

RELEASE/DISCLOSURE FOR EMPLOYMENT PURPOSES BACKGROUND AND REFERENCE INVESTIGATION AUTHORIZATION

The Fair Credit Reporting Act (FCRA) provides individuals with certain rights regarding consumer reports and places certain obligations on employers using consumer reports for employment-related purposes. As part of its employment screening and selection procedures, retentions, and promotion, **Jacob Sheet Metal Works Inc., (hereafter referred to as "Company")** requires that a background investigation and a check of references be conducted. The objectives of the investigation are to verify information provided during the application process, investigate references and identify any factors that might be inconsistent with Company employment requirements.

➡ I, _____, give the Company and/or Intellicorp permission and authority to conduct a background investigation and reference check into my past and current activities. I understand and consent to an investigation that may include, but is not limited to, information as to my personal character, general reputation, verification of previous employment and employment references, verification of education, motor vehicle driving record, worker's compensation claims, criminal records and other information contained in public records.

I authorize and request any Former Employers, Insurance Companies, Schools, Police Departments, States, Cities and Counties or any other Person to furnish Company and/or Personnel Profiling Inc. designees information concerning:

<i>My Work Habits</i>	<i>Character</i>	<i>Criminal Record</i>
<i>Reasons for Termination</i>	<i>Reputation</i>	<i>Driving Record</i>
<i>Salary History/Credit</i>	<i>Education History</i>	<i>Transcripts</i> <i>Workers Comp Records</i>

and all other relevant information requested by Company.

➡ **By checking this box, I am indicating my present employer should NOT be contacted.**

I hereby release all Persons, Companies, Corporations, Schools, or Individuals from all liability and responsibility that may result from providing Company and/or Personnel Profiling Inc. with such information as requested.

If I am not hired due to information contained in the background screen report, I will be notified in writing and a copy of the said report will be supplied to me with a written summary of my rights under the Fair Credit Reporting Act of 1970 as amended in 1996.

Applicant (please print)

Current Address

City, State, Zip Code

Social Security Number

County

Driver's License Number

Issuing State

Date of Birth

Applicant's Signature