

This notice complies with all regulations promulgated by the Consumer Financial Protection Bureau (CFPB) effective January 1, 2013 including revisions to the Fair Credit Reporting Act, (FCRA)

SPECIAL INVESTIGATIONS, L.L.C.
CONFIDENTIAL BACKGROUND CHECK
AUTHORIZATION FORM

Under applicable provisions of the Federal Fair Credit Reporting Act (FCRA) as amended effective January 1, 2013, notice is hereby given that a consumer report or investigative consumer report may be made which may include information pertaining to your employment history, educational accomplishments, criminal record, driving record, credit history, character, general reputation, and personal characteristics. This report will be processed by SPECIAL INVESTIGATIONS, LLC ("SPECIAL"), a screening service, 316 West 12th Street, #316 Austin, Texas 78701 (512-472-9989). An investigation into your worker's compensation and/or industrial accident background may also be conducted according to the provisions of the Americans with Disabilities Act (ADA). SPECIAL conducts business according to all applicable federal and state laws. SPECIAL agrees to use its best and most precise efforts to furnish its clients (a "client" is defined as a company, organization, or business using SPECIAL to perform employment screening procedures on job applicants and/or current employees) with accurate, current, complete, and reliable information based on such information as it is reasonably available and obtained via applicable public phone records sources and/or information services utilized by SPECIAL. Sources also include contact by phone, FAX, U.S. Mail, and electronic mail of an applicant's previous employers, education officials, and other individuals who can provide accurate verification and confirmation of the applicant's background. However, SPECIAL cannot guarantee the accuracy of the information provided by these sources, which include courts, public record databases, commonly accepted information sources, and individuals, including previous employers.

You are further advised that SPECIAL does not counsel its clients regarding their hiring policies and procedures (a "client is defined as a business, company, or organization which contracts with SPECIAL to provide employment screening services to them). SPECIAL will not have any knowledge as to why you have been offered a position or the reasons why you were denied employment, and will not be responsible or liable for actions taken by its client. Under provisions of the FCRA, you have the right to dispute information provided in a report and, after providing proper identification, you can request a copy of such report(s), including details about the sources of information. Such information will be provided to you at no cost within 30 days after receiving your request. This information will be provided by the company, business, or organization at which you applied for employment. Upon your request, SPECIAL will provide additional details regarding your employment screening report, particularly the names of specific resources used to gather information, such as courts, public record databases, commonly accepted data sources and individuals.

I, the undersigned, have read and fully understand the above notice. I hereby authorize SPECIAL to investigate my employment history, educational accomplishments, criminal record, driving record, credit history, character, and general reputation, inquiries into drug and alcohol testing and use. I authorize SPECIAL to verify the facts stated by me on the attached application and/or resume. I agree not to hold SPECIAL responsible in any manner for errors in information provided to SPECIAL by any of the sources SPECIAL uses to obtain such information, about my employment history, education accomplishments, criminal record, driving record, credit history, character, general reputation, and personal characteristics. I also agree not to hold SPECIAL responsible for reports deemed by me to be incorrect, when SPECIAL has, in good faith and according to its established lawful practices, based its information on sources it normally utilizes, such as those listed above.

I, the undersigned, understand that my employment with _____ is contingent upon satisfactory completion of this background investigation

PRINT FULL LEGAL NAME: _____

CURRENT ADDRESS _____

(DOB is for pre-employment investigation purposes only)

DATE OF BIRTH _____ SOC. SEC. # _____

DRIVERS'S LICENSE NO. AND STATE _____

NUMBER

STATE

SIGNATURE _____

DATE SIGNED: _____

SPECIAL INVESTIGATIONS, L.L.C.

316 WEST 12TH STREET, #316 AUSTIN, TX 78701 (512-472-9989) (FAX 512-494-1133)

TX DPS PSB LICENSE # C-15778

A Texas Limited Liability Company

All users of consumer reports must comply with all applicable regulations, including regulations promulgated after this notice was prescribed in 2004. Information about applicable regulations currently in effect can be found at the Consumer Financial Protection Bureau (CFPB) Web site, <http://www.consumerfinance.gov/learnmore>