

DISCLOSURE AND CONSENT FOR PROCUREMENT OF AN INVESTIGATIVE CONSUMER REPORT AND RELEASE AUTHORIZATION

I. I understand that in connection with my application for employment an investigative consumer report will be requested. This investigative consumer report will contain information as to my character, general reputation, personal characteristics or mode of living. This investigative consumer report will include, but is not limited to, a criminal background history. It may also include but is not necessarily limited to, verification of current and previous employment, verification of educational credentials, professional reference verification, credit report, and motor vehicle report. The investigative consumer report will be requested from the following Consumer Reporting Agency:
Inquest, Inc., P.O. Box 54063, San Jose, CA 95154

II. I understand that according to the Fair Credit Reporting Act, prior to taking an adverse action based, in whole or in part, on the information contained in the consumer report, a copy of the consumer report as well as a written summary of my rights under the Fair Credit Reporting Act will be provided to me. Upon written request, within a reasonable period of time after my receipt of this disclosure, a complete and accurate disclosure of the nature and scope this investigative consumer report, which may involve personal interviews with sources such as neighbors, friends and associates will be made to me. This disclosure shall be made in writing no later than five days after the date on which the request for such disclosure was received or such report was first requested, whichever is later.

III. The information requested will be used in compliance with the Fair Credit Reporting Act, the Federal Americans with Disabilities Act (ADA) and/or any other applicable federal or state laws. Furthermore; I understand that if I am denied employment because of information contained in whole or in part, in my consumer report I have the right to be notified and given the name and address of the agency or source that provided the information.

IV. I understand that California Civil Code § 1786.22 provides for the following provisions:

- (a) *An investigative consumer reporting agency shall supply files and information required under Section 1786.10 during normal business hours and on reasonable notice.*
- (b) *Files maintained on a consumer shall be made available for the consumer's visual inspection, as follows:*
 - (1) *In person, if he appears in person and furnishes proper identification. A copy of his file shall also be available to the consumer for a fee not to exceed the actual costs of duplication services provided.*
 - (2) *By certified mail, if he makes a written request, with proper identification, for copies to be sent to a specified addressee. Investigative consumer reporting agencies complying with requests for certified mailings under this section shall not be liable for disclosures to third parties caused by mishandling of mail after such mailings leave the investigative consumer reporting agencies.*
 - (3) *A summary of all information contained in files on a consumer and required to be provided by Section 1786.10 shall be provided by telephone, if the consumer has 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 the consumer.*
- (c) *The term "proper identification" as used in subdivision (b) shall mean that information generally deemed sufficient to identify a person. Such information includes documents such as a valid driver's license, social security account number, military identification card, and credit cards. Only if the consumer is unable to reasonably identify himself with the information described above, may an investigative consumer reporting agency require additional information concerning the consumer's employment and personal or family history in order to verify his identity.*
- (d) *The investigative consumer reporting agency shall provide trained personnel to explain to the consumer any information furnished him pursuant to Section 1786.10.*
- (e) *The investigative consumer reporting agency shall provide a written explanation of any coded information contained in files maintained on a consumer. This written explanation shall be distributed whenever a file is provided to a consumer for visual inspection as required under Section 1786.22.*
- (f) *The consumer shall be permitted to be accompanied by one other person of his choosing, who shall furnish reasonable identification. An investigative consumer reporting agency may require the consumer to furnish a written statement granting permission to the consumer reporting agency to discuss the consumer's file in such person's presence.*

V. I hereby authorize, without any reservation, any law enforcement agency, school, employer, reference, information service bureau, institution, or insurance company contacted by Inquest, Inc. or its agents, to furnish the information described in Section I.

VI. I understand that a FAX or photographic copy of this release shall be valid as the original.

VII. I hereby release the agents and employers and all other persons, agencies, and entities providing information or reports about me from any and all liability arising out of the request for or release of any of the above-mentioned information or reports.

VIII. I have read and understand this Disclosure and Consent form. By my signature below, I consent to the release of a consumer and/or investigative consumer report, as defined above, in conjunction with my application for employment. I understand that my consent will apply throughout my employment, to the extent permitted by law, unless I revoke or cancel my consent by sending a signed letter or statement to the company at any time.

I wish to receive a free copy of any Consumer Report and/or Investigative Consumer Report that is requested on me.

Please refer to the Fair Credit Reporting Act and the California Investigative Consumer Reporting Agencies Act for your specific rights.

Signed

Date

Printed Name