

**DISCLOSURE AND AUTHORIZATION FOR BACKGROUND SCREENING**

Under the applicable provisions of the federal Fair Credit Reporting Act (“Act”), notice is hereby given that \_\_\_\_\_ and/or the Company’s designee may obtain a consumer report and/or an investigative consumer report at any time during the hiring process or at any time during your employment if you are hired. The scope of any such report(s) may include, but is not limited to, information pertaining to your employment/work history, education, criminal record, motor vehicle record, license verification, professional licensure, credit history (only to the extent permitted by law and relevant to the duties and responsibilities of the position sought), character, general reputation, personal characteristics and/or mode of living. Any such report(s) will be used for employment purposes only, and may also contain medical information as defined in the Act (only to the extent permitted by law). Reasonable security measures shall be implemented and maintained to protect records, which contain your personal information, from unauthorized access, acquisition, destruction, use, modification or disclosure.

Any such report(s) will be processed by LABORCHEX Companies, an employment background screening service, located at 2506 Lakeland Drive #200, Jackson, MS 39232, 800-880-0366 (phone) (www.laborchex.com).

An investigative consumer report is a report in which information concerning your character, general reputation, personal characteristics, and/or mode of living is obtained through personal interviews with neighbors, friends, or associates with whom you are acquainted. Upon written request to the Company or the Company’s designee, you have the right to be informed whether an investigative consumer report was requested, and to receive a complete and accurate written disclosure of the nature and scope of the investigation requested. You also have the right to request a written summary of your rights under the Act. “A Summary of Your Rights Under Fair Credit Reporting Act” has been provided to you.

By signing below, you authorize the Company and/or the Company’s designee, to obtain a consumer report and/or an investigative consumer report about you for employment purposes at any time during the hiring process and, if you are hired, at any time during your employment. By signing below, you authorize, without reservation, the full release of records and/or information, including but not limited to medical information (only to the extent permitted by law), to the Company, the Company’s designee, and/or LABORCHEX, which any person, company, institution, agency or other entity might have regarding you.

\_\_\_\_\_  
**Printed Name**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Signature**