**DISCLOSURE REGARDING BACKGROUND INVESTIGATION**

**IMPORTANT** --PLEASE READ CAREFULLY BEFORE SIGNING AUTHORIZATION

**Williams Tunneling Industries, Inc.** ("the Company") mayobtain information about you for employment/volunteer or contractor purposes from a third party consumer reporting agency. Thus,you may be the subject of a "consumer report" which mayinclude information about your character, general reputation, personal characteristics,and/or mode of living. These reports may contain information regarding your criminal history, social securityverification, motor vehicle records ("driving records"),verification of your education (including transcripts,)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. These searches will be conducted byAurico Reports LLC, 116 W. Eastman St., Arlington Heights, Illinois, 60004, (866) 255-1852, [www.aurico.com.](http://www.aurico.com/) The scope of this disclosure is all-encompassing,however, allowing the Company to obtain from any outside organization all manner of consumer reports throughoutthe course of your assignment or employment to the extent permitted by law.

**Signature: Date:**

# ACKNOVVL..EDGMENT AND AUTHORIZATION

I acknowledge receipt of the separate document entitled DISCLOSURE REGARDING BACKGROUND INVESTIGATION andASUMMARYOFYOUR 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" by the Company at any time after receipt of this authorization and throughout my assignmentoremployment,if applicable. To this end,I hereby authorize, without reservation, any law enforcement agency, branch of the military, administrator, state or federal agency, institution, school or university (public or private), information service bureau, employer,or insurance companyto furnish any and all background information requested by **Aurico Reports LLC, 116 W. Eastman St., Arlington Heights, Illinois, 60004, (866) 255-1852,** [**www.aurico.com**](http://www.aurico.com/) and/or the Company. I agree that a facsimile ("fax"),electronic or photographic copy of this Authorization shall be as valid as the original.

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| **New York applicants, volunteers, contractors or employees 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 andaddress of the consumer reporting agencythat 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 agencyidentified above directly. By signing below, you also acknowledge receipt of Article 23-A of the New York Correction Law. |
| **New York app** | **icants, vo** | **unteers, contractors or emp** | **oyees only:** By signing this form, you further authorize the |
| Companyto provide you with a copyof 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. |
| **Oregon applicants, volunteers, contractors or employees only:** Information describing your rights under federal and Oregon law regarding consumer identitytheft protection, the storage and disposal of your credit information,and remedies available should you suspect or find that the Company has not maintained secured records is available toyou upon request. |
| **Washington State applicants, volunteers, contractors or employees only:** You also have the right to requestfrom the consumer reporting agencya written summaryof your rights and remedies under the Washington Fair Credit Reporting Act. |
| **Minnesota and Oklahoma applicants, volunteers, contractors or employees only:** Please check this box if youwould like to receive a copy of a consumer report ifone is obtained by the Company. □ |

**Signature: Date:**

**PLEASE PRINT NEATLY AND MAKE SURE THE PRINTING IS LEGIBLE**

First Name: Middle Name: Last Name:

Maiden Name: Date Changed:

Other last names used: Date Changed:

Other last names used: Date Changed:

Other last names used: Date Changed:

**List all cities and states where you have lived for the past 7 years -Attach additional sheet if necessary**

Street City County State ZIP How Long?

Current:

2:

3:

4:

Present Phone Number (with area code): Social SecurityNum ber:

Date of Birth\* (MM/DD/YYYY): Gender\*

 

Driver's License Number: Driver's License State:

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

*Para informaci6n en espanol,visite VVWN.consumerfinance .gov/learnmore* o *escribe* a *la Consumer Financial Protection Bureau,1700* G *Street N.*W., *Washington , DC 20552.*

**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 manytypes 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 summaryof your major rights under the FCRA **For more information, including information about additional rights, go to www.consume rfinance.gov/learnmoreor write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

* **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumerreportto deny your application for credit,insurance, oremployment-orto take another adverse action against you - musttell you, and must give you the name, address, and phone number of the agencythat provided the information.
* **You have the rightto 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 mayinclude your Social Securitynumber .In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
	+ a person has taken adverse action against you because of information in your credit report;
	+ you are the victim of identity theft and place a fraud alert in your file;
	+ your file contains inaccurate information as a result of fraud;
	+ you are on public assistance;
	+ you are unemployed butexpectto apply for employmentwithin 60 days.

In addition,all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialtyconsumer reporting agencies. See [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) for additional information.

* **You have the rightto 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 rightto 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.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) 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,usuallywithin 30 days. However, a consumer reporting agencymaycontinue to report information it has verified as accurate.
* **Consumer reporting agencies may not report outdated negative infonnation.** 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 agencymayprovide 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 FCRAspecifies those with a valid need for access.
* **You mustgiveyourconsentforreports to be provided to employers.** A consumer reporting agencymay 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.consumerfinance.gov/learnmore.](http://www.consumerfinance.gov/learnmore)
* **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 agencyviolates 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.consumerfinance.gov/learnmore.](http://www.consumerfinance.gov/learnmore)

**States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights understate law. For more information, contactyourstate or local consumer protection agency oryourstate Attorney General. For information about your federal rights, contact:**

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| **TYPE OF BUSINESS:** | **CONTACT:** |
| 1.a. Banks, savings assoc iations,and credit unions withtotal assets of over $10 billion and their affiliates . | a. Consumer Financial Protection Bureau1700 G Street, N.W. Washington, DC 20552 |
| 1b. Such affiliates that are not banks, savings associations, or credit unions also should list,in addition to the Bureau: | b. Federal Trade Commission: Consumer Response Center-FCRA Washington,DC 20580(877) 382-4357 |
| 2. To the extent not included in item 1 above: |  |
| a. National banks,federal savings associations,and federal branches and federal agencies offoreign banks | a. Office of the Comptroller ofthe Currency Customer Assistance Group1301 McKinneyStreet, Suite 3450 Houston, TX77010-9050 |
| b. State member banks, branches and agencies of foreign banks (other than federal branches,federal agencies, and insured state branches offoreign banks), commercial lending companies owned or controlled by | b. Federal Reserve Consumer Help CenterP.O. Box. 1200 Minneapolis,MN 55480 |
| foreign banks,and organizations operating under section 25 or25A of the Federal Reserve Act |  |

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| 1. Nonmember Insured Banks, Insured State Branches

of Foreign Banks, and insured state savings associations1. Federal CreditUnions
 | 1. FDIC Consumer Response Center

1100 Walnut Street, Box #11 Kansas City, MO 641061. National CreditUnion Mministration Office of Consumer Protection (OCP)

Division of Consumer Compliance and Outreach (DCCO) 1775 Duke StreetPJexandria, VA 22314 |
| 3. Air carriers | Asst. General Counsel for Aviation Enforcement&ProceedingsAviation Consumer Protection Division Department ofTransportation1200 New Jersey Avenue, S.E. Washington, DC 20590 |
| 4. Creditors Subject to Surface Transportation Board | Office of Proceedings, Surface Transportation BoardDepartment ofT ransportation395 E Street, S.W. Washington, DC 20423 |
| 5. Creditors Subjectto the Packers and Stockyards .Act,1921 | Nearest Packers and Stockyards Mministration areasupervisor |
| 6. Small Business Investment Companies | Associate Deputy Mministrator for Capital .AccessUnited States Small BusinessMministration 409 Third Street, S.W., 8th FloorWashington, DC 20416 |
| 7. Brokers and Dealers | Securities and Exchange Commission100 F St, N.E.Washington, DC 20549 |
| 8. Federa | Land Banks, Federa | Land Bank Associations, | Farm CreditMministration1501 Farm CreditDrive McLean, VA22102-5090 |
| Federal Intermediate Credit Banks, and Production Credit Associations |
| 9. Retailers, Finance Companies, and PJI Other Creditors Not Listed Move | FTC Regional Office for region in which the creditor operates or Federal Trade Commission: Consumer Response Center- FCRAWashington, DC 20580(877) 382-43557 |

**FOR NEW YORK APPLICANTS ONLY**

NEW YORK STATE CORRECTION LAW

ARTICLE 23-A: LICENSURE AND EMPLOYMENT OF PERSONS PREVIOUSLY CONVICTED OF ONE OR MORE CRIMINAL OFFENSES

§ 750. Definitions

For the purposes of this article, the following terms shall have the following meanings:

1. "Public agency" means the state or any local subdivision thereof, or any state or local department, agency, board or commission.
2. "Private employer'' means any person, company, corporation, labor organization or association

which employs ten or more persons.

1. "Direct relationship" means that the nature of criminal conduct for which the person was convicted has a direct bearing on his fitness or ability to perform one or more of the duties or responsibilities necessarily related to the license [fig 1], opportunity, or job in question.
2. "License" means any certificate, license, permit or grant of permission required by the laws of this state, its political subdivisions or instrumentalities as a condition for the lawful practice of any occupation, employment, trade, vocation, business, or profession. Provided, however, that "license" shall not, for the purposes of this article, include any license or permit to own, possess, carry, or fire any explosive, pistol, handgun, rifle, shotgun, or other firearm.
3. "Employment" means any occupation, vocation or employment, or any form of vocational or educational training. Provided, however, that "employment" shall not, for the purposes of this article, include membership in any law enforcement agency.

§ 751. Applicability

The provisions of this article shall apply to any application by any person for a license or employment at any public or private employer, who has previously been convicted ofone or more criminal offenses [fig 1] in this state or in any other jurisdiction, [fig 2] and to any license or employment held by any person whose conviction ofone or more criminal offenses in this state or in any other jurisdiction preceded such employment or granting of a license, except where a mandatory forfeiture, disability or bar to employment is imposed by law, and has not been removed by an executive pardon, certificate of relief from disabilities or certificate of good conduct. Nothing in this article shall be construed to affect any right an employer may have with respect to an intentional misrepresentation in connection with an application for employment made by a prospective employee or previously made by a current employee.

§ 752. Unfair discrimination against persons previously convicted of one or more criminal offenses prohibited

No application for any license or employment, and no employment or license held by an individual, to which the provisions of this article are applicable, shall be denied or acted upon adversely by reason of the [fig 1] individual's having been previously convicted of one or more criminal offenses, or by reason of a finding of lack of "good moral character" when such finding is based upon the fact that the [fig 2] individual has previously been convicted ofone or more criminal offenses, unless:

1. There is a direct relationship between one or more of the previous criminal offenses and the specific license oremploymentsoughtorheld by the individual; or
2. The issuance or continuation of the license orthe granting or continuation of the employment would involve an unreasonable risk to property orto the safety or welfare of specific individuals or the general public.

§ 753. Factors to be considered concerning a previous criminal conviction; presumption

1. In making a determination pursuant to section seven hundred fifty-two of this chapter, the public agency or private employer shall consider the following factors:
	1. The public policy of this state, as expressed in this act, to encourage the licensure and employment of persons previously convicted of one or more criminal offenses.
	2. The specific duties and responsibilities necessarily related to the license or employment sought or held by the person.
	3. The bearing, if any, the criminal offense or offenses for which the person was previously convicted will have on his fitness or ability to perform one or more such duties or responsibilities.
	4. The time which has elapsed since the occurrence of the criminal offense or offenses.
	5. The age of the person at the time of occurrence of the criminal offense or offenses.
	6. The seriousness of the offense or offenses.
	7. Any information produced by the person, or produced on his behalf, in regard to his rehabilitation and good conduct.
	8. The legitimate interest of the public agency or private employer in protecting property, and the safety and welfare of specific individuals or the general public.
2. In making a determination pursuant to section seven hundred fifty-two of this chapter, the public agency or private employer shall also give consideration to a certificate of relief from disabilities or a certificate of good conduct issued to the applicant, which certificate shall create a presumption of rehabilitation in regard to the offense or offenses specified therein.

§ 754. Written statement upon denial of license or employment

At the request of any person previously convicted ofone or more criminal offenses who has been denied a license or employment, a public agency or private employer shall provide, within thirty days of a request, a written statement setting forth the reasons for such denial.

§ 755. Enforcement

1. In relation to actions by public agencies, the provisions of this article shall be enforceable by a proceeding brought pursuant to article seventy-eight of the civil practice law and rules.
2. In relation to actions by private employers, the provisions of this article shall be enforceable by the division of human rights pursuant to the powers and procedures set forth in article fifteen of the executive law, and, concurrenfly, by the New York city commission on human rights.