

## DISCLOSURE AND AUTHORIZATION FOR CONSUMER REPORTS

I understand that Insurance Overload Staffing (IOS) may obtain or have prepared consumer reports for employment purposes as part of the processing of my application for employment and/or for my candidacy for job placements with certain clients of IOS. The consumer reports may include information regarding my prior employment, criminal and/or driving records, social security number verification, education, credit background, character, general reputation, personal characteristics, or mode of living. If employed by IOS, I also authorize IOS to obtain such reports on me for employment purposes during my employment or temporary employment candidacy in order to update, renew or extend my employment or candidacy for temporary assignments.

I understand that any criminal background information shall be obtained from current public court records consistent with federal and state laws but shall not include records of arrest.\*

I understand that making application with IOS is the same as applying with clients of IOS for the purpose of procuring job placements with such clients. I understand that IOS may communicate my qualifications including any consumer report information to clients.

I also understand that before I am denied employment by IOS based in whole or in part on information obtained in a consumer report, I will be provided a copy of the report and a description in writing of my rights under the Fair Credit Reporting Act.

I hereby authorize IOS to procure consumer reports on me and to communicate information from such reports to prospective job placement clients as necessary.

<p><b>California, Minnesota and Oklahoma only:</b></p> <p>Check here if you would like a copy of the reports at no cost to you: Yes _____</p>
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Applicant's name (please print): \_\_\_\_\_

Applicant's address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP Code: \_\_\_\_\_

Social security no.: \_\_\_\_\_ Date of birth:\*\* \_\_\_\_\_

Driver's license no.: \_\_\_\_\_ State: \_\_\_\_\_

Applicant's signature: \_\_\_\_\_ Date: \_\_\_\_\_

\*A criminal charge or conviction record is not necessarily a bar to employment.

\*\*This information will not be used for purposes of discrimination. The Age Discrimination Employment Act of 1967 prohibits discrimination on the basis of age.