

STATE SPECIFIC DISCLOSURE FOR CONSUMER REPORTS AND/OR INVESTIGATIONS

I hereby authorize _____ - (hereafter referred to as "Client") and or its agent, including but not limited to The Pre-Check Company (hereafter referred to as "Pre-Check"), to investigate my background now and at any time in the future during my employment with the Client.

I understand that Pre-Check will conduct investigations to obtain information as deemed necessary for employment purposes. The information obtained may include an "investigative consumer report" into the last seven (7) years of my credit background and beyond seven (7) years regarding my past employment, work habits, salary history, education, criminal background (when applicable according to state laws), motor vehicle history, all workers' compensation history, civil records, use of illegal substances and alcohol abuse, personal characteristics, mode of living and general reputation. Pre-Check will not disclose any information regarding arrest records past (7) years or conviction records that have been expunged or sealed.

I understand that any consumer report or investigative consumer report requested will be used strictly for "employment purposes." Direct or indirect contact with former employers, schools, financial institutions, landlords and public agencies may be made, and that personal interviews with my associates, friends, acquaintances, neighbors, or other persons who may have such knowledge may be held to obtain such information. A photographic or faxed copy of this form shall be as valid as the original.

I also understand that before an adverse action based on information obtained in the report will be taken, I will be provided a copy of the report and the document entitled, "Disclosure Regarding Consumer and/or Investigative Report."

I understand I may request an outline of the nature and scope of the investigation if such request is made in writing within a reasonable period after the completion of the investigation. The address of The Pre-Check Company is P.O. Box 45375, Westlake, Ohio, 44145, and its toll-free telephone number is (800) 268-2435.

California applicants or employees only: By signing below, you also acknowledge receipt of A SUMMARY OF YOUR RIGHTS UNDER THE PROVISIONS OF CALIFORNIA CIVILCODE §1786.22.

Please check the appropriate box below if you would like to receive a copy of your investigative consumer report at no charge.

Minnesota and Oklahoma applicants or employees only: Please check the appropriate box below if you would like your consumer report at no charge.

New York and Maine applicants or employees only: You have the right to inspect and receive a copy of any investigative consumer report requested by **Client** by contacting the Pre-Check identified above directly. You may also contact the Client to request the name, address and telephone number of the nearest unit of the Pre-Check designated to handle inquiries, which the Client shall provide within 5 days.

New York applicants or employees only: Upon request, you will be informed whether a consumer report was requested by **Client**, and if such report was requested, informed of the name and address of the Pre-Check that furnished the report. By signing the authorization, you also acknowledge receipt of Article 23-A of the New York Correction Law.

Oregon applicants or employees only: Information describing your rights under federal and Oregon law regarding consumer identity theft protection, the storage and disposal of your credit information, and remedies available should you suspect or find that the Client has not maintained secured records is available to you upon request.

Vermont applicants or employees only: By signing below, you also have the right to request from the Pre-Check a written summary of your rights under the provisions of VERMONT FAIR CREDIT REPORTING ACT SECTION 2480 e (2).

Washington State applicants or employees only: You also have the right to request from the Pre-Check a written summary of your rights and remedies under the Washington Fair Credit Reporting Act, Wash. Rev. Code, Chapter 19.182

