

**FAIR CREDIT REPORTING ACT DISCLOSURE AND AUTHORIZATION TO  
CONDUCT BACKGROUND INVESTIGATION**

Human Resource Strategies, LLC (“the Company”) may obtain information about you for employment purposes from a third-party consumer reporting agency. Thus, by signing below, you agree that you may be the subject of a “consumer report” which may contain information regarding your credit history, criminal history, social security verification, motor vehicle and driving records, verification of your education or employment history or other background checks. Credit history may be requested if such information is relevant to the duties and responsibilities of the position for which you are applying. The scope of this notice and authorization allows the Company to obtain from any outside organization all manner of consumer reports now and throughout the course of your employment to the full extent permitted by law. I understand that this release authorization will remain in effect for the duration of my employment unless I revoke this authorization in writing.

**ACKNOWLEDGMENT AND AUTHORIZATION**

I acknowledge receipt of this FCRA DISCLOSURE AND AUTHORIZATION TO CONDUCT BACKGROUND INVESTIGATION and certify that I have read and understand it. I hereby authorize the obtaining of “consumer reports” by the Company at any time after receipt of this authorization and throughout my employment, if applicable. To this end, I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, employer, or insurance company to furnish any and all background information requested by an outside organization acting on behalf of the Company, and/or the Company itself. I agree that a facsimile (“fax”), electronic or photographic copy of this Authorization shall be as valid as the original.

The following must be filled out completely for your application to be considered. (Please print)

LAST NAME	FIRST NAME	MIDDLE NAME
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OTHER NAMES BY WHICH YOU HAVE PREVIOUSLY BEEN KNOWN AND DATES THOSE NAMES WERE USED

CURRENT ADDRESS (Can Not be a P.O. Box)

CITY	STATE	ZIP
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SOCIAL SECURITY NUMBER	DATE OF BIRTH	EMAIL ADDRESS
		<input type="checkbox"/> I do not have access to email. Request notice via regular mail.

NAME ON DRIVER'S LICENSE	DRIVER'S LICENSE NUMBER	STATE	EXP. DATE
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LIST ALL PREVIOUS ADDRESSES YOU HAVE RESIDED IN THE PAST SEVEN [7] YEARS INCLUDING CITY & STATE:

PRIOR ADDRESS: \_\_\_\_\_ FROM: \_\_\_\_\_ TO: \_\_\_\_\_

PRIOR ADDRESS: \_\_\_\_\_ FROM: \_\_\_\_\_ TO: \_\_\_\_\_

(If you have had more than two previous addresses in the past seven [7] years, please attach a separate piece of paper.)

**PLEASE REVIEW CAREFULLY BEFORE SIGNING THE BELOW AUTHORIZATION**

SIGNATURE	TODAY'S DATE
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APPLICANT - DO NOT WRITE BELOW THIS LINE

SUBSCRIBER NAME: Human Resource Strategies, LLC

SUBSCRIBER CODE: HHUM0419 SUBSCRIBER PHONE: (520) 297-9351

**STATE LAW DISCLOSURES RELATED TO CONSUMER REPORTS**

**California applicants or employees only:** By signing below, you also acknowledge receipt of the NOTICE REGARDING BACKGROUND INVESTIGATION PURSUANT TO CALIFORNIA LAW. Please check this box if you would like to receive a copy of an investigative consumer report or consumer credit report at no charge if one is obtained by the Company whenever you have a right to receive such a copy under California law.

**Minnesota applicants or employees only:** By signing below you also acknowledge that you understand that you have the right to make a request in writing to the consumer reporting agency of the nature and scope of the report, if any, and the agency is obligated to respond to your request within five days of your request for further information or of your request for the report, whichever is later. Please check this box if you would like to receive a copy of a consumer report at no charge if one is obtained by the Company.

**Oklahoma applicants or employees only:** Please check this box if you would like to receive copy of a consumer report at no charge if one is obtained by the Company.

**Vermont applicants or employees only:** Please check this box if you would like to receive a copy of your consumer report at no charge to you if one has been obtained by Securitech. (Vermont Fair Credit Reporting Statute, 9 V.S.A. § 2480e (1999)).

Applicant name (printed) \_\_\_\_\_

Applicant Signature \_\_\_\_\_

Date \_\_\_\_\_

**NOTICE REGARDING BACKGROUND INVESTIGATION  
PURSUANT TO CALIFORNIA LAW**

**Human Resource Strategies, LLC** (the "Company") intends to obtain information about you for employment screening purposes from a consumer reporting agency. Thus, you can expect to be the subject of "investigative consumer reports" and "consumer credit reports" obtained for employment purposes. Such reports may include information about your character, general reputation, personal characteristics and mode of living. With respect to any investigative consumer report from an investigative consumer reporting agency ("ICRA"), the Company may investigate the information contained in your employment application and other background information about you, including but not limited to the following: obtaining a criminal record report and verifying references, work history, your social security number, your educational achievements, licensure and certifications, your driving record, and other information about you. The results of this report may be used as a factor in making employment decisions. The source of any investigative consumer report (as that term is defined under California law) will be Securitech, Inc., 8230 E. Broadway Blvd., Suite E-10, Tucson, AZ 85710 or (520) 721-0305 or (800) 805-4473. A copy of Securitech's privacy policies is available online at [www.localscreening.com](http://www.localscreening.com). The Company agrees to provide you with a copy of an investigative consumer report when required to do so under California law.

Under California Civil Code § 1786.22, you are entitled to find out from an ICRA what is in the ICRA's file on you with proper identification, as follows:

- In person, by visual inspection of your file during normal business hours and on reasonable notice. You also may request a copy of the information in person. The ICRA may not charge you more than the actual copying costs for providing you with a copy of your file.
- A summary of all information contained in the ICRA's file on you that is required to be provided by the California Civil Code will be provided to you via telephone, if you have made a written request, with proper identification, for telephone disclosure, and the toll charge, if any, for the telephone call is prepaid by or charged directly to you.
- By requesting that a copy be sent to a specified addressee by certified mail. ICRAs complying with requests for certified mailings shall not be liable for disclosures to third parties caused by mishandling of mail after such mailings leave the ICRAs.

"Proper Identification" includes documents such as a valid driver's license, social security account number, military identification card, and credit cards. Only if you cannot identify yourself with such information may the ICRA require additional information concerning your employment and personal or family history in order to verify your identity.

The ICRA will provide trained personnel to explain any information furnished to you and will provide a written explanation of any coded information contained in files maintained on you. This written explanation will be provided whenever a file is provided to you for visual inspection.

You may be accompanied by one other person of your choosing, who must furnish reasonable identification. An ICRA may require you to furnish a written statement granting permission to the ICRA to discuss your file in such person's presence.