

Important Notice Regarding Consumer Reports

In connection with your employment status with The Company, The Company may obtain one or more reports regarding your credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, and/or mode of living from a consumer reporting agency. If the Company plans to use any information in the consumer report to make an adverse employment decision, it will provide you with a written copy of the report upon which its decision will be based and a written summary of your rights under the Fair Credit Reporting Act before taking any action. If any adverse action is taken against you by The Company, you will be notified of that action, and that the action was taken based on the consumer report.

The Company cannot obtain consumer reports unless you consent in writing. If you agree that we may obtain consumer reports regarding your credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, and/or mode of living, **please sign the *Consent to Obtain Consumer Reports form***.

Consent to Obtain Consumer Reports and Disclosure and Release of Information Authorization

I have read the Important Notice Regarding Consumer Reports provided to me by The Company or one of its subsidiaries or affiliates. I understand that, if I sign this consent form, The Company may obtain reports of my credit worthiness, credit standing, general reputation, personal characteristics, and/or mode of living.

I authorize The Company and Old Republic Credit Services or Credit Interlink America, a consumer reporting agency, to retrieve information from all personnel, educational institutions, government agencies, companies, corporations, credit reporting agencies, law enforcement agencies at the federal, state or county level, worker's compensation agencies or individuals, relating to my past activities, to supply any and all information concerning my background, and release the same from any liability resulting in providing such information. The information received may include, but is not limited to, academic, residential, achievement, job performance, attendance, litigation, personal history, credit reports, driving history, workers' compensation records (including medical information), and criminal history records.

If currently employed: **YES, my current employer may be contacted;** or
 NO, my current employer may not be contacted.

I understand that a consumer report may be prepared summarizing this information. If my prior employers and/or references are contacted, the report may include information obtained through personal interviews regarding my character, general reputation, personal characteristics and/or mode of living. I may request a copy of all reports prepared about me and may also request the nature and substance of all information contained in those files of the consumer reporting agency. I understand that proper identification will be required and that I should direct my request to Old Republic Credit Services or Credit Interlink America, producer of the CIBER-Safe Background Employment Report(s).

I would like a copy of any credit report regarding me. **YES**
 NO

By my signature below I hereby release any individual or institution, including its officers, employees, or related personnel, both individually and collectively, from any and all liability for damages of whatever kind, which may result because of compliance with this authorization and request to release information or any attempt to comply with it.

I hereby certify that all the statements and answers set forth on the application form and/or my resume are true and complete to the best of my knowledge, and I understand that if subsequent to employment any such statements and/or answers are found false or that information has been omitted, such false statements or omissions will be just cause for the termination of my employment.

I am willing that a photocopy of this authorization be accepted with the same authority as the original; and that if employed by The Company, this release will remain in effect throughout such employment.

Signature

Date

NOTE: *The following information is provided voluntarily. It is used only to verify information for identification purposes. PLEASE PRINT CLEARLY.*

Last Name First Name Middle Name Social Security Number

Street Address City State Zip

Drivers License No. State of License Date of Birth

List any other **CITIES, STATES** and **ZIPS** in which you have lived during the previous 7 years.

List any other **LAST NAMES** you have used during the previous 7 years.

List any other **LAST NAMES** under which you received your GED, high school diploma, or other degrees.

*For searches in AK, CO, NH, PA, WA and Washington DC, an additional release form is required. Please request a copy of this release form from the employer and include with this release.