

School Name: _____

DISCLOSURE REGARDING BACKGROUND INVESTIGATION

[IMPORTANT -- PLEASE READ CAREFULLY BEFORE SIGNING]

Company may obtain information about you from a consumer reporting agency for employment purposes from the following consumer reporting agency: **ABSOLUTE BACKGROUND CONCEPTS, 35 E. Minnesota St., Le Center, MN 56057, 877-572-8962 or 507-357-6320**, or from another outside organization. **ABSOLUTE BACKGROUND CONCEPTS'** privacy policy can be found at www.abcnationalbackground.com. Thus, you may be the subject of a "consumer report" and/or an "investigative consumer report" which may include information about your character, general reputation, personal characteristics, and/or mode of living. These reports may be obtained at any time after receipt of your authorization and, if you are hired, throughout your employment. Company also reserves the right to share background investigation results with third-party companies for whom you will be placed to work with as a representative of employer. These reports may include, but are not limited to, checks regarding your criminal history, social security trace, driving history, employment and education references, professional licenses and credentials. Credit history will be requested only in accordance with applicable law. These reports may contain information regarding your use of social media, and other publicly accessible information. Social media includes, but is not limited to, social networking websites (i.e., Facebook and others), professional networking websites (i.e. LinkedIn and others), blogs, and other online media.

ACKNOWLEDGMENT AND AUTHORIZATION

[IMPORTANT -- PLEASE READ CAREFULLY BEFORE SIGNING]

I acknowledge receipt of the DISCLOSURE REGARDING BACKGROUND INVESTIGATION and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT and certify that I have read and understand both documents. I hereby authorize procurement 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, or insurance company to furnish any and all background information requested by **ABSOLUTE BACKGROUND CONCEPTS, 35 E. Minnesota St., Le Center, MN 56057, 877-572-8962 or 507-357-6320, www.abcnationalbackground.com**, another outside organization acting on behalf of Company, and/or Company itself. I authorize these agencies to provide you with consumer and investigative consumer reports. I agree that a facsimile ("fax"), electronic or photographic copy of this Acknowledgment and Authorization shall be as valid as the original.

The scope of this disclosure and authorization is all-encompassing, however, allowing the Company 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.

My authorization is conditional upon the following representation of my rights: You have the right, upon written request made within a reasonable time after receipt of this notice, to ask the Company to disclose the nature and scope of any consumer report. You may also request a copy of that report from the Company. You also may request a copy of that report from Absolute Background Concepts. If anyone other than Absolute Background Concepts furnishes an investigative consumer report, the Company will provide relevant contact information within five business days of your request. An "investigative consumer report" is a background report that includes information from personal interviews (except in California, where that term includes background reports with or without personal interviews). 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 education and/or employment history conducted by Absolute Background Concepts via interviews with past employers, neighbors, friends or associates.

I understand that by signing and dating below:

- I am authorizing **Absolute Background Concepts** to conduct the consumer report described above;
- I authorize the **Company** to share reports with third party companies for whom I may be placed to work;
- I have read and understand the **Disclosure Regarding Background Investigation** above;
- I have read and understand the **Acknowledgment and Authorization** above.

Signature of applicant

Social Security Number

Today's Date

Print Name

Date of Birth*

Drivers License Number & State Issued

Current Address

* This information will be used for background screening purposes only and no other purpose.

PLEASE LIST ANY NAMES USED IN THE PAST 7 YEARS:

STATE SPECIFIC RIGHTS OF APPLICANTS OR EMPLOYEES
REGARDING BACKGROUND INVESTIGATION

Specific to CA, MN, NY, OK applicants or employees but available to all applicants or employees:

You have the right to promptly receive and inspect a copy of any consumer report, consumer investigative report, or consumer credit report requested on you by the Company, at no charge, by contacting the Company, or, contact the consumer reporting agency, **ABSOLUTE BACKGROUND CONCEPTS** toll free at **877-572-8962**, or email HArndt@frontiernet.net

Check here to receive a copy of your consumer report directly from the Company.

California applicants or employees:

By signing below, you also acknowledge receipt of the NOTICE REGARDING BACKGROUND INVESTIGATION PURSUANT TO CALIFORNIA LAW. If you did not receive a copy of the Notice, please contact **ABSOLUTE BACKGROUND CONCEPTS** toll free at **877-572-8962** or email HArndt@frontiernet.net to request a copy.

New York applicants or employees:

By signing below, you also acknowledge receipt of Article 23-A of the New York Correction Law. If you did not receive Article 23-A, please contact **ABSOLUTE BACKGROUND CONCEPTS** toll free at **877-572-8962** or email HArndt@frontiernet.net to request a copy, or visit <https://www.labor.ny.gov/formsdocs/wp/correction-law-article-23a.pdf>

Washington State applicants or employees:

You have the right to request from the consumer reporting agency a written summary of your rights and remedies under Washington state laws. Contact **ABSOLUTE BACKGROUND CONCEPTS** toll free at **877-572-8962** or email HArndt@frontiernet.net to request a copy. You may also contact the Washington Attorney General, Consumer Protection Division, 800 5th Ave. Suite 2000, Seattle, WA 98104-3188.

I have read and understand the STATE SPECIFIC RIGHTS OF APPLICANTS OR EMPLOYEES above.

Signature of applicant

Print Name

Today's Date