

Background Check Policy

The **4 Your Peace of Mind, LLC** may request, for lawful employment purposes, background information about you from a consumer reporting agency in connection with your employment or application for employment (including independent contractor assignments, as applicable).

This background information may be obtained in the form of consumer reports and/or investigative consumer reports (commonly known as *background reports*). These background reports may be obtained at any time after receipt of your authorization and, if you are hired or engaged by the **4 Your Peace of Mind, LLC**, throughout your employment with the Company or your contract period.

The types of information that may be obtained include, but are not limited to: social security number verifications; address history; credit reports and history; criminal records and history; public court records; driving records; accident history; worker's compensation claims; bankruptcy filings; educational history verifications (e.g., dates of attendance, degrees obtained); employment history verifications (e.g., dates of employment, salary information, reasons for termination, etc.); personal and professional references checks; professional licensing and certification checks; drug/alcohol testing results, and drug/alcohol history in violation of law and/or company policy; and other information bearing on your character, general reputation, personal characteristics, mode of living and credit standing.

This information may be obtained from private and public record sources, including, as appropriate: government agencies and courthouses; educational institutions; former employers; personal interviews with sources such as neighbors, friends and associates; and other information sources. If the **4 Your Peace of Mind, LLC** should obtain information bearing on your credit worthiness, credit standing or credit capacity for reasons other than as required by law, then the **4 Your Peace of Mind, LLC** will use such credit information to evaluate whether you should be offered a position or be permitted to retain your position. You may request more information about the nature and scope of any investigative consumer reports by contacting the **4 Your Peace of Mind, LLC**. A summary of your rights under the Fair Credit Reporting Act (FCRA) also is being provided to you.

Notice and Authorization

I, _____, hereby consent and authorize the **4 Your Peace of Mind, LLC** or its agents to prepare an investigative consumer report, including but not limited to obtaining a consumer report and information as to my credit worthiness, credit standing, character, general reputation, credit capacity, personal characteristics and mode of living. This report may involve personal interviews with sources, such as neighbors, friends, associates, past employers and educational institutions in which case I understand that I am entitled to a copy of my rights under the FCRA as well as to request additional disclosures of the nature and scope of the investigation.

Public records may be used in this report, such as civil and criminal records, driving records, liens, judgments and bankruptcy that are deemed to have a bearing on my job

performance. This consumer report will be used for employment purposes as it is defined in the Fair Credit Reporting Act, section 603 (h).

In using a consumer report for employment purposes, before taking any adverse action based in whole or in part on the report, the person intending to take such adverse action shall provide to the consumer to whom the report relates, a copy of the report and a description in writing of the rights of the consumer under the FCRA, as prescribed by the Federal Trade Commission, section 609(c)(3).

I am providing the following information for the preparation and proper verification of the consumer report.

All previous names used and corresponding years:

Driver's license number: _____

State of issuance (DL): _____

Date of birth: _____

Current county of residence: _____

All past counties of residence and corresponding years:

Signature _____ Date

Print Name _____

