

AUTHORIZATION TO PERFORM BACKGROUND CHECKS

In connection with, and for the duration of my employment (or independent contract for services) with Select Focus and the Huffmaster Companies (hereinafter “the Company”), I understand that investigative background inquiries are to be made by the Company or its third-party designee on myself including consumer, criminal, driving, and other reports. These reports will include information as to my creditworthiness, character, work habits, performance and experience along with reasons for termination of past employment from previous employers. These reports and records will be used for the purposes of making hiring decisions or investigating certain incidents. Further, I understand that you will be requesting information from various federal, state and other agencies which maintain records concerning my past activities relating to my driving, credit, criminal, civil and other experiences as well as claims involving me in the files of insurance companies. The aforementioned reports, records and information are hereinafter referred to as “Background Information.”

To the extent such inquiries and requests of Background Information constitute “Consumer Reports” under the Fair Credit Reporting Act (“FCRA”); then such inquiries and requests of information shall be in compliance with the Act, to the extent applicable. If a decision not to employ, continue employment, or contract for services is contemplated because of the contents of a Consumer Report governed by the FCRA, then pursuant to Section 604(b)(3), I will receive a free copy of such Consumer Report and a summary of my rights as a consumer under the FCRA.

I understand and agree that the Background Information is of material importance to the Company and that if I have given any false information, or I have omitted any material facts under any circumstances, I may not be hired, or if hired, I may be discharged immediately upon discovery of such false statements or omissions, regardless of how much time has passed between the date of my hire and the discover of such misrepresentations, in the sole and absolute discretion of the Company.

I hereby request that all references listed on my application, or the custodians of the Background Information, give all information concerning my previous employment and/or pertinent information they may have, personal or otherwise, to Company and I hereby consent to the release of such Background Information and release all such parties from all liability for any damage that may result from the furnishing of same to Company or third party designee.

I authorize, without reservation, any party or agency contracted by Select Focus and/or Huffmaster Companies to furnish the above mentioned information:

California, Minnesota & Oklahoma Applications Only: Please check here to have a copy of your consumer report sent directly to you at the address listed below.

APPLICANT INFORMATION (PLEASE PRINT)

Last Name	First	Middle
Address		
City	State	Zip Code
Date of Birth	Social Security Number	
Driver's License Number	State Issued	

Applicant's Signature	Date
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