BACKGROUND CHECK DISCLOSURE AND AUTHORIZATION FORM

FOR EMPLOYMENT PURPOSES

The applicant for employment acknowledges that this company may now, or at any time while employed, verify information within the application, resume or contract for employment. In the event that information from the report is utilized in whole or in part in making an adverse decision, before making the adverse decision, we will provide to you a copy of the consumer report and a description in writing of your rights under the Fair Credit Reporting Act, 15 U.S.C. § 1681 et seq.

Please be advised that we may also obtain an investigative consumer report including information as to your character, general reputation, personal characteristics, and mode of living. This information may be obtained by contacting your present and previous employers or references supplied by you. Please be advised that you have the right to request, in writing, within a reasonable time, that we make a complete and accurate disclosure of the nature and scope of the investigation requested.

Additional information concerning the Fair Credit Reporting Act, 15 U.S.C. § 1681 et seq., is available at the Federal Trade Commission's website (http://www.ftc.gov). For more information, including information about additional rights, go to www.consumerfinance.gov/gemmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

By signing below, I hereby authorize all entities having information about me, including present and former employers, personal references, criminal justice agencies, departments of motor vehicles, schools, licensing agencies, and credit reporting agencies, to release such information to the company or any of its affiliates or carriers. I acknowledge and agree that this Background Check Disclosures and Authorization Form shall remain valid and in effect during the term of my contract.

For Maine Applicants Only

Upon request, you will be informed whether or not an investigative consumer report was requested, and if such a report was requested, the name and address of the consumer reporting agency furnishing the report. You may request and receive from us, within a reasonable period of time, all information contained in your consumer file, the name, address and telephone number of the consumer reporting agency furnishing the report, and the names and addresses of the consumer reporting agency furnishing the report.

For New York Applicants Only

You have the right, upon written request, to be informed of whether or not a consumer report was requested, if a consumer report is requested, you will be provided with the name and address of the consumer reporting agency furnishing the report.

For California Applicants

If a consumer credit report is obtained, I understand that I am entitled to receive a copy. I have indicated below whether I would like a copy.

Yes ☐ No ☐

Initials __________________________

If an investigative consumer report and/or consumer report is processed, I understand that I am entitled to receive a copy. I have indicated below whether I would like a copy.

Yes ☐ No ☐

Initials __________________________

*California Applicants: If you choose to receive a copy of the consumer report, it will be sent within 30 days of the employer receiving a copy of the consumer report and you will receive a copy of the investigative consumer report within 30 days of the employer receiving the consumer report (unless you decline him to get copies of the report). Certiloid Screening's policy provides for the transmission and processing of investigative consumer reports to be in accordance with the Fair Credit Reporting Act (FCRA). Therefore, the basis for report pursuant to California law (section 1934.5(a) of the Labor Code) is:

Date: 01-17-16

Applicant Name (Print): [Signature]

Signature of Applicant: [Signature]

Date: 01-17-16

Revised: 2/21/14