

DISCLOSURE REGARDING BACKGROUND INVESTIGATION

TOWER INSPECTION, INC. (the "Company") may obtain information about you from a third party consumer reporting agency for employment purposes (including independent contractor or volunteer assignments, as applicable). Thus, you may be the subject of a "consumer report" which may include information about your character, general reputation, personal characteristics, and/or mode of living. These reports may contain information regarding your criminal history, social security verification, motor vehicle records ("driving records"), verification of your education or employment history, or other background checks.

You have the right, upon written request made within a reasonable time, to request whether a consumer report has been run about you and to request a copy of your report. These searches will be conducted by **TeamScreen Solutions LLC, 12980 Foster Street, Suite 170, Overland Park, KS 66213; Tel. No. #866.367.8555; www.teamscreen.net.**

Signature: _____ Date: _____

Printed Name: _____

End of Document

ACKNOWLEDGMENT AND AUTHORIZATION FOR BACKGROUND CHECK

I acknowledge receipt of the separate document entitled DISCLOSURE REGARDING BACKGROUND INVESTIGATION and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT and certify that I have read and understand both of those documents. I hereby authorize the obtaining of "consumer reports" and/or "investigative consumer reports" by Tower Inspection, Inc. at any time after receipt of this authorization and throughout my employment, if applicable. To this end, I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, employer, or insurance company to furnish any and all background information requested by **TeamScreen Solutions LLC, 12980 Foster Street, Suite 170, Overland Park, KS 66213; Tel. No.: 866.367.8555; www.teamscreen.net** and/or Tower Inspection, Inc. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original.

Signature: _____

Date: _____

Printed Name: _____

Please check this box if you would like to receive correspondence related to an investigative consumer report and FCRA notices via email.

If yes, please provide your email address here: _____

BACKGROUND INFORMATION*

Last Name _____ First _____ Middle _____

Other Names/Alias/Maiden Name _____

Social Security* # _____ Date of Birth* _____

Driver's License* # _____ State of Driver's License* _____

Email Address _____ Phone Number _____

Present Address, Apt. # _____
City/State/Zip _____

Past Address, Apt. # _____
City/State/Zip _____

Past Address, Apt. # _____
City/State/Zip _____

*This **background information*** will be used for background screening purposes only and will not be used as hiring criteria.

DISCLOSURE REGARDING “INVESTIGATIVE CONSUMER REPORT” BACKGROUND INVESTIGATION

Tower Inspection, Inc. (the “Company”), to which you have applied for employment, may request an investigative consumer report about you from a third party consumer reporting agency, in connection with your employment or application for employment (including independent contractor or volunteer assignments, as applicable) and throughout your employment if you are hired or retained. An “investigative consumer report” is a background report that includes information from personal interviews (except in California, where that term includes background reports with or without information obtained from personal interviews). The most common form of an investigative consumer report in connection with your employment is a reference check through personal interviews with sources such as your former employers and associates, and other information sources. The investigative consumer report may contain information concerning your character, general reputation, personal characteristics and mode of living. These reports may contain information regarding your criminal history, social security verification, motor vehicle records (“driving records”), verification of your education or employment history, worker’s compensation or other background checks. You may request more information about the nature and scope of an investigative consumer report, if any, by contacting the Company.

You have the right, upon written request made within a reasonable time, to request (1) whether an investigative consumer report has been obtained about you, (2) disclosure of the nature and scope of any investigative consumer report and (3) a copy of your report. These reports will be conducted by **TeamScreen Solutions LLC, 12980 Foster Street, Suite 170, Overland Park, KS 66213; Tel. No.: 866.367.8555; www.teamscreen.net.**

Signature: _____

Date: _____

Printed Name: _____

OTHER STATE LAW NOTICES

New York applicants only: Upon request, you will be informed whether or not a consumer report was requested by the Company, and if such report was requested, informed of the name and address of the consumer reporting agency that furnished the report. You have the right to inspect and receive a copy of any investigative consumer report requested by the Company by contacting the consumer reporting agency identified above directly. By signing below, you acknowledge receipt of Article 23-A of the New York Correction Law.

New York City applicants only: By signing this form, you further authorize the Company to provide you with a copy of your consumer report, the New York City Fair Chance Act Notice form, and any other documents, to the extent required by law, at the mailing address and/or email address you provide to the Company.

- Minnesota applicants only:** You have the right to submit a written request to the consumer reporting agency for a complete and accurate disclosure of the nature and scope of any consumer report the Company ordered about you. The consumer reporting agency must provide you with this disclosure within five business days after its receipt of your request or the report was requested by the Company, whichever date is later. Please check this box if you would like to receive a copy of a consumer report, if one is obtained by the Company.

- Oklahoma applicants only:** Please check this box if you would like to receive a copy of a consumer report, if one is obtained by the Company.

- Los Angeles applicants only:** Please check this box to receive a copy of the Notice to Applicants & Employees Fair Chance Initiative for Hiring Ordinance.

- San Francisco applicants only:** Please check this box to receive a copy of the San Francisco Fair Chance Ordinance Notice.

Washington State applicants only: You also have the right to request from the consumer reporting agency a written summary of your rights and remedies under the Washington Fair Credit Reporting Act.

Signature: _____

Date: _____

Printed Name: _____