

DISCLAIMER: Authorization Form – this document is intended for instructional purposes only and is not intended as legal advice. We recommend you consult with an attorney to review this document to ensure your compliance with the Fair Credit Reporting Act (15 U.S.C. § 1681) and applicable state laws related to background screening.

AUTHORIZATION BY APPLICANT/EMPLOYEE TO CONDUCT BACKGROUND INVESTIGATION

By signing below, you acknowledge receipt of the Notice to Applicant/Employee Regarding Background Investigation and certify that you have read this disclosure. Furthermore, you authorize the obtaining of consumer reports and/or investigative consumer reports at any time after receipt of this authorization and throughout the course of your employment, if applicable.

The scope of the Notice to Applicant/Employee Regarding Background Investigation and your authorization is not limited to the present and, if you are hired, will continue throughout the course of your employment and allow us to conduct future screenings for retention, promotion or reassignment, as permitted by law and unless revoked by you in writing.

Print Full Name: _____

Signature: _____

Date: _____

Street Address: _____

City: _____ State: _____ Zip: _____

Please note: Nothing contained herein should be construed as legal advice or guidance. First Advantage is not a law firm and does not provide legal advice. The foregoing is therefore not intended as a substitute for the legal advice of an attorney knowledgeable of the user's individual circumstances. Employer clients should always consult their legal counsel about their compliance responsibilities under the FCRA and applicable state laws.

***DISCLAIMER:** Disclosure Form – this document is intended for instructional purposes only and is not intended as legal advice. We recommend you consult with an attorney to review this document to ensure your compliance with the Fair Credit Reporting Act (15 U.S.C. § 1681) and applicable state laws related to background screening.*

NOTICE TO APPLICANT/EMPLOYEE REGARDING BACKGROUND INVESTIGATION

In connection with your application for employment or continuing employment, notice is hereby given that a consumer report and/or investigative consumer report may be obtained from a consumer reporting agency for employment purposes. Thus, you may be the subject of a “consumer report” and/or “investigative consumer report” as defined by the Fair Credit Reporting Act (15 U.S.C. § 1681). These reports may contain information about your character, general reputation, personal characteristics and mode of living, whichever are applicable. They may involve personal interviews with sources such as your neighbors, friends or associates. The reports may also contain information about you relating to your criminal history, credit history, driving and/or motor vehicle records, social security verification, education or employment history, or other background checks.

You have the right, upon written request made within a reasonable time after the receipt of this notice, to request disclosure of the nature and scope of any investigative consumer report prepared by First Advantage by contacting us at First Advantage, P.O. Box 105292, Atlanta, GA 30348, 1-800-845-6004. Information about First Advantage’s privacy practices can be reviewed at: <http://www.fadv.com/Privacy-Policy.aspx>.

Please note: Nothing contained herein should be construed as legal advice or guidance. First Advantage is not a law firm and does not provide legal advice. The foregoing is therefore not intended as a substitute for the legal advice of an attorney knowledgeable of the user’s individual circumstances. Employer clients should always consult their legal counsel about their compliance responsibilities under the FCRA and applicable state laws.