Disclosure and Authorization Form To Obtain Consumer Reports for Employment Purposes

Please Read Carefully Before Signing the Authorization

- A "consumer report" is a written, oral or other communication of any information by a consumer reporting agency bearing on your credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living which is used or expected to be used or collected in whole or in part for the purpose of serving as a factor in making an employment-related decision about you. Such information may include, for example, credit information, criminal history reports, or driving records; and
- An "investigative consumer report" is a consumer report in which information on the Applicant's character, general reputation, personal characteristics, or mode of living is obtained through personal interviews with prior employers, neighbors, friends, or associates, or with others who may have knowledge concerning any such items of information. In the event an investigative consumer report is requested, Applicant(s) are entitled to additional disclosures regarding the nature and scope of the investigation requested, as well as a written summary of your rights under the Fair Credit Reporting Act ("FCRA").

In consideration of Applicant's employment or promotion, assignment, reassignment, retention, or discipline, Independence Plus, Inc. (IPI) may request and rely upon one or more consumer reports or investigative consumer reports obtained from a consumer reporting agency, such as IntelliCorp Records, Inc. The investigative consumer report may include contacting all listed prior employers to verify the Applicant's employment history. It may also include, but not be limited to, credit information reports, criminal history reports and driving history records.

Under the provisions of the Fair Credit Reporting Act (15 USC at 1681-1681u) as amended, before IPI can seek such reports, written permission to obtain the information must be provided by the Applicant. Before IPI will take adverse action on the basis (in whole or in part) of information in that report, the Applicant will be provided a copy of that report, the name, address, and telephone number of the consumer reporting agency, and a summary of the Applicant's rights under the FCRA.

I have read and understand the foregoing Disclosure and authorize IPI to obtain and rely upon consumer reports and/or investigative consumer reports in considering me for employment and, if I am employed, in considering me for subsequent promotion, assignment, reassignment, retention, or discipline. By my signature below, I authorize IPI to obtain any such reports and to share the information received with any person involved in the employment decision about me.

I also agree that this Disclosure and Authorization in original, faxed, photocopied, or electronic (including electronically signed) form will be valid for any consumer reports or investigative consumer reports, that may be requested about me by or on behalf of Independence Plus, Inc.

Printed Name	Signature of Applicant	Date

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Authorization to Release Information

Last Name of Applicant/Emplo	yee	First Name of Applicant/Employee	Middle Initial/Name
Cu	rrent Address		Dates Lived Here
Addresses for the Past Seve	n Years: (includ	de street, city, state, zip code)	Dates of Residence:
Date of Birth	Other Nam	nes Used (including maiden name)	Years Used
Social Security Number		Driver License Number	State
Email address (may be used	for official cor	respondence)	
labor and wage records, etc Independence Plus, Inc. (I those which may be deeme liability on account of such exclusively by IPI for identifin determining any suitabili correct, and complete I in ninterview/conversation(s) v process my employment apby IPI to furnish the aboveapplication process and, if h I hereby do do not for Employment and Refere I certify that all elements of understand and agree that me on my application or an	c. or any part the PI) to obtain, we do be privileged disclosures. In iteration purpose by for employment of the PI staff. If plication. I authorized, employment authorized, employment authorized by the personal definition, for the personal definition, for supplements.	vorker's compensation records hereof. I further authorize any otherwhere the said records are pured or confidential in nature; I reformation appearing on this Autes and for the release information. I certify that my answers at application, supplements to nature without reservation, any ormation. This authorization is went to the extent permitted by corize IPI representative(s) to consultate IPI representative(s) to consultate IPI representative accurated it and in any interviews will, discharge from employment.	duly authorized agent of ablic or private, and including release all persons from athorization will be used ion that will be considered and statements are true, my application, and in my additional information to a party or agency contacted walid during the course of my law. Intact my current employer te and complete. I tement, or answer made by be sufficient grounds for
Printed Name		Signature of Applicant	