

AUTHORIZATION AND RELEASE FOR EMPLOYMENT SCREENING

As part of its employment and screening procedures, a potential employer may require a background investigation and check of references. Such an investigation may require submission to the Employer information about the applicant's social security number, date of birth, and driver's license number.

I hereby give the employer and/or its agent's permission and authority to conduct a background investigation and reference check concerning past and current information. I agree and consent to any investigation the employer and/or its agents may make including, but not limited to information as to my personal character, general reputation, former employment, education, credit history, driving record, social security wage information, criminal history and other information contained in public records or obtainable from former employers or other references, business or personal.

I hereby consent, authorize and request any former employers, personal references, schools, police, court and personal credit agencies and any other person to respond to verbal or written inquiries from employer and/or its agents and to disclose information concerning:

- i. My previous employment record, including but not limited to positions held, dates of employment, last pay rate, work performance, disciplinary records, reliability and incidents of dishonesty, insubordination, violence and/or unsafe, harmful or threatening behavior, or other relevant information, including information in my personal files.
- ii. My educational records from any and all public or private educational institutions that I have attended including all records of my academic performance, courses attended, grades earned, diplomas, degrees, other certificates conferred, or other relevant information.
- iii. My general background and I specifically request, authorize and consent to Employer's verbal or written inquiries of personal references about the information contained in my application, as well as my reliability, honesty and potential tendency, if any, to engage in any form of violence, and/or unsafe, harmful or threatening behavior, or other relevant information.
- iv. My professional or vocational license or certification that I have held in the past or may currently hold, including, but not limited to information concerning whether such license or certification is in good standing and any disciplinary or other proceedings concerning such license or certification, or other relevant information.
- v. Whether I have a record of criminal convictions, and if so the nature of such criminal convictions and all surrounding circumstances available through lawful means. Employer has advised me that a criminal record will not necessarily disqualify me from employment.

vi. My credit history. I understand that the results of a background check of my credit record may be used as a part of the evaluation of my application. I also understand that I can receive such information by making a written request to the credit-reporting agency. To receive such information or access my records, I realize that I must submit proper identification with my request. Employer will not deny employment based solely on the basis that an applicant has filed bankruptcy.

I am aware that the result of any background investigation performed by Employer and/or its agents is not the sole criteria used by the Employer in making a decision to hire or not hire any individual including me. I am also aware that any falsification or misrepresentation of information appearing on my application for employment shall be grounds for my not being hired or for my being terminated.

I hereby release all persons, companies, corporations, individuals as well as Bonded Data Research from all liability and responsibility that may result from providing Employer and or its agents the information set out herein, including but not limited to any claims whatsoever for defamation, fraud, misrepresentation, intentional or negligent interference with prospective business relations or contract, breach of contract (including settlement agreement) negligent or intentional infliction of emotional distress, employment discrimination violation of public policy, and any other potential claims, demands, damages, liabilities and/or actions of any kind whatsoever, whether known or unknown to me in writing on the attached document entitled 'Authorization and Release'

I have read this Release for Authorization for Background and Reference Investigation and have voluntarily agreed to its terms to assist Employer in evaluating my qualifications for employment and in satisfying the business need for hiring honest, trustworthy, reliable and non-violent employees. I additionally agree to fully cooperate with Employer in permitting the release of the above information and reports. Finally, I understand that the information generated, received or maintained during or a as a result of the investigation, will be maintained as confidential information, and that if denied employment, the Employer will release such information to me upon my written request.

PLEASE PRINT

Name: Last _____ First _____ M.I. _____

Date of Birth ____/____/____ Social Security Number _____ - _____ - _____

Drivers License Number _____

Address: _____

City _____ State _____ Zip _____

Applicant Signature _____ Today's Date: _____