

**DISCLOSURE NOTICE TO APPLICANTS/EMPLOYEES REGARDING  
CONSUMER REPORTS**

Important: Please read carefully before signing.

A consumer report and/or investigative consumer report including information concerning your character, employment history, general reputation, personal characteristics, police record, education, qualifications, motor vehicle record, mode of living and/or credit and indebtedness may be obtained in connection with your application for and/or continued employment with the company. **A consumer report and/or an investigative consumer report may be obtained at any time during the application process or during your employment with the company.** A consumer report containing injury and illness records and medical information may be obtained after a tentative offer of employment has been made. In compliance with the Americans with Disabilities Act, after making you a contingent offer of employment, the company may also investigate your worker's compensation history to determine that you are not hired for a position or assigned a job function that could aggravate a previous injury. Upon timely written request of the personnel department of the employer, and within 5 days of the request, the name, address and phone number of the reporting agency and the nature and scope of the investigative consumer report will be disclosed to you. Before any adverse action is taken, based in whole or in part on the information contained in the consumer report, you will be provided a copy of the report, the name, address and telephone number of the reporting agency and a summary of your rights under the Fair Credit Reporting Act, as well as additional information on your rights under the law.

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Print your name

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Signature Date