

This and other documents relating to the background report (consumer report) that we may obtain are not part of the Employment Application. They are provided to you in compliance with the federal Fair Credit Reporting Act.

**Notice, Authorization, And Release Regarding Consumer Report
And Investigative Consumer Report**

Notice To Applicant or Employee: As part of Butler University's employment screening process, it (or its affiliates, designated representatives, or agents) may obtain a consumer report or investigative consumer report with respect to an applicant for employment or an applicant for contractor status. This information will be obtained from a consumer reporting agency ("agency"), and will be evaluated with other information obtained during the screening process in connection with any hiring decision or will be used to evaluate continued employment of a current employee. The consumer report will not be used for any other purpose. If an investigative consumer report, as defined by the Fair Credit Reporting Act ("FCRA" or "Act"), is prepared, the applicant/employee may request a written summary of the nature and scope of the report and a written summary of rights under the FCRA.

Intent Not To Hire (or Retain, Promote or Transfer Current Employee): If, after reviewing the consumer report, the University intends to make a decision not to engage, retain, promote, transfer or to terminate any individual, based in whole or in part on information contained in that report, it shall provide: (1) notice of such intent; (2) a copy of the report it obtained; and (3) a written description of the individual's rights, as prescribed by the Consumer Financial Protection Bureau under section 1681g(c)(3) of the FCRA.

Decision Not To Hire (or Retain, Promote or Transfer Current Employee) Based on the Consumer Report: If the University then decides not to engage, retain, promote, transfer or to terminate any individual, based in whole or in part on information contained in the consumer report, the it shall: (1) provide notice of such action to the individual; (2) provide to the individual the name, address, and telephone number of the agency that prepared the report; (3) provide to the individual notice of his/her right to request and obtain, pursuant to section 1681 of the Act, a free copy of the report from the agency and to make a request for such report within 60 days of his/her receipt of notice from the University informing him/her of the its decision not to hire or engage or continue to employ him/her, and additional notice that the individual may dispute with the agency the accuracy or completeness of any information in his/her consumer report, pursuant to section 1681i of the Act.

Applicant/Employee's Authorization And Release: The undersigned applicant for employment or contractor status with or current employee of the University has read and understands the above and his/her rights in connection therewith. The undersigned hereby authorizes the University or its agents or assigns to obtain a consumer report and/or an investigative consumer report from a consumer reporting agency regarding him/her. The undersigned hereby releases the University, its agents, assigns and employees from any liability in connection with their use of the report or their reliance thereon in connection with any decision made by them.

The undersigned understands that the investigative background inquiries to be made may include consumer, criminal, driving, military, employment and other records. These records may include information as to the undersigned's character, work habits, performance, and experience along with reasons for termination of past employment and engagements. The undersigned understands that this report may also include information obtained from various government agencies that maintain records relating to driving, credit, criminal, civil, and other experiences as well as claims involving the

undersigned in the files of insurance companies. The undersigned authorizes, without reservation, any party or agency contacted by the University, its affiliates, agents or assigns, or any third party used by the University to furnish the above-mentioned information. The undersigned recognizes and affirms that a copy, pdf, or facsimile of this document shall be as valid as the original.

Signature of Applicant or Employee

Date

Print Full Name

Social Security Number

Current Address

City/State/Zip

Date of Birth (Note: DOB is requested in order to obtain accurate retrieval of records and will not be considered for any other purpose.)

Driver's License No.

State