

DISCLOSURE AND AUTHORIZATION

[IMPORTANT -- PLEASE READ CAREFULLY BEFORE SIGNING AUTHORIZATION]

1. DISCLOSURE REGARDING BACKGROUND INVESTIGATION

FOR ALL EMPLOYMENT APPLICANTS (REGARDLESS OF LOCATION):

To the extent permitted by applicable local law:

Employer (the "Company") may obtain information about you from a consumer reporting agency/background investigation company for employment purposes. Thus, you may be the subject of a background investigation report, a "consumer report" and/or an "investigative consumer report" which may include information about your character, general reputation, personal characteristics, and/or mode of living, and which can involve personal interviews with sources such as your neighbors, friends, or associates. These reports may be obtained at any time after receipt of your authorization and, if you are hired, throughout your employment. These reports may include information regarding your credit history, criminal history, social security and other government program verification (including any worker's compensation filings to the extent allowable by law), motor vehicle and/or driving records, education and employment. You have the right, upon written request made within a reasonable time after receipt of this notice, to request disclosure of the nature and scope of any background investigation report and/or investigative consumer report requested. Please be advised that the nature and scope of the most common form of background investigation reports and investigative consumer reports obtained with regard to applicants for employment is an investigation into your education and/or employment history conducted by HR Plus, 8745 West Higgins, Chicago, IL 60631, and Phone: 888-538-1969 ("HR Plus") or its agents. However, the scope of this Disclosure and Authorization Form is all-encompassing, allowing the Company to obtain from HR Plus all manner of background investigation reports, consumer reports and investigative consumer reports about you now and, if you are hired, throughout the course of your employment to the extent permitted by applicable local law. As a result, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any background investigation report and/or investigative consumer report.

FOR EMPLOYMENT APPLICANTS IN THE UNITED STATES (INCLUDING CALIFORNIA):

Please download/print and read the Federal Summary Of Your Rights Under The Fair Credit Reporting Act.

California applicants and employees: Please download/print and read the Notice Regarding Background Investigation Pursuant to California Law. By signing below, you also acknowledge receipt of the Notice Regarding Background Investigation Pursuant to California Law.

[] Please check this box if you would like to receive a copy of an investigative consumer report or consumer credit report if one is obtained by the Company at no charge whenever you have a right to receive such a copy under California law.

New York applicants and employees: Please download/print and read the attached copy of Article 23-A of the New York Correction Law. You have the right to inspect and receive a copy of any investigative consumer report requested by the Company by contacting HR Plus directly.

New Jersey, Maine and Massachusetts applicants and employees: You have the right to inspect and receive a copy of any investigative consumer report requested by the Company by contacting HR Plus directly. **THIS IS NOT A JOB APPLICATION.**

Minnesota and Oklahoma applicants and employees: You have the right, upon written request, to request disclosure of the nature and scope of any consumer report requested by the Company by contacting HR Plus directly.

[] Please check this box if you would like to receive, at no charge, a copy of any consumer report or investigative consumer report if one is obtained by the Company.

Washington applicants and employees: You have the right, upon written request made within a reasonable time after receipt of this notice, to request disclosure of the nature and scope of any investigative consumer report requested. You also have the right to request a written summary of consumer's rights and remedies under Washington's Fair Credit Reporting Act.

2. AUTHORIZATION

FOR EMPLOYMENT APPLICANTS IN THE UNITED STATES (INCLUDING CALIFORNIA):

I acknowledge receipt of the Disclosure Regarding Background Investigation and the Federal Summary Of Your Rights Under The Fair Credit Reporting Act and certify that I have read and understand both documents. I hereby authorize the obtaining of "consumer reports" and/or "investigative consumer reports" by the Company at any time after receipt of this authorization and, if I am hired, throughout my employment. To this end, I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, employer, or insurance company to furnish any and all background information requested by HR Plus, 8745 West Higgins, Chicago, IL 60631, and Phone: 888-538-1969.

FOR EMPLOYMENT APPLICANTS OUTSIDE THE UNITED STATES:

I acknowledge receipt of, and certify that I have read and understand, the Disclosure Regarding Background Investigation. I hereby authorize, to the extent permitted by applicable local law, the obtaining of background investigation reports by the Company at any time after receipt of this authorization and, if I am hired, throughout my employment. To this end, I hereby authorize, without reservation, any: law enforcement authority; government agency or administrator; state, federal or provincial agency; private or public institution, school or university; information service bureau; employer or other organization for which I have performed work; or insurance company, to furnish any and all background information requested by HR Plus, 8745 West Higgins, Chicago, IL 60631, and Phone: 888-538-1969 ("HR Plus") or any of its agents.

I understand and agree that as part of the background investigations described above, my personally identifiable data ("PII") may be transferred outside of the country in which it was collected, including to a country that may not be approved by the European Commission as adequately protecting PII. I expressly agree to the transfer of my PII from the country in which it was collected to all of the following:

- (a) HR Plus. HR Plus has verified compliance with the United States Department of Commerce's Safe Harbor program for the protection of PII from the EEA and Switzerland to the United States ("Safe Harbor").
- (b) any of HR Plus' agents, wherever located, that commit to protecting PII to standards equal to or greater than those imposed by Safe Harbor.
- (c) the Company, wherever located.

FOR ALL EMPLOYMENT APPLICANTS (REGARDLESS OF LOCATION):

I agree that a facsimile ("fax"), electronic or photographic copy of this authorization shall be as valid as the original.

[] By checking this box, I certify that I have read and understand the above Disclosure and Authorization Form and agree to the background investigation(s) as described.

[] I understand that if I want a paper copy of this Disclosure and Authorization Form, I may print it or request a copy by calling HR Plus (888-538-1969).

Signature: _____ Date: _____
 Applicant Last Name _____ First _____ Middle _____
 Other Names/Alias _____ Social Security # _____
 Date of Birth (for ID purposes only) _____
 Drivers License # _____
 Phone Number _____
 Present Address _____
 City/State/Zip _____

*This information will be used for background screening purposes only and will not be used as hiring criteria.

HR Plus Fax Number: 773-693-1034

