



PLUMBING

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DISCLOSURE and AUTHORIZATION

CONSENT TO PERFORM BACKGROUND CHECK FOR EMPLOYMENT PURPOSES

Pursuant to the Fair Credit Reporting Act, this notice is to inform you that as part of our procedure in processing and evaluating your application for employment and/or our customer's facility access, we will be obtaining and reviewing a Background Check report. **This authorization may be used to obtain a consumer report or criminal background check at any time during your employment.**

I, _____, hereby consent and authorize **Winger Contracting Company or its agents** to prepare an investigative consumer report, including but not limited to obtaining a consumer report and information as to my credit worthiness, credit standing, character, general reputation, credit capacity, personal characteristics, mode of living, work habits, job performance and experience along with reasons for termination of past employment from previous employers. This report may involve personal interviews with sources, such as neighbors, friends, associates, past employers and educational institutions in which case I understand that I am entitled to a copy of my rights under the FCRA as well as to request additional disclosures of the nature and scope of the investigation. Public records will be used in this report, such as civil and criminal records, driving records, employment or education history, liens, and judgments that are deemed to have a bearing on my job performance. This consumer report will be used for employment purposes as it is defined in the Fair Credit Reporting Act, section 603 (h).

In using a consumer report for employment purposes, before taking any adverse action based in whole or in part on the report, the person intending to take such adverse action shall provide to the consumer to whom the report relates, a copy of the report and a description in writing of the rights of the consumer under the FCRA, as prescribed by the Federal Trade Commission, section 609(c)(3). This information will, in whole or in part, be obtained from HireRight, LLC, 3349 Michelson Drive, Suite 150, Irvine, CA 92612, telephone 949.428.5800 and/or Essential Screens, 3415 W. State St, Ste B, Grand Island, NE 68803, telephone 888.494.9188 and/or First Advantage Enterprise Screening Corporation, 140 Fountain Parkway North, Suite 410, St. Petersburg, FL 33716, telephone 800.888.5773.

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.consumerfinance.gov/learnmore for an explanation of dispute procedures.

For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552. Para informacion en espanol, visit www.consumerfinance.gov/learnmore o escribe al Consumer Financial Protection Bureau, 1700 G Street N. W, Washington, DC 20552.



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AUTHORIZATION

I have read and understand the foregoing Disclosure, and authorize **Winger Contracting Company**, without reservation, to obtain and rely upon consumer reports or investigative consumer reports in considering me for employment and, if I am employed, in considering me for subsequent promotion, assignment, reassignment, retention, placement, or discipline.

By my signature below, I authorize, without reservation, Winger Contracting Company to obtain any such reports and to share the information received with any person or Winger customer involved in the employment decision and placement position about me. (This will authorize immediate inquiries to the Human Resources Department and to any listed supervisors or references in the Manager’s Section of your Employee Handbook.)

I also agree that this Disclosure and Authorization in original, faxed, photocopied, or electronic (including electronically signed) form will be valid for any consumer reports or investigative consumer reports that may be requested about me by or on behalf of Winger Contracting Company.

I further agree that any adverse background check results received by me will be communicated to the Winger HR/Safety Director, Lee Johns at 641-799-7097, for further review.

ALL INFORMATION BELOW MUST BE COMPLETED IN ORDER TO EXPEDITE YOUR BACKGROUND CHECK:

Print Full Legal Name: _____
First Middle Last

Have you used another name such as maiden name or other married name? Yes _____ No _____
If yes, list names and corresponding years. _____

Address: _____
Mailing Address Street Address
City State Zip Code

Driver’s License number: _____ State of Issuance (DL): _____

Date of Birth: _____ Social Security Number: _____

Email Address Phone Number

List all past **counties** of residence **and** corresponding years for past 10 years: (i.e. Wapello County, IA 2006–2016)
County/State _____ Years: From _____ through _____
County/State _____ Years: From _____ through _____
County/State _____ Years: From _____ through _____

Signature Date