

BACKGROUND INVESTIGATION INFORMATION AND RELEASE

NOTICE REGARDING BACKGROUND INVESTIGATION

OnTime Labor may obtain information about you from a consumer reporting agency for employment purposes. The charge for the background investigation is \$15.00 which will be deducted from my first two paychecks. Thus, you may be the subject of a "consumer report" and/or an "investigative consumer report" that may include information about your character, general reputation, personal characteristics, and/or mode of living, and which can involve personal interviews with sources such as your neighbors, friends, or Employees. These reports may contain information regarding your credit history, criminal history from various state, private and insurance sources, along with other public records available, social media search, motor vehicle records ("driving records"), and verification of your education or employment history, to the extent permitted by law. These reports may be obtained at any time after receipt of your authorization and, if you are hired, throughout your employment. You have the right, on written request made within a reasonable time after receipt of this notice, to request disclosure of the nature and scope of any investigative consumer report. Please be advised that the nature and scope of the most common form of investigative consumer report obtained with regard to applicants for employment is an investigation into your criminal background and driving history conducted by Public Data or another outside organization. Public Data may be contacted by mail at Public Data, 7750 North MacArthur Blvd, Suite 120, Irving TX 75063, or by telephone at (877) 762-6266. Its web site is support@publicdata.com. The scope of this notice and authorization is all-encompassing, however, allowing OnTime Labor to obtain from any outside organization all manner of consumer reports and investigative consumer reports now and, if you are hired, throughout the course of your employment, to the extent permitted by law. As a result, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any investigative consumer report. According to the Fair Credit Reporting Act, you are entitled to know if employment is denied, or you otherwise suffer an adverse employment action because of information obtained by OnTime Labor from a consumer reporting agency. If so, you will be advised and given a copy of the report and the name of the agency or source of information.

ACKNOWLEDGMENT AND AUTHORIZATION

I ACKNOWLEDGE RECEIPT OF THE NOTICE REGARDING THE BACKGROUND INVESTIGATION AND THE SUMMARY OF RIGHTS UNDER THE FAIR CREDIT REPORTING ACT AND CERTIFY THAT I HAVE READ AND UNDERSTAND THIS DOCUMENT. I HEREBY AUTHORIZE THE OBTAINING OF "CONSUMER REPORTS" AND/ OR "INVESTIGATIVE CONSUMER REPORTS" AT ANY TIME AFTER RECEIPT OF THIS AUTHORIZATION AND, IF I AM HIRED, THROUGHOUT MY EMPLOYMENT. 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, INSURANCE COMPANY TO FURNISH ANY AND ALL BACKGROUND INFORMATION REQUESTED BY ASURINT, ANOTHER OUTSIDE ORGANIZATION ACTING ON BEHALF OF ONTIME LABOR, AND/ OR ONTIME LABOR ITSELF. I AGREE THAT AN ELECTRONIC COPY OF THIS AUTHORIZATION SHALL BE THE ORIGINAL.

I understand that any fees for a Background Check will be deducted from my paycheck