



BEST Crowd Management may request background information about you from a consumer reporting agency in connection with your employment application and for employment purposes. This information may be obtained in the form of a consumer report and/or investigative consumer report. These reports may be obtained at any time after receipt of your authorization and, if you are hired by WESS, throughout your employment.

Applicant First Name: \_\_\_\_\_ Applicant Middle Name: \_\_\_\_\_

Applicant Last Name: \_\_\_\_\_ Applicant Gender: \_\_\_\_\_

Applicant Date of Birth: \_\_\_\_\_ Applicant Phone Number: \_\_\_\_\_

Applicant Race: \_\_\_\_\_ Applicant Social Security Number: \_\_\_\_\_

Applicant Email Address (email used to send any adverse notices to): \_\_\_\_\_

Applicant Mailing Address: \_\_\_\_\_  
Address Line 1 Address Line 2

City State Zip

**I hereby certify that this form was completed by me, that the information provided is true and correct as of the date hereof and I authorize RedTail to obtain a consumer report and/or investigative consumer report on me, as applicable.**

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_



## BACKGROUND SCREENING RELEASE AND AUTHORIZATION

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I have carefully read and understand this Release and Authorization form and the attached Disclosure and Summary of Rights under the Fair Credit Reporting Act.

By my signature or electronic signature below, I authorize the release of consumer reports and investigative consumer reports prepared by Datamaxx Applied Technologies, Inc. ("Datamaxx") via the REDTAIL® Security & Screening Program ("REDTAIL") to the Organization and its designated representatives and agents. I understand that if the Organization hires me or gives me access to their facilities or their clients' facilities, my consent will apply, and they may obtain reports, throughout my employment, retention or access privileges. I also understand that information contained in my application or otherwise disclosed by me before or during my employment or access privileges, if any, may be used for the purpose of obtaining consumer reports and/or investigative consumer reports.

By my signature or electronic signature below, I authorize law enforcement agencies, learning institutions (including public and private schools and universities), information service bureaus, credit bureaus, record/data repositories, courts (federal, state and local), motor vehicle records agencies, my past or present employers, the military, and other individuals and sources to furnish any and all information on me that is requested by Datamaxx and REDTAIL.

By my signature or electronic signature below, I certify the information I provided on this form, supplied or entered into REDTAIL is true and correct. I understand and agree that once payment is made by either me or the Organization, REDTAIL will not refund any monies for background screening services and/or reports. I agree that this Authorization form in original, faxed, photocopied or electronic (including electronically signed) form shall be valid for any reports that may be requested by or on behalf of the Organization.

**Your date of birth or social security number will be used only for background screening purposes and will not be taken into consideration in any employment or access decisions, unless the information you provide is false.**

**The REDTAIL Privacy Policy can be viewed at <http://redtailsecurity.com/Corp/privacypolicy>**

PRINT NAME: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

DATE: \_\_\_\_\_



## DISCLOSURE REGARDING BACKGROUND SCREENING

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**A REDTAIL Background Report has been requested by the Organization** in which you are seeking employment, continuing employment, and/or accessing certain facilities. Therefore, you may be the subject of a "consumer report" or "investigative 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, address history, motor vehicle records ("driving records"), verification of your education or employment history, medical, health, or other background checks.

The name, address and telephone number of the Company preparing the report is:

Datamaxx Applied Technologies, Inc.  
REDTAIL® Security & Screening Program  
2001 Drayton Drive, FL 32311  
Toll free number: 1-866-391-2363

The REDTAIL Privacy Policy can be reviewed at <http://redtailsecurity.com/Corp/privacypolicy>.

Before any adverse action is taken, based in whole or in part on the information contained in the consumer report, you will be provided access to an electronic copy of the report, the name, address and telephone number of the reporting agency, and a summary of your rights under the Fair Credit Reporting Act. If requested, a copy of the report can also be mailed to you.

By my signature or electronic signature below, I certify the information I have provided is true and correct. I agree that this Disclosure form in original, faxed, photocopied or electronic (including electronically signed) form shall be valid for any reports that may be requested by or on behalf of the Organization. I agree that I have been provided a copy of my Summary of Rights under the Fair Credit Reporting Act.

PRINT NAME: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

DATE: \_\_\_\_\_

## FCRA Summary of Your Rights

### **A Summary of Your Rights Under the Fair Credit Reporting Act**

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records).

Here is a summary of your major rights under the FCRA.

**For more information, including information about additional rights, go to**

**[www.ftc.gov/credit](http://www.ftc.gov/credit) or write to: Consumer Response Center, Room 130-A, Federal Trade Commission, 600 Pennsylvania Ave. N.W., Washington, D.C. 20580.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
  1. a person has taken adverse action against you because of information in your credit report;
  2. you are the victim of identity theft and place a fraud alert in your file;
  3. your file contains inaccurate information as a result of fraud;
  4. you are on public assistance;
  5. you are unemployed but expect to apply for employment within 60 days.

In addition, by September 2005 all consumers will be entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See [www.ftc.gov/credit](http://www.ftc.gov/credit) for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See [www.ftc.gov/credit](http://www.ftc.gov/credit) for an explanation of dispute procedures.
- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than

seven years old, or bankruptcies that are more than 10 years old.

- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need -- usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to [www.ftc.gov/credit](http://www.ftc.gov/credit).
- **You may limit "prescreened" offers of credit and insurance you get based on information in your credit report.** Unsolicited "prescreened" offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt-out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit [www.ftc.gov/credit](http://www.ftc.gov/credit).

**States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. Federal enforcers are:**

<b>TYPE OF BUSINESS:</b>	<b>CONTACT:</b>
1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates	1.a. Consumer Financial Protection Bureau 1700 G Street, N.W. Washington, DC 20552
1.b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:	1.b. Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 (877) 382-4357
To the extent not included in item 1 above: 2.a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks	2.a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050
2.b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and Insured State Branches of Foreign Banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act	2.b. Federal Reserve Consumer Help Center P.O. Box. 1200 Minneapolis, MN 55480
2.c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations	2.c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106

2.d. Federal Credit Unions	2.d. National Credit Union Administration Office of Consumer Protection (OCP) Division of Consumer Compliance and Outreach (DCCO) 1775 Duke Street Alexandria, VA 22314
3. Air carriers	Asst. General Counsel for Aviation Enforcement & Proceedings Aviation Consumer Protection Division Department of Transportation 1200 New Jersey Avenue, S.E. Washington, DC 20590
4. Creditors Subject to the Surface Transportation Board	Office of Proceedings, Surface Transportation Board Department of Transportation 395 E Street, S.W. Washington, DC 20423
5. Creditors Subject to the Packers and Stockyards Act, 1921	Nearest Packers and Stockyards Administration area supervisor
6. Small Business Investment Companies	Associate Deputy Administrator for Capital Access United States Small Business Administration 409 Third Street, S.W., 8th Floor Washington, DC 20416
7. Brokers and Dealers	Securities and Exchange Commission 100 F Street, N.E.
8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations	Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090
8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations	Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090
9. Retailers, Finance Companies, and All Other Creditors Not Listed Above	FTC Regional Office for region in which the creditor operates or Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 (877) 382-4357

#### **ADDITIONAL STATE LAW NOTICES**

**CALIFORNIA:** Under section 1786.22 of the California Civil Code, you may view the file maintained on you by REDTAIL during normal business hours. You may also obtain a copy of this file, upon submitting proper identification and paying the costs of duplication services, by appearing at Datamaxx's offices in person, during normal business hours and on reasonable notice, or by mail. You may also receive a summary of the file by telephone, upon submitting

proper identification. Datamaxx has trained personnel available to explain your file to you, including any coded information. If you appear in person, you may be accompanied by one other person, provided that person furnishes proper identification.

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**NEW YORK:** You have the right, upon request, to be informed of whether or not a consumer report was requested. If a consumer report is requested, you will be provided with the name and address of the consumer reporting agency furnishing the report. You may inspect and receive a copy of the report by contacting that agency.

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**MAINE:** You have the right, upon request, to be informed of whether an investigative consumer report was requested, and if one was requested, the name and address of the consumer reporting agency furnishing the report. You may request and receive from the Company, within five business days of our receipt of your request, the name, address and telephone number of the nearest unit designated to handle inquiries for the consumer reporting agency issuing an investigative consumer report concerning you. You also have the right, under Maine law, to request and promptly receive from all such agencies copies of any such reports.

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**MARYLAND:** If the Company obtains credit history information on you, it will be used to evaluate whether you would present an unacceptable risk of theft or other dishonest behavior in the job for which you are being considered.

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**MINNESOTA:** If you submit a request to us in writing, you have the right to get from the Company a complete and accurate disclosure of the nature and scope of the consumer report or investigative consumer report ordered, if any.

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**MASSACHUSETTS/NEW JERSEY:** If you submit a request to us in writing, you have the right to know whether the Company ordered an investigative consumer report from Datamaxx. You may inspect and order a free copy of the report by contacting Datamaxx.

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**OREGON:** If the Company obtains credit history information on you, it will be used to evaluate whether you would present an unacceptable risk of theft or other dishonest behavior in the job for which you are being considered.

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**WASHINGTON STATE:** If you submit a request to us in writing, you have the right to get from the Company a complete and accurate disclosure of the nature and scope of the investigative consumer report we ordered, if any. You also have the right to ask Datamaxx, Inc. for a written summary of your rights under the Washington Fair Credit Reporting Act. If the Company obtains information bearing on your credit worthiness, credit standing or credit capacity, it will be used to evaluate whether you would present an unacceptable risk of theft or other dishonest behavior in the job for which you are being considered.