

**IMPORTANT NOTICE TO APPLICANT OR EMPLOYEE:
PLEASE READ THIS NOTICE AND CONSENT FORM
VERY CAREFULLY BEFORE SIGNING. YOU WILL BE
PROVIDED WITH A COPY OF THIS FORM AT ANY TIME
UPON REQUEST.**

**NOTICE AND CONSENT REGARDING CONSUMER REPORTS
FOR EMPLOYMENT APPLICATIONS AND EMPLOYMENT
PURPOSES.**

This form, which you should read carefully, has been provided to you because

_____,
your employer or prospective employer, either may request, or has decided to request, consumer reports or investigative consumer reports in connection with your application for employment or during the course of your employment (if any), with that company. Any information contained in such reports may be taken into consideration in evaluating your suitability for employment, promotion, reassignment or retention as an employee. Such reports, if obtained, will be prepared by **J.B. Tucker & Associates**, a private detective agency which is defined as a consumer-reporting agency in the **Fair Credit Reporting Act** and may contain information concerning your credit standing or worthiness, character, general reputation, personal characteristics, or mode of living. The types of reports that may be requested, include, but are not limited to, credit reports, criminal records checks, court records checks, and/or summaries of educational and employment records and histories. The information contained in such reports may be obtained from public record sources or through personal interviews with your neighbors, friends, associates, current or former employers, or other personal acquaintances.

If _____ requests an investigative consumer report, which would include personal interviews as described above, you will receive a second notice indicating that the report has been requested no later than three days after the request is made to a consumer reporting agency. The additional notice, if issued, will advise you as to your further rights pertaining to investigative consumer reports.

If any adverse decision is made with regard to your application or employment (if any) based entirely or in part on the information contained in a consumer report, you will be notified as to the basis of that decision and given a copy of the report, as well as a summary of your applicable rights. If you have ever filed for bankruptcy, such information may or may not be relevant for employment purposes, but no employment decision will be based solely on this information.

Your consent is required by law before

May obtain a consumer report or investigative consumer report pertaining to your potential employment or actual employment (if any) with

_____. Your signature in the first space below indicates that you have carefully read and understand this notice and consent to the release of a consumer report or an investigative consumer report to

_____ for employment purposes,
at

_____ discretion, either in
connection with your job application, or in connection with any future decisions concerning your
employment, promotion, reassignment or retention as an employee of

_____ if any. Your signature
additionally reflects your understanding that such consent will remain in effect indefinitely until
you revoke it (cancel it) in writing, as described in the next paragraph.

SECTION 12952 GOVERNMENT CODE NOTIFICATION

You will not be asked and you are not to disclose anything regarding any arrest or conviction criminal history prior to our making a conditional offer of employment to you. If you are offered employment conditioned on further background screening we may ask you questions about your criminal background if any at that time. If you are denied employment after those questions are answered and verified by further background screening we are required to notify you of the following:

If the decision to deny you employment was based solely or in part because of your conviction history, the employer shall notify the applicant in writing of all the following:

- (A) The final denial or disqualification. The employer may, but is not required to, justify or explain the employer's reasoning for making the final denial or disqualification.
- (B) Any existing procedure the employer has for the applicant to challenge the decision or request reconsideration.
- (C) The right to file a complaint with the department.

CONSENT STATEMENT

I have carefully read and understand this notice and consent form and, by my signature below, consent to the release of consumer or investigative consumer reports, as defined above, to

_____ In conjunction with my application for employment. I further understand that this consent will apply during the course of my employment with

_____, should I obtain such employment, and that such consent will remain in effect until revoked in a written document signed by me. In the event that I wish to revoke this consent at any time, I understand that I may do so by either signing the Refusal or **Revocation of Consent Statement** below and returning it to

_____, at
(address _____)

or sending a signed letter or statement to my employer at the same address, indicating that I revoke my consent to my employer's obtaining consumer reports or investigative reports about me for employment purposes. I further understand that any and all information contained in my job application or otherwise disclosed to

_____ by me may be utilized for the purpose of obtaining the consumer reports or investigative consumer reports requested by my employer and confirm that all such information is true and correct.

I am requesting a copy of any report generated pursuant to this consent form.

Name of applicant or employee

Social Security number

Applicant or employee signature

Date

PRIVACY POLICY NOTIFICATION

In the event that our client requests background investigation requiring research work in an alien (foreign country) jurisdiction, we will not provide personal identifying information to an alien nation investigator or government agency without first notifying and obtaining the express consent of the subject of the investigation. We DO NOT routinely utilize the services of alien sources of information in the course and scope of our United States based investigations.

REFUSAL OR REVOCATION OF CONSENT STATEMENT

(Do NOT sign unless you have decided that you will not consent, or will no longer consent, to your employer or prospective employer's obtaining consumer reports or investigative consumer reports regarding you for employment purposes.)

I do not consent to _____ obtaining consumer reports or investigative reports about me for employment purposes. If I have previously granted my consent, I hereby revoke it and understand that such revocation will take effect immediately after _____ receives this written revocation and has actual knowledge of it sufficient to communicate the revocation to those employees of agents of my employer who typically request consumer reports of the company.

Name of applicant or employee

Social Security number

Applicant or employee signature

Date