

Regal Oil, Inc., and Star Stop Food Marts

AT-WILL EMPLOYMENT APPLICATION

REASONABLE ACCOMMODATION NEEDS: If you need any reasonable accommodations to complete this Application Form or other elements of the application process, please let us know. We **will** attempt to assist you in applying for a Job with our company. INITIALS: _____

EMPLOYMENT-AT-WILL: I understand and agree that my employment will be at will and may be terminated by me or the Employer at any time for any cause or no cause. I understand and agree that all benefits, programs, rules and policies of the Employer are subject to exceptions or change at will at any time as decided by the Employer. Also, it is understood that your completing this application does not guarantee you a job with the company. INITIALS: _____

CONFIDENTIALITY AND TRADE SECRETS: I agree that except at the request and for the benefit of the Employer, I **will** not disclose to anyone or use for my own purposes any of the Employer's confidential or proprietary information, either during or after my employment. I understand and agree that the Employer's trade secrets, bidding, costs, pricing and marketing information and techniques, designs, methods of engineering and production, financial and market information, computer software, sources of supply, customer names and information and employee names and information are confidential and proprietary Information of the Employer; I also agree that I will not make written or other copies of notes regarding these matters except as necessary to perform my job, and I agree that If my employment with Employer ends, I will deliver to the Employer all material of any kind that I have relating to the Employer, including any such copies or notes. I also agree that I will disclose and assign to the Employer any invention, design or process which I conceive or develop while employed by the Employer relating to the Employer's business or to any product or service offered or being developed by the Employer, and that all such designs or conceptions shall be the property of the Employer. INITIALS: _____

SEARCHES AND INSPECTIONS: I agree that Regal Oil, Inc. and Star Stop Food Marts, and subsidiaries may conduct reasonable inspections of any lockers, desks, hardware, software, or other Employer property I may be using, and of any of my own property I bring onto the Employer's premises (Including vehicles, packages and purses) at any time, and I waive and promise not to make any claims against the Employer (or its employees, directors, owners, or agents) relating to such inspection. INITIALS: _____

TRUTH/ACCURACY/COMPLETENESS: I certify that the facts contained in this application are true and complete. I understand that any false statement(s) in this application shall be the basis for my rejection or dismissal from employment. Resumes will not be accepted in lieu of a completed Application Form.

This application is to be completed In Its entirety. That means that there will be NO BLANK SPACES. If a question or section does not apply to you or the job you are applying for, then write in the area/section a "not applicable" @ or a "N/A" @ so that we will understand your answer. If you leave any spaces/sections blank the application will be Incomplete and invalid. We do not accept incomplete applications. INITIALS: _____

AUTHORIZATION AND WAIVER: The state of Texas allows an employer to obtain information about a person's "job performance." @ "**Job performance**" means the manner in which an employee performs a position of employment and includes an analysis of the employee's attendance at work, attitudes, effort, knowledge, behaviors, and skills.

I authorize and request my former employers, references, educational institutions, and any credit agencies or reporting services which have information about me, to give the Company and subsidiaries any and all information and opinions about me in their possession and which may lawfully be disclosed. I hereby waive written notice of such release of information and opinions, and I release such former employers, references, educational institutions, and credit agencies or reporting services from any

ALL FIELDS ARE REQUIRED. INCOMPLETE APPLICATIONS WILL BE DECLINED. PG 1-5

liability or claim relating to such release of information and opinions. I also authorize and request federal, state, and local governmental agencies to release to subsidiaries and information requested concerning any criminal convictions on my record, A photocopy of this signed authorization and waiver shall be valid as an original.

If given a bona fide qualified-conditional job offer, I also authorize the Company to seek, if they desire, medical and health background information on me that could be pertinent to the job(s) I am interested in.

I understand that an offer of employment and continued employment with the Company is contingent upon my furnishing satisfactory proof of my authorization to work in the United States.

Also, I understand the Company has/may adopt an Arbitration Agreement to resolve any disputes concerning complaints I have about my employment or terms of my employment. I agree to abide by the Company's Arbitration Agreement and If required waive my right to trial to resolve these issues. I understand that having a job with the Company is consideration for agreeing to this. In addition, I understand the Arbitration Agreement will be for my benefit and the Company since it will save us both time and money to resolve issues. INITIALS: _____

DRUG TESTING AND PHYSICAL EXAMINATIONS: I hereby give my consent to Regal Oil, Inc. and Star Stop Food Marts and its agents or independent contractors, to perform appropriate tests or examinations on me for alcohol, illegal drugs, and/or other pre-employment tests, including a pre-employment physical examination, with the results of these tests or examinations to be released to Regal Oil, Inc., and Star Stop Food Mart for whatever use it deems fair and appropriate under the circumstances. INITIALS: _____

MONITORING ACTIVITY: I understand the Company may monitor certain employee activity, Particularly communications and the use of communication devices. Use of such communication devices as these may be monitored: telephones, fax machines, computers, e-mails, web pages, cell phones and pagers, INITIALS: _____

EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER: We believe firmly in providing equal employment opportunities to those who apply for a Job with us, We will not discriminate in recruitment, processing applications, interviews, hiring, promotions. We will not discriminate on the basis of: race, color, sex, age, gender, religion, national origin, ancestry, marital status, veteran status, parenthood, or physical and mental disability disclosed to us (with or without reasonable accommodation). INITIALS: _____

AGREEMENT: I understand that any employment offer is contingent upon my providing, within three (3) working days of employment, valid proof of identity and eligibility to work in order to comply with the Immigration Reform and Control Act of 1986.

I have read and reviewed the information provided In this application and the above statements. I understand the terms and statements above and agree to them. Also, I am aware that completion of the Application Form does not in itself mean I will be interviewed for a position or be given a job offer. By signing this application below I certify that I have answered all questions completely and fully and acknowledge my understanding and acceptance of the statements and conditions of employment of Regal Oil, Inc., and Star Stop Food Marts.

Date

Signature of Applicant

Regal Oil, Inc./Star Stop Food Marts is an equal opportunity employer. The company does not discriminate on the basis of race, color, creed, religion, ancestry, marital status, gender, gender identity, pregnancy, sex, sexual orientation, national origin, political affiliation, military status, age or mental/physical disability, or any other protected status in accordance with applicable federal, state and local laws.

Regal Oil, Inc / Star Stop Food Marts Application

NAME: LAST										FIRST										MIDDLE									
1																													
OTHER NAMES USED																													
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HOME ADDRESS: STREET																				What year began living there?									
																				STATE									
CITY										ZIP CODE																			
										NM																			
PREVIOUS ADDRESS																													
HOME ADDRESS: STREET																				What year began living there?									
																				STATE									
11111111111111111111 -																				1111.111111 M									
CITY										ZIP CODE																			
PHONE NUMBER															OTHER PHONE/FAX NUMBER														
SOCIAL SECURITY NUMBER															DATE OF BIRTH (MM/DD/YYYY)														
															M 11														
E-MAIL ADDRESS																													
DRIVER'S LICENSER																				STATE									
IF YOU ARE UNDER 18 YEARS OF AGE, CAN YOU PROVIDE REQUIRED PROOF OF YOUR ELIGIBILITY TO WORK? I YES NO																													
HAVE YOU EVER BEEN EMPLOYED BY REGAL OIL, INC.? YES F NO I																													
IF YES INDICATE: Position, Location, Dates, Reason for Leaving																													
ARE YOU ABLE TO PERFORM THE ESSENTIAL FUNCTIONS OF THE POSITION FOR WHICH YOU ARE APPLYING EITHER WITH OR WITHOUT REASONABLE ACCOMMODATIONS? YES I — ■ NO																													
FOREIGN LANGUAGES SPOKEN															CAN YOU SUBMIT VERIFICATION OF YOUR LEGAL RIGHT TO WORK IN THE UNITED STATES? YES 1 — 1 NO I — — —														
GENERAL INFORMATION																												YES	NO
HAVE YOU FILED AN APPLICATION WITH US BEFORE?																													
ARE YOU CURRENTLY EMPLOYED?																													
MAY WE CONTACT YOUR PRESENT EMPLOYER?																													
ARE YOU CURRENTLY ON "LAY-OFF" STATUS AND SUBJECT TO RECALL?																													

Regal Oil, Inc. / Star Stop Food Marts Application

(GENERAL INFORMATION CONTINUED)

CAN YOU TRAVEL IF A JOB REQUIRES IT?		
ARE YOU AVAILABLE TO WORK FULL-TIME?		
ARE YOU AVAILABLE TO WORK PART-TIME?		
ARE YOU AVAILABLE TO WORK SHIFT WORK?		
ARE YOU PREVENTED FROM LAWFULLY BECOMING EMPLOYED IN THIS COUNTRY DUE TO IMMIGRATION STATUS?		
HAVE YOU BEEN CONVICTED OF A FELONY OR SERIOUS MISDEMEANOR, OR HAVE YOU SERVED TIME IN A COUNTY, STATE, OR FEDERAL CORRECTIONAL INSTITUTION FOR A CRIME? (CONVICTION WILL NOT NECESSARILY DISQUALIFY AN APPLICANT FROM EMPLOYMENT.) IF YES, PLEASE EXPLAIN IN FULL IN THE SPACE BELOW. INCLUDE DATES OF INCARCERATION(S).		

A CRIMINAL RECORDS CHECK WILL BE PERFORMED ON ALL APPLICANTS.

ARE THERE ANY REASONS FOR WHICH YOU MIGHT NOT BE ABLE TO PERFORM THE JOB DUTIES (WITH REASONABLE ACCOMMODATION)? IF YES, EXPLAIN.	YES NO

SCHOOL	NAME AND LOCATION OF SCHOOL	NO. YEARS COMPLETED	DID YOU GRADUATE?		DEGREE OR DIPLOMA	
			YES	NO	YES	NO
COLLEGE						
TRADE						
OTHER						

44 W. 10th St. - 4th or AL

Original with: 40611 - Alitt - 4: aile6.14

COMPANY NAME	SUPERVISOR	DATES (FROM-TO)	JOB TITLE
CITY/STATE	MAY WE CONTACT THIS EMPLOYER? CIRCLE ONE YES NO	PHONE NUMBER ()	SALARY
DESCRIBE YOUR DUTIES		REASON FOR LEAVING	
COMPANY NAME	SUPERVISOR	DATES (FROM-TO)	JOB TITLE
CITY/STATE	MAY WE CONTACT THIS EMPLOYER? CIRCLE ONE YES NO	PHONE NUMBER ()	SALARY
DESCRIBE YOUR DUTIES		REASON FOR LEAVING	
COMPANY NAME	SUPERVISOR	DATES (FROM-TO)	JOB TITLE
CITY/STATE	MAY WE CONTACT THIS EMPLOYER? CIRCLE ONE YES NO	PHONE NUMBER ()	SALARY
DESCRIBE YOUR DUTIES		REASON FOR LEAVING	

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COMPANY NAME	SUPERVISOR	DATES (mm-rr)	JOB TITLE
CITY/STATE	MAY WE CONTACT THIS EMPLOYER? CIRCLE ONE YES NO	PHONE NUMBER () - -	SALARY
DESCRIBE YOUR DUTIES		REASON FOR LEAVING	

LIST AND EXPLAIN ALL PERIODS OF UNEMPLOYMENT DURING LAST FIVE YEARS	FROM: (YYYY) 	TO: (YYYY) 	REASON FOR UNEMPLOYMENT

PERIOD OF UNEMPLOYMENT	FROM: (YYYY) 	TO: (YYYY) 	REASON FOR UNEMPLOYMENT

HAVE YOU EVER BEEN TERMINATED OR ASKED TO RESIGN FROM ANY JOB? YES | | NO | |

If **YES**, briefly explain the circumstances:

WHY DO YOU THINK YOU WOULD BE AN ASSET OR A GOOD FIT FOR THIS COMPANY?

"I CERTIFY THAT THIS APPLICATION WAS COMPLETED BY ME, AND THAT ALL ENTRIES ON IT AND INFORMATION IN IT ARE TRUE, CORRECT AND COMPLETE. I HAVE NOT OMITTED INFORMATION OR COMMITTED ANY ERRORS OR FALSE STATEMENTS, I UNDERSTAND THAT IF THE STATEMENTS ARE NOT TRUE, CORRECT AND COMPLETE, I CAN BE REFUSED EMPLOYMENT, OR TERMINATED LATER."

APPLICANT'S SIGNATURE	DATE SIGNED
<p align="center">METHODS OF SENDING APPLICATION TO REGAL OIL, INC.</p> <ul style="list-style-type: none"> * Leave application at any Star Stop Food Mart location. * Email application directly from website to hr@regaloil.net * Scan application and email to hr@regaloil.net * Take pictures of application pages and email to hr@regaloil.net * Fax to number 325-655-7744 	