NOT a Man of His Word

Public relations specialist

Dec 4, 2025 •••

Former employee, more than 1 year   Dallas, TX

✕ Recommend   ◯ CEO approval   ✕ Business Outlook

1.0 ★☆☆☆☆

Pros

Building is well located
Leads are provided
Base Salary was fine
Good insight into the oil and gas industry

Cons

Very emotional Management
Did not get paid on time over 5 times in one calendar year.
Was not paid commissions when told we will be paid for them.

Advice to Management

When the CEO gathers all the employees in the company in the sales room and tells them that the company isn't doing great and that wages and commissions will be delayed, but will be paid because you are a "Man of your Word". Then pay them, because we all worked hard and produced for the company. Unfortunately, we were all served up like chopped liver and according to the all PRs' in the company, none were paid their last commissions. So in the future keep your word.

Helpful   Share   1

A Liar and a Thief

Anonymous

Nov 8, 2025 •••

Former employee   Dallas, TX

✕ Recommend   ◯ CEO approval   ✕ Business Outlook

1.0 ★☆☆☆☆

Pros

The office location was convenient

Cons

The CEO has withheld/stolen thousands of dollars from myself and other former employees for work completed months ago. He repeatedly claimed “everyone has always been paid every dime they were ever owed,” but that is simply not true. Those words were used to gain trust, which he later broke without hesitation. He is a liar, and the company (what is left of it) is one big dumpster fire.

Helpful Share 1

STAY FAR AWAY

Public relations Nov 6, 2025

Former employee, more than 1 year Dallas, TX

✕ Recommend **CEO approval** **✕ Business Outlook**

1.0 ★☆☆☆☆

Pros

The hours and pay CAN be great (if you get paid on time which is about a 50/50 chance!)

Cons

Where do I even start? While I did learn a lot at Evans and you can make a lot of money at this company, there are red flags all over the place in terms of how they operate, treatment of employees/investors, and the secrecy that the withhold important information pertinent to more than just the CEO, owner, and head of business development.

In 2024 the CEO paid us in CASH when our checks wouldn’t clear due to ”lack of raising capital and low production” even though we were marketing to potential investors how ”great these wells were going to produce” and ”this will be a home run”. While we paid him back the cash and collected 3-4 weeks of pay at once, this was a troublesome and worrying experience.

The CEO would instruct us salespeople to use manipulative and cornering sales tactics that typically didn’t work and just pissed people off. He would constantly change the particulars about what he wanted us to say and do to potential investors, and even fired someone for responding to an email because he would only let us send out pre-approved email templates.

One time he even wrote out everyone's capital raised on a board next to our names. He then told us that's what "we're worth and if you aren't raising half a million AT LEAST you aren't covering the cost of your seat". While we endured this emotional abuse, we had to worry about being paid in a timely manner. He still owes me and 5 other former employees salary and a few of us commission that he claims he doesn't owe us even though he always says "I'm a man of my word and I pay everyone every dollar I've ever owed them." This type of mistreatment can be accredited to the CEO expanding the office and then not properly hiring and training more salespeople and him spending money like wildfire with no regard for his employees' ability to pay bills. The only people that get treated worse than the employees at Evans Energy II are the investors.

The company targets a minimum 20% return averaged over 15-20 years of production. A quick look on any 3rd party Oil & Gas production website shows numbers that don't even sniff that kind of return. Once someone becomes a partner and invests to participate with EE2, they are left in the dark regarding a lot of things. Calls and emails aren't returned. Sure, they can see there "updates" in the partner portal, but most of this is industry lingo that makes no sense to them. The only time that they are contacted over the phone is to get them to invest again in a new project. The CEO will dodge calls from angry partners and not address his own shortcomings with investors head on.

Overall, my experience at Evans was fine but very traumatic. I made decent money, but being within the CEOs confines is a scary experience. His mood is always fluctuating, and your just hoping you get your salary check for the week every Friday, and maybe this week you'll FINALLY get that bonus/commission check you've been owed.

Helpful Share 1

[Scammers call center]

Public relations Nov 5, 2025 •••

Former employee, more than 1 year Dallas, TX

✗ Recommend **CEO approval** **✗ Business Outlook**

1.0 ★☆☆☆☆

Pros

Get to act like a big time sales men.

Cons

The offerings are awful and borderline a scam. Partners don't make any money.

Advice to Management

Drill real oil wells

Helpful Share

[Unethical Leadership, Unstable Pay, and a Toxic Sales Culture]

Public relations Sep 18, 2025

Former employee, more than 1 year Dallas, TX

✕ Recommend **CEO approval** **✕ Business Outlook**

1.0 ★☆☆☆☆

Pros

Some coworkers were supportive and hardworking despite the chaos. That's about it.

Cons

Where do I start? This company is a textbook example of what happens when ego, incompetence, and desperation collide. The CEO is more concerned with self-promotion and appearances than actually running a stable, ethical business. He lacks both financial acumen and leadership skills, and it shows in every aspect of the operation.

Unpaid Wages:
On multiple occasions, employees (myself included) were not paid on time—or at all. Physical checks, often mailed from Mississippi, would arrive late or bounce entirely. Excuses were always made, but the truth is the company simply doesn't have the funds to meet its payroll obligations consistently. Several employees who were laid off or quit are still owed thousands of dollars in back pay, with no clear timeline—or intention—of ever being paid.

Empty Promises & No Profits:
Despite constant talk of growth and returns, I never saw a single partner profit during my time there. The financial structure is built on selling promises, not delivering results.

High-Pressure, Low-Integrity Sales Culture:
The sales tactics used here are aggressive, outdated, and borderline unethical. It's all about getting the sale—whether or not the product will benefit the partner in the long run

is irrelevant to leadership. You're expected to cold call 350 people a day, pushing a product you'll soon lose faith in after reading the constant stream of angry emails from misled partners.

Manipulated Reviews:
In a particularly disturbing moment, the CEO called several of us into his office and instructed us to write fake positive reviews for the company. This was damage control after a prospect backed out of a deal because they read negative Glassdoor reviews via Google AI. If you see a cluster of glowing reviews dated around 3/20/25, that's why. They were orchestrated—not authentic.

Advice to Management

You can't fake culture, success, or ethics forever. Start paying your people on time. Stop manipulating public perception. And most importantly, take accountability for the mess you've created.