

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.

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Printed Name

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Signature of Applicant

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Date



Middle Initial/Name

Dates Lived Here

Dates of Residence:

Years Used

State

I certify that all elements of the personal data I provided are true, accurate and complete. I understand and agree that any omission, false statement, misleading statement, or answer made by me on my application or any supplements to it and in any interviews will be sufficient grounds for rejection of employment and, if employed, discharge from employment.

Date \_\_\_\_\_