



**NET CHECK INVESTIGATIONS**  
**California P.I. License 21529**  
**BACKGROUND CHECK DISCLOSURE**

**DISCLOSURE**

As part of evaluating your application for employment and promotion, \_\_\_\_\_ (“Company”) has a policy of obtaining employment background screening reports on applicants and employees as a condition of initial and continued employment. Company may obtain from Net Check Investigations, a national screening firm and consumer reporting agency, consumer reports. All employment screening inquiries are limited to information that affects job performance at the workplace. Background screening is conducted in accordance with applicable Federal and state laws including the Fair Credit Reporting Act (FCRA) the Americans with Disabilities Act (ADA), the Driver Privacy Protection Act, and anti-discrimination and privacy laws. As a result, the Company may obtain a Consumer Report and an Investigative Consumer Report on you initially and during your tenure of employment.

**Net Check Investigations, 217 E. Alameda Ave, Suite 301, Burbank, CA 91502 Tel: (888) 638-2432 (Fax (818) 848-4909** will obtain the reports for the Company. Reports may contain information bearing on your character, general reputation, personal characteristics, mode of living and credit standing. The types of information that may be obtained include, but are not limited to: social security number verifications, credit reports, criminal convictions and records, civil records, court records, driving records, educational records, employment verification, personal and professional references checks, licensing and certification records, drug testing results, date of birth verification, etc. The information contained in the reports will be obtained from private and public record sources and may include personal interviews with sources such as neighbors, friends and associates.

**1. A Consumer Report** consists of information deemed to have a bearing on job performance, and may include information from public and private sources, public records, former employers and references. The scope of the report may include information concerning your driving record, civil and criminal court records, credit, education, credentials, identity, past addresses, Social Security number, previous employment, professional references, and your personal references.

**2. An Investigative Consumer Report** may also include reference checks from former employers, co-workers or references for the purposes of obtaining job related information. This type of report is defined as a report based upon interviews that may contain information relating to your character, general reputation, personal characteristics, or mode of living. You have the right to request additional disclosures of the nature and scope of an investigative consumer report. To receive this information or to inspect any files concerning such a report or to determine whether a report on you has been requested, you may contact the **Company at \_\_\_\_\_ or Net Check, 217 E. Alameda Ave, Suite 301, Burbank, CA 91502 Toll Free Tel: (888) 638-2432, or by (Fax (818) 848-4909.**

**3. Additional State Law Disclosure Form:** If you are living or applying for work in **California, Maine, Massachusetts, New York, or Washington**, please read and sign appropriate portion of the attached page.

**4. California Provisions:** In California, any report concerning a consumer's character, general reputation, personal characteristics, or mode of living is defined as an Investigative Consumer Report. In California a separate authorization is required to authorize the running of a credit report.

Post one copy in applicant file and give one copy to applicant

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**AUTHORIZATION TO RELEASE INFORMATION**

**AUTHORIZATION**

I have carefully read and understand the attached *Disclosure*, the attached *Summary of Rights under the Fair Credit Reporting Act, Additional State Law Disclosure Form* (below- if applicable), and this *Authorization Form*. By my signature below, I consent to the release of consumer reports and investigative consumer reports prepared by Net Check Investigations, national a consumer reporting agency, to the Company and its designated representatives and agents. I understand that if the Company hires me, my consent will apply, and the Company may obtain reports, throughout my employment. I also understand that information contained in my job application or otherwise disclosed by me before or during my employment, if any, may be used for the purposes of obtaining consumer reports and/or investigative consumer reports.

By signing below, I authorize law enforcement agencies, learning institutions (including public and private schools and universities), information services bureaus, credit bureaus, record/data repositories, courts (federal, state and local), motor vehicle records agencies, my past and present employers, the military, and other individuals and sources to furnish any and all information on me that is requested by the consumer reporting agency.

Further, I certify the information I provide on this form is true and correct. I agree that this Disclosure and Authorization form in original, faxed, photocopied or electronic (including electronically signed) form, will be valid for any reports that may be requested by or on behalf of the Company.

**California, Minnesota or Oklahoma applicants only** – You will be provided with a free copy of any consumer reports or investigative consumer reports obtained on you if you check the box below.

I wish to receive a free copy of the report.

Full Name: \_\_\_\_\_ Today's Date: \_\_\_\_\_

Signature: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

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