

CALIFORNIA DISCLOSURE AND RELEASE AUTHORIZATION FORM

Background Screening Disclosure

I hereby authorize Verity Screening Solutions, 6834 S. University Blvd Suite 506., Centennial, CO 80122, phone 888-883-4789, and its designated agents and representatives to conduct a comprehensive review of my background through a consumer report and/or an investigative consumer report to be generated for employment, promotion, reassignment or retention as an employee. I understand that the scope of the consumer report/investigative consumer report may include, but is not limited to, the following areas: consumer credit, names and dates of previous/current employment, worker's compensation claims, criminal history records (from local, state, federal, international and other law enforcement agencies' records), sexual offender's lists, wants and warrants records, motor vehicle records, military records, educational verification, license verification, civil cases, OIG/GSA, OFAC/patriot act, any sanction lists, finger printing and drug testing. These reports may include information as to my general reputation, character, personal characteristics, mode of living, work habits, job performance and experience along with reasons for termination of past employment from previous employers.

Effective January 1, 2012 and pursuant to California AB 22 (which will amend Section 1785.20.5 of Ca. Civil Code and add Chapter 3.6 to Part 2 of Division 2 of Ca. Labor Code, relating to employment) employers or prospective employers in California are prohibited from obtaining a consumer credit report for employment purposes unless the position of the person for whom the report is sought falls into one of several enumerated exemptions. As part of your employment or prospective employment, if the employer or prospective employer has requested a credit report, one or more of the following exemptions will be checked for the position you are applying:

- a position in the California Department of Justice.
- a managerial position (defined as a position that qualifies for the executive exemption from overtime).
- a sworn peace officer or other law enforcement position.
- a position for which credit information is required by law to be disclosed or obtained.
- a position that involves regular access (other than in connection with routine solicitation of credit card applications in a retail establishment) to people's bank or credit card account information, social security number, and date of birth.
- a position in which the employee would be a named signatory on the employer's bank or credit card account, authorized to transfer money on behalf of the employer, or authorized to enter into financial contracts on behalf of the employer.
- a position that involves regular access to cash totaling \$10,000 or more of the employer, a customer, or client during the workday.
- a position that involves access to confidential or proprietary information (defined as a legal "trade secret" under Civil Code 3426.1(d)).

Authorization and Release

I, _____, authorize the complete release of these records or data pertaining to me which an individual, company, firm, corporation, or public agency may have. I authorize the full release of the information described above, without any reservation, throughout any duration of my employment at _____ (company name). I hereby release Verity Screening Solutions, and its agents, officials, representatives, or assigned agencies, including officers, employees, or related personnel both individually and collectively, from any and all liability for damages of whatever kind, which may at any time, result to me, my heirs, family or associates because of compliance with this authorization and request to relapse. I certify that all information provided below and on my resume is correct to the best of my knowledge. Any false statements provided in this form and my resume will be considered just cause for the termination of employment at any time. This authorization and consent shall be valid in original, fax, or copy form. I understand that Verity Screening Solutions privacy practices can be found at <http://www.verityscreening.com>. The following information is required by law enforcement agencies and other entities for identification purposes when checking records. It is confidential and will not be used for any other purpose.

Signature: _____ Date: _____

Print Full Name (First Middle Last): _____

Maiden/AKA/Previous Name(s)

Social Security Number _____ - _____ - _____ Date of Birth _____ / _____ / _____ Driver License Number
_____ State _____

Current Address _____ City
_____ State _____ ZIP _____

For California, Minnesota and Oklahoma applicants only:

I wish to receive a copy of any Consumer Report and/or Investigative Consumer Report if one is obtained by the company. (check the box)

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