

DISCLOSURE REGARDING INVESTIGATIVE CONSUMER REPORT

[Insert Company] (the “Company”) will obtain an investigative consumer report on you in connection with your application for employment, or as an independent contractor or volunteer with the Company, and if hired/retained, the Company may do so at any time during the course of your employment/work/volunteering with the Company to the extent permitted by applicable law, for employment-related purposes.

An “investigative consumer report” is a background report that includes information from personal interviews (except in California, where that term includes background reports with or without information obtained from personal interviews). The most common form of an investigative consumer report in connection with your employment is a reference check through personal interviews with sources including (1) your former employer(s), and (2) those identified by you as references.

The Company will obtain the investigative consumer report from the following consumer reporting agency: ScreeningOne, Inc. 1860 N. Avenida Republica de Cuba, Tampa, FL 33605 Phone: (888) 327-6511 Fax: (888) 216-1003 www.ScreeningOne.com (the “Agency”).

The investigative consumer report obtained by the Company may contain information relating to your character, general reputation, personal characteristics, and/or mode of living.

You may request more information about the nature and scope of an investigative consumer report by written request to the Company’s human resources department or representative. A summary of your rights under the Fair Credit Reporting Act has been provided with this Disclosure, as well as all applicable state law notices.

I have read, and I understand, this disclosure and the attachments/enclosures.

Signature

Date