



**DISCLOSURE TO OBTAIN CONSUMER REPORTS
AND INVESTIGATIVE CONSUMER REPORTS**

Laradon may request and use consumer reports or investigative consumer reports in connection with your application for employment, or at any time during the course of your employment, if hired, for purposes of evaluating your suitability for employment, promotion, reassignment or retention as an employee, in compliance with applicable state and federal law. In connection with the reports, Laradon may inquire into your education, professional licensing, criminal history, driving history, character, abilities, work habits, mode of living, residency, work eligibility status, general reputation, personal characteristics, performance, experience, reasons for termination of past employment and other qualities pertinent to your qualifications and may request a drug and alcohol test.

Laradon may request various reports from consumer reporting agencies including, but not limited to, credit reports, criminal records checks, court records checks, driving records, social security verification, professional licensing verification, and educational and employment records and histories. The information contained in these reports may be obtained by a consumer reporting agency from public record sources or through personal interviews with your co-workers, neighbors, friends, associates, current or former employers, or other personal acquaintances.

You may request more information about the nature and scope of any investigative consumer reports, and the contact information of any consumer reporting agencies from whom Laradon obtains your investigative consumer reports, by contacting Laradon.

A summary of your rights under the Fair Credit Reporting Act is provided to you with this Disclosure and Authorization.

**AUTHORIZATION TO OBTAIN CONSUMER REPORTS
AND INVESTIGATIVE CONSUMER REPORTS**

In connection with my application for employment and, if hired, during employment, I understand that a consumer report or an investigative consumer report may be requested that may include information as to my character, work habits, performance, and experience, along with reasons for termination of past employment. I understand that as directed by Laradon policy, you may be requesting information from public and private sources about my background, including, but not limited to: Social Security number, workers' compensation injuries, driving record, court records, criminal history, education, credentials, credit, and references.

Medical and workers' compensation information will only be requested in compliance with the Federal Americans with Disabilities Act (ADA) and/or any other applicable state laws.

According to the Fair Credit Reporting Act, I am entitled to know if employment is denied because of information obtained by my prospective employer from a consumer-reporting agency. If so, I will be notified and given the name and address of the agency or the source which provided the information.

I acknowledge that a telephonic facsimile (FAX) or photographic copy of this authorization shall be as valid as the original. This authorization is valid for most federal, state and county agencies.

I acknowledge that the decision to hire me is contingent upon agreeing to and passing a background check and that if I am hired before one is conducted, continued employment is contingent upon agreeing to and passing a background check.

I hereby authorize, without reservation, any law enforcement agency, institution, information service bureau, school, employer, reference, insurance company or other source contacted by Laradon, to furnish the information described above. I also authorize, without reservation, Laradon to obtain information described above from any law enforcement agency, institution, information service bureau, school, employer, reference, insurance company, or other source. The following information is required by law enforcement agencies and other entities for positive identification purposes when checking public records. It is confidential and will not be used for any other purposes.

Please print your full name Please print other names you have used

Social Security Number Date of Birth Email Address

Driver's License Number State Issuing License Name as it appears on license

Current Home Address City State Zip Code

LIST ALL OUT-OF-STATE ADDRESSES FOR PAST 7 YEARS:

Dates: _____

Dates: _____

Dates: _____

Dates: _____

Signature Today's Date