox"/> NO
NAME	FROM	TO		
ADDRESS	STARTING SALARY	ENDING SALARY		
CITY	STATE	CHECK BOX AND STATE REASON FOR LEAVING		
PHONE NUMBER	<input type="checkbox"/> LAYOFF <input type="checkbox"/> DISCHARGE <input type="checkbox"/> RESIGN			
CONTACT PERSON	COMMENT			

EMPLOYER INFORMATION		POSITION HELD		Was position subject to FMCSA, FAA, USCG and/or PHMSA regulation? <input type="checkbox"/> YES <input type="checkbox"/> NO Was position regulated by Federal or State drug and alcohol testing requirements? <input type="checkbox"/> YES <input type="checkbox"/> NO
NAME	FROM	TO		
ADDRESS	STARTING SALARY	ENDING SALARY		
CITY	STATE	CHECK BOX AND STATE REASON FOR LEAVING		
PHONE NUMBER	<input type="checkbox"/> LAYOFF <input type="checkbox"/> DISCHARGE <input type="checkbox"/> RESIGN			
CONTACT PERSON	COMMENT			

EMPLOYER INFORMATION		POSITION HELD		Was position subject to FMCSA, FAA, USCG and/or PHMSA regulation? <input type="checkbox"/> YES <input type="checkbox"/> NO Was position regulated by Federal or State drug and alcohol testing requirements? <input type="checkbox"/> YES <input type="checkbox"/> NO
NAME	FROM	TO		
ADDRESS	STARTING SALARY	ENDING SALARY		
CITY	STATE	CHECK BOX AND STATE REASON FOR LEAVING		
PHONE NUMBER	<input type="checkbox"/> LAYOFF <input type="checkbox"/> DISCHARGE <input type="checkbox"/> RESIGN			
CONTACT PERSON	COMMENT			

EMPLOYER INFORMATION		POSITION HELD		Was position subject to FMCSA, FAA, USCG and/or PHMSA regulation? <input type="checkbox"/> YES <input type="checkbox"/> NO Was position regulated by Federal or State drug and alcohol testing requirements? <input type="checkbox"/> YES <input type="checkbox"/> NO
NAME	FROM	TO		
ADDRESS	STARTING SALARY	ENDING SALARY		
CITY	STATE	CHECK BOX AND STATE REASON FOR LEAVING		
PHONE NUMBER	<input type="checkbox"/> LAYOFF <input type="checkbox"/> DISCHARGE <input type="checkbox"/> RESIGN			
CONTACT PERSON	COMMENT			

¹ Includes vehicles having a GVWR of 10,001 lbs. or more, vehicles designed to transport (15) fifteen or more passengers, or any size vehicle used to transport hazardous material in a quantity requiring Placarding.

Please request additional pages if necessary.

JOB SPECIFIC TRAINING (Check all that apply)

- CPR/First Aid HAZWOPER Lockout/Tag out Incipient Firefighting Industrial
- Water Survival HAZMAT Rigger H2S OHSA
- HAZCOM Confined Space Crane Safety PPE MSHA
- Defensive Driving Blasting/Explosives DOT/CDL Rig Pass Other _____

Do you currently possess a Transportation Worker Identification Credential (TWIC)? Yes No

If Yes, Card # _____ Expiration Date: _____

Do you have a legal right to work in the United States? Yes No

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

If Yes, please fill out below: (Copy of DD214 is required)

Date of Entry _____ Date of Discharge _____ Branch _____

Rank at Entry _____ Highest Rank Attained _____ Rank at Discharge _____

Overseas Service ____ Yes ____ No If yes, how long? _____

Description of Duties _____

List any special training that you received _____

- Yes No 1. Have you ever been convicted or adjudicated of a crime (California applicants see below)?
- Yes No 2. Are you currently under any investigation or pending charge?
- Yes No 3. Are you currently awaiting trial for any criminal offense?
- Yes No 4. Have you ever initiated an act of violence in the workplace?
- Yes No 5. Have you ever been sanctioned or had your driver's license suspended or revoked?

California applicants: Do not identify convictions under California Health & Safety Code §§11357(b) or (c), 11360(b) (formerly subdivision (c) of section 11360), 11364, 11365, or 11550 related to marijuana offenses that occurred two or more years before the instant application. Also, do not identify any conviction for which the record has been judicially ordered sealed, expunged or statutorily eradicated, or any misdemeanor conviction for which probation has been successfully completed or otherwise discharged and the case has been judicially dismissed.

APPLICANT'S STATEMENT AND ACKNOWLEDGMENT

1. I certify that this application was completed by me and that all of the information furnished on this application and during the application process is true, complete and correct to the best of my knowledge.
2. I understand that any misrepresentation or omission of facts called for on this application or during the application process may result in termination of the application process or my dismissal from employment at any time regardless of when the false answer or omission is discovered.
3. I authorize the Company to conduct any necessary investigations or inquiries regarding my background to the extent permitted by federal, state and local law. I agree to complete the requisite authorization forms for the background investigation. I hereby release all parties from any liability in connection with the provision and use of such information.
4. I understand that if offered employment, I am to abide by all rules and regulations of the Company.
5. I recognize that this employment application is not an offer of employment. I agree that if I am hired by the Company, I will be an at-will employee, meaning that either the Company or I may end the employment relationship at any time with or without cause.
6. I understand and agree that, except for employment-at-will status, if hired my wages, hours, working conditions, job assignment(s), and compensation rate(s) will be subject to change by the Company.
7. I understand that the Company may share the information contained in this application with other Company employees for employment and administrative purposes and hereby consent to such transfer.
8. I consent to all of the following pre-employment processes, which are required by the Company and I further understand that the offer of employment is contingent upon my successfully completing all of pre-employment testing:
 - a. Motor Vehicle Report (MVR) (review of past driving record)
 - b. Drug screen (DOT and Non-DOT applicants)
 - c. Previous Employer Drug and Alcohol History (DOT applicants, 49 CFR 382.413)
 - d. Physical Examination and Functional Capacity Evaluation (consistent with federal and state law)
 - e. Background Check
9. I agree and understand that this application for employment in no way obligates the Company to employ me.

Print Name

Date Signed

Applicant Signature

**IF YOU ARE APPLYING FOR A FMCSA REGULATED POSITION, PROCEED TO NEXT PAGE.
IF YOU ARE APPLYING FOR A NON-DOT POSITION, PROCEED TO PAGE 7.**

Applicant Name: _____	SSN: _____
APPLICATION CONTINUED – COMPLETE SECTIONS A THRU E BELOW THESE SECTIONS MUST BE COMPLETED ONLY BY APPLICANTS WHO WILL OPERATE A DOT REGULATED VEHICLE	

SECTION A: EXPERIENCE AND QUALIFICATIONS - DRIVER

As per 391.23(a)(1) please give all vehicle operators and /or permit during the past three years

DRIVER LICENSES	STATE	LICENSE NUMBER	TYPE	ENDORSEMENTS*	EXPIRATION DATE
DOB: ____/____/____					
Month Day Year					
<small>DOB is required by DOT regulations.</small>					

* **Endorsements N, H or X:** Transportation Worker Identification Credential (TWIC) Card # _____ Expiration Date: _____

- | | | |
|------------------------------|-----------------------------|--|
| <input type="checkbox"/> YES | <input type="checkbox"/> NO | A. Have you ever been denied a license, permit or privilege to operate a motor vehicle? |
| <input type="checkbox"/> YES | <input type="checkbox"/> NO | B. Has any license, permit or privilege ever been suspended or revoked? |
| <input type="checkbox"/> YES | <input type="checkbox"/> NO | C. Have you tested positive, or refused to test, on any pre-employment drug or alcohol test administered by an employer to which you applied for, but did not obtain, safety-sensitive transportation work covered by DOT agency drug and alcohol testing rules during the past three years? |
| <input type="checkbox"/> YES | <input type="checkbox"/> NO | D. If you answered yes to A, B, or C, please provide details: _____ |
| <input type="checkbox"/> YES | <input type="checkbox"/> NO | E. If you answered yes to A, B, or C, please provide details: _____ |
| <input type="checkbox"/> YES | <input type="checkbox"/> NO | F. Have you worked for a DOT regulated employer in the past three (3) years? |

SECTION B: Traffic convictions and forfeitures for the past three (3) years (other than parking violations) If none, write "none".

LOCATION	DATE	CHARGE	PENALTY

SECTION C: List all motor vehicle accidents during the past 3 years:

Date of Accident	Nature of Violation/Accident (speeding, head-on etc.)	Fatalities/Injuries	At Fault
		<input type="checkbox"/> Yes - <input type="checkbox"/> No	<input type="checkbox"/> Yes - <input type="checkbox"/> No
		<input type="checkbox"/> Yes - <input type="checkbox"/> No	<input type="checkbox"/> Yes - <input type="checkbox"/> No
		<input type="checkbox"/> Yes - <input type="checkbox"/> No	<input type="checkbox"/> Yes - <input type="checkbox"/> No

SECTION D: DRIVING EXPERIENCE

(IF NONE, WRITE "none")

CLASS OF EQUIPMENT	TYPE OF EQUIPMENT (VAN, TANK, FLAT, ETC.)	DATES FROM	TO	APPROXIMATE # OF MILES (TOTAL)

- List States operated in for last five (5) years _____
- List special courses or training that will help you as a driver _____
- List any "Safe Driving Awards" you hold and from whom _____
- List any trucking, transportation or other experience that may help in your work for their company _____
- List courses and training other than shown elsewhere in this application _____

SECTION E: TO BE READ AND SIGNED BY APPLICANTS WHO WILL OPERATE A DOT REGULATED VEHICLE

I understand that the information I provide regarding current and/or previous employers may be used, and those employer(s) will be contacted for the purpose of investigating my safety performance history as required in 49 CFR 391.23(d) and (e). I understand that I have the right to:

- Review information provided by previous employers
- Have errors in the information corrected by the previous employer and for those previous employers to re-send the corrected information to the prospective employer; and
- Have a rebuttal statement attached to the alleged erroneous information, if the previous employer and I cannot agree on the accuracy of the information.

This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.

Signature of Applicant

Date

FMCSA - Applicant Authorization to Release Safety Performance History (As required by 49 CFR Parts 40.25 and 391.23)

Name of Applicant: _____ (Print Full Legal Name Clearly)
Social Security Number: _____ Date of Birth: _____

I, _____, do hereby authorize you to release the following information to **Coil Tubing Partners/Coil Tubing Solutions** for the purposes of investigation as required by Section 391.23 of the Federal Motor Carrier Safety Regulations.

Check this box if you have NOT performed DOT functions in the past three years.

Signature of Applicant

Date

APPLICANT: DO NOT WRITE BELOW THIS LINE

Previous Employer: _____
Address: _____
City: _____ ST: _____ Zip: _____
Phone #: _____ Fax #: _____

The above-named applicant has applied to this company for a position as _____
and states that he/she was employed by you as (position) _____
from (m/y) _____ to (m/y) _____.

In accordance with Section 391.23, we are obligated to request the information below from all previous employers of the applicant that employed him/her to operate a commercial motor vehicle within the 3 years preceding the date above. Please complete the information below and return to us within 30 days, as required by Section 391.23(g). Please phone/fax/mail or email the following information to: **Coil Tubing Partners**.

Attn: Coil Tubing Partners
P.O. Box 80791 Lafayette, LA 70598

Questions Phone: 337-269-6000

fax: 337-269-2008 e-mail: hr@coiltubingpartners.com

TO BE COMPLETED BY PREVIOUS EMPLOYER

Safety Performance History:

Did he/she drive a commercial motor vehicle for you? Yes No

If Yes, what type? Straight Truck Tractor-Semi trailer Bus Cargo Tank Doubles/Triples

Other (specify) _____

Reason for leaving your company: Discharged Resignation Lay Off /Reduction-in-Force

Was the Driver / Operator responsible for maintenance on the asset as described under FMCSA? Yes NO N/A

Check if there is no safety performance history to report, sign below and return.

Accidents: Complete the following for any accidents included on your accident register (390.15(b)) that involved the applicant in the 3 years prior to the application date shown above.

Date	Location	No. of injuries	No. of fatalities	Hazmat Spill
1. _____	_____	_____	_____	_____
2. _____	_____	_____	_____	_____
3. _____	_____	_____	_____	_____

Enclosed is the other accident information pursuant to the employer's internal policies for retaining minor accident information (391.23(d)(2)(ii)).

Any other remarks: _____

Signature: _____ Title: _____ Date: _____

Keep a record of this request and the response for one year.

**** Please Return to: Coil Tubing Partners **Fax 337-269-2008** or via email: hr@coiltubingpartners.com**

* A reproduction of this form shall be deemed as effective and valid as an original.

Section I: To be completed by the new employees, signed by the employee, and transmitted to:

Coil Tubing Partners/ **ISG** *intrepid security group*

P.O. Box 80791 Lafayette, LA 70598

Via Fax 337-269-2008

Email: hr@coiltubingpartners.com

Applicant/Employee Printed Name: _____ Applicant/Employee SS/ ID Number: _____

I hereby authorize the release of information from my regulated and non-regulated drug & alcohol testing records by my previous employer(s), listed below, to the employer and/or its agents listed above. This release is in accordance with DOT Regulation 49 CFR Parts 40.25 and 391.23. I understand and agree to hold harmless my employer, its agents, and previous employer(s) that release the following information:

- 1. Verified positive drug test results.
2. Alcohol test results that reflect a result of 0.04 or higher alcohol concentration.
3. Records documenting a refusal to submit to required random, reasonable cause/suspicion, post-accident, or follow-up drug or alcohol testing and/or verified adulterated or substituted drug test results.
4. Records of any determinations that I engaged in alcohol misuse, violation of DOT regulations or any drug and alcohol policies.
5. Records pertaining to any substance abuse professional evaluations conducted and rehabilitation, including follow-up testing, undertaken by me following a violation of DOT regulations.
6. Other violations of DOT drug and/or alcohol testing regulations.

Applicant Certification: I have read and fully understand this authorization to release my previous drug and alcohol test results and any non-negative test records to Intrepid Security, LLC. In signing below, I certify that all of the information I have furnished on this form is true and complete, and that I have identified all of the companies for which I have worked in a DOT safety-sensitive, DOT regulated, or non-regulated position in the previous two/three years as applicable according to the requirements of the position for which I am applying. I also understand that I am responsible for all costs associated with any pending Substance Abuse Professional assessment, recommendations, education and treatment, including costs involving return-to-duty testing and follow-up testing yet to be completed. I also agree to hold harmless any and all parties that release the requested information in good faith.

Employee/Applicant Signature: _____ Date: _____

EMPLOYEE / APPLICANT DO NOT WRITE BELOW THIS LINE

Section I: Previous Employers (use more than one form if employee/applicant has had several employers)

Previous Employer Name: _____

Designated Representative: _____

Phone Number: _____

Dates of Employment:

FROM:

TO:

Section II: To be completed by the previous employer(s) and transmitted as indicated above

In the applicable number of years prior to the date of the employee's signature;

- 1. Did the employee have any DOT alcohol test with a result of 0.04 or higher? YES ___ NO ___
2. Did the employee have a verified positive DOT drug test? YES ___ NO ___
3. Did the employee refuse to submit to a DOT required drug / alcohol test? (including adulterated or substituted specimens) YES ___ NO ___
4. Did the employee have other violations of DOT agency drug & alcohol testing? YES ___ NO ___
5. Did a previous employer report a drug & alcohol rule violation to you? YES ___ NO ___
6. If you answered "yes" to any of the above, did the employee complete the return-to-duty process? NA ___ YES ___ NO ___
7. If you answered "yes" to any of the regulated questions above, have you reported the results to the proper state and federal agencies as required by the laws that govern the agency? YES ___ NO ___

Note: If "yes" for item 5 you must provide the previous employer's report. If "yes" for item 6 you must transmit the appropriate return-to-duty documentation (e.g. SAP report(s), Follow-up testing record)

Check this box if your company and/or the applicant was not subject to DOT regulations.

Non-DOT Drug/Alcohol Test Results:

Has this applicant/employee ever failed, in the past three (3) years, any company Drug and/or Alcohol test performed under the permissible state law or regulation? If so, please complete the following:

- 1. Did the employee have any Non-DOT alcohol test with a result of 0.04 or higher? YES ___ NO ___
2. Did the employee have any Non-DOT verified positive drug test? YES ___ NO ___
3. Did the employee refuse to submit to any Non-DOT required drug / alcohol test? (Including adulterated or substituted specimens)? YES ___ NO ___
4. If you answered "yes" to any of the non-regulated questions above, have you reported the results to the proper state and federal agencies as required by the laws that govern the agency? YES ___ NO ___

Designated Representatives Signature: _____ Title: _____

Date: _____



AUTHORIZATION & RELEASE FOR THE PROCUREMENT OF A CONSUMER AND/OR INVESTIGATIVE CONSUMER REPORT

I, the undersigned consumer, do hereby authorize **Coil Tubing Partners** and its affiliates (“**Coil Tubing Partners**”) and **Coil Tubing Partners (ISG)** to procure a consumer report and/or investigative consumer report on me for the purpose of employment screening or for determining continued employment. I hereby declare that the answers to the questions on this application are correct and that any misstatement or omission of fact will be sufficient cause for rejection of my application or separation should I become employed by **Coil Tubing Partners**.

These above-mentioned reports may include, but are not limited to, information as to my character, general reputation, personal characteristics and mode of living, discerned through employment and education verifications; personal references; personal interviews; my personal credit history based on reports from any credit bureau; my driving history, including any traffic citations; a social security number verification; present and former addresses; criminal and civil history/records; and any other public record.

I further authorize any person, business entity or governmental agency who may have information relevant to the above to disclose the same to **Coil Tubing Partners**, by and through **ISG** including, but not limited to, any and all courts, public agencies, law enforcement agencies and credit bureaus, regardless of whether such person, business entity or governmental agency compiled the information itself or received it from other sources.

I have been advised and understand that under the provisions of the Fair Credit Reporting Act, 15 U.S.C. 1681, et seq., that any person who produces or causes to be prepared an investigative consumer report on any consumer, upon written request made by the consumer within a reasonable period of time after the receipt by him/her of the disclosure required by subsection (a) (1) of section 1681d, shall make a complete and accurate disclosure of the nature and scope of the investigation requested. This disclosure shall be made in writing, mailed or otherwise delivered, to the consumer not later than five days after the date on which the request for such disclosure was received from the consumer or such report was first requested, whichever is the later. I also understand that I may receive a written summary of my rights under 15 U.S.C. § 1681 et. seq. I understand that proper identification will be required and that I should direct my requests to the company listed below in order to request a copy of my consumer report.

ISG, P.O. Box 61987, Lafayette, Louisiana 70596, 866-936-7569; switchboard@intrepid-security.com

I hereby release and agree to hold harmless, **Coil Tubing Partners, ISG** and any and all persons, business entities and governmental agencies, whether public or private, from any and all liability, claims and/or demands, by me, my heirs, or others making such claim or demand on my behalf, for providing a consumer report and/or investigative consumer report hereby authorized. I understand that this Authorization/Release form shall remain valid for future preparation of a consumer report or investigative consumer report for purposes of retention, promotion, or re-assignment unless revoked in writing.

Further, I certify that the information contained on this Authorization/Release form is true and correct and that my application or employment can be terminated based on any false, omitted or fraudulent information.

If applying for employment in California, Minnesota, Oklahoma, Alaska or New York:
I would like a copy of any consumer report regarding me. YES NO

Signature: _____

Legal Printed Name: _____
First Middle (full) Last Suffix

Previous Names / Aliases: _____

Social Security _____ Daytime Phone (_____) _____ Gender* _____

Driver’s License _____ State of Issuance _____ Date of Birth _____

Please provide your addresses for the last (7) years. City & State of Birth: _____

Current Address: _____
Street City State/Zip

Former Address: _____
Street City State/Zip

Former Address: _____
Street City State/Zip

- Have you ever been arrested, convicted or adjudicated of a crime? Yes___ No___
- Have you ever been convicted in a military court martial? Yes___ No___
- Have you ever been sanctioned or had your license suspended or revoked? Yes___ No___
- Are you currently under any investigation or pending charge? Yes___ No___

If you answer Yes to any of the questions above, please complete Page 8. Answering Yes to any of the above questions DOES NOT automatically disqualify you from employment.