

DISCLOSURE STATEMENT

Disclosure

In connection with an evaluation of your qualifications for employment, promotion, reassignment, or retention as an employee or contractor with **Alternative Staffing, Inc. and/or H-Tech and its clients** ("the Employer"), the Employer may obtain a "consumer report" and an "investigative consumer report" pertaining to you. A "consumer report" consists of any written, oral, or other communication of information by a consumer reporting agency bearing on a person's credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living. An "investigative consumer report" is a consumer report or portion thereof in which information on a person's character, general reputation, personal characteristics, or mode of living is obtained through personal interviews with neighbors, friends, or associates of the person reported on, or through personal interviews with others with whom he/she is acquainted or who may have knowledge concerning such items of information.

The Employer will be utilizing Corporate Investigations, Inc. ("CII") (2275 Swallow Hill Road, Suite 500, Pittsburgh, Pa 15220, 1-800-600-0244) a consumer reporting agency, to conduct an investigation into your background and to prepare a consumer report and/or investigative consumer report pertaining to you. In conducting its investigation, CII may contact your neighbors, friends, associates, or other people who may have knowledge of your personal, employment, or educational background. CII may obtain information concerning, among other things, your character, general reputation, personal characteristics, mode of living, diplomas, degrees, licenses, transcripts, credit history, driving record, employment eligibility (E-Verify), employment history, criminal arrests and convictions, motor vehicle violations, records of civil judgments, tax liens, and bankruptcy information.

You have the right to obtain additional disclosures concerning the nature and scope of the investigation that the Employer has requested. You also have the right to request a written summary of your rights pursuant to Section 609(c) of the Fair Credit Reporting Act. If you would like to obtain additional disclosures concerning the nature or scope of the investigation that the Employer has requested, or if you would like to obtain a written summary of your rights, please submit a written request to the Employer.

Acknowledgment

I hereby acknowledge that I have received and read this Disclosure Statement.

Applicants seeking employment in the state of New York acknowledge receipt of a copy of article 23-A of New York Correction law.

Sign Name

Print Name

Date

Minnesota, Oklahoma, Massachusetts and California Resident only: Please check this box if you would like to receive a copy of an investigative consumer report or consumer credit report at no charge whenever you have a right to receive such a copy, if one is obtained by the Company.

Notice to New York Applicants: You have the right to inspect and receive a copy of any investigative consumer report requested by the Company by contacting the consumer reporting agency identified above directly

Notice to California Applicants: Additionally, under Section 1786.22 of the California Civil Code, you may view the file maintained on you by Corporate Investigations, Inc. 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 Corporate Investigations, Inc. in person or by mail. You may also receive a summary of the file by telephone. The agency is required to have personnel available to explain your file. If you appear in person, a person of your choice may accompany you, provided that this person furnishes proper identification.

AUTHORIZATION AND RELEASE

Alternative Staffing, Inc. and/or H-Tech and its clients ("The Employer") has informed me that the Employer may obtain a "consumer report" or "investigative consumer report" pertaining to me, in connection with the evaluation of my qualifications for employment, promotion, reassignment, or retention as an employee or contractor of the Employer's. The Employer has also informed me of the following: (1) that a "consumer report" consists of any written, oral, or other communication of information by a consumer reporting agency bearing on a person's credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living; (2) that an "investigative consumer report" is a consumer report or portion thereof in which information on a person's character, general reputation, personal characteristics, or mode of living is obtained through personal interviews with neighbors, friends, or associates of the person reported on, or through personal interviews with others with whom he/she is acquainted or who may have knowledge concerning such items of information; (3) that the Employer will be utilizing Corporate Investigations, Inc. ("CII"), a consumer reporting agency, to assist in conducting an investigative consumer report pertaining to me; (4) that, in conducting their investigation, the Employer and CII may contact my neighbors, friends, associates, and other people who may have knowledge of my personal, employment, or educational background; and (5) that the Employer and CII may obtain information concerning, among other things, my character, general reputation, personal characteristics, mode of living, diplomas, degrees, licenses, transcripts, credit history, driving record, employment history, criminal arrests and convictions, motor vehicle violations, records of civil judgments, tax liens, and bankruptcy information.

I hereby authorize the Employer to procure, and CII to prepare, a consumer report and/or investigative consumer report pertaining to me. I further authorize the Employer and CII to conduct an investigation into my personal, employment, and educational background for purposes of the preparation of such reports.

I further authorize the Employer and CII, in conducting their investigation, to contact my neighbors, friends, associates, and other people who may have knowledge of my personal, employment, or educational background, and for the Employer and CII to obtain information concerning, among other things, my character, general reputation, personal characteristics, mode of living, diplomas, degrees, licenses, transcripts, credit history, driving record, employment history, criminal arrests and convictions, motor vehicle violations, records of civil judgments, tax liens, and bankruptcy information. I further authorize CII to provide the Employer with the information that CII obtains pursuant to its investigation.

In authorizing this investigation, I will voluntarily provide the supplemental data requested on the attached Supplemental Data Form, to ensure that any records which are located which may refer to a person with a name that is identical or similar to mine are properly determined as referring to, or not referring to, me. I understand that I am required to provide the supplemental data for purposes of this background investigation, which is a requirement for employment with this Employer. I further understand that the supplemental data will be used only in connection with the investigation authorized herewith, and that the information will be used only for purposes of expediting and verifying the accuracy of the investigation.

I hereby release the Employer, CII, and any persons providing information to the Employer or CII from any and all liability that may arise in connection with the above-described background investigation.

If I am hired as an employee or retained as a contractor, this authorization will remain on file and shall serve as an ongoing authorization for the Employer to obtain consumer reports and investigative consumer reports at any time during my employment or contractual relationship with the employer.

I further agree that copies of this Authorization and Release that show my signature are as valid as the original Authorization and Release that I have signed.

Before signing this Authorization and Release, I have had the opportunity to review this document with anyone of my choosing, including an attorney.

Print Name

Social Security Number

Sign Name

Date

SUPPLEMENTAL DATA
(Please Print Clearly)

Name _____
Last Name, First Name, Middle Name (as listed on Social Security Card) Date of Birth Social Security Number

Maiden Name or Other Names Used _____
(list year when each name changed)

Applicant Phone (Home & Cell) Numbers _____ Applicant email address _____

Have you ever been convicted of a crime? Yes _____ No _____ (You are not required to list sealed or expunged records)

If Yes, Felony _____ or Misdemeanor _____, List Date: _____ City _____ State _____ County _____

If Yes, Disposition of Case _____

*****Massachusetts Applicants Only: Under Massachusetts law, an employer is prohibited from making written, pre-employment inquiries of an applicant about his or her criminal history. Massachusetts applicants should not respond to any of the questions seeking criminal record information.*****

Drivers License Number _____ State _____

Have you ever been convicted of a crime other than minor traffic violations? _____ If yes, give date and explain.

HOME ADDRESSES FOR PAST 7 YEARS (Use additional page if needed)

_____ Mo _____ Yr _____ to Mo _____ Yr _____
Present Street Address, City, State, Zip Code

_____ Mo _____ Yr _____ to Mo _____ Yr _____
Previous Street Address, City, State, Zip Code

_____ Mo _____ Yr _____ to Mo _____ Yr _____
Previous Street Address, City, State, Zip Code

_____ Mo _____ Yr _____ to Mo _____ Yr _____
Previous Street Address, City, State, Zip Code

_____ Mo _____ Yr _____ to Mo _____ Yr _____
Previous Street Address, City, State, Zip Code

EDUCATION (List ultimate degree)

GED: Yes ___ No ___ Date received _____ Name and Address of Site: _____
Name

City _____ State _____
 _____ Mo _____ Yr _____ to Mo _____ Yr _____
Name of High School

Street Address, City, State, Zip Code _____ Diploma Received: Yes _____ No _____

Date of Graduation: Mo _____ Yr _____

List last name(s) if different than above at time of high school attendance: _____

_____ Mo ____ Yr ____ to Mo ____ Yr ____
Name of College/University

_____ Degree Received: Yes ____ No ____
Street Address, City, State, Zip Code

_____ Date Degree Received _____
Degree(s)/Major(s)

List last name(s) if different than above at time of college attendance: _____

Type of Professional License/Certification _____ State _____ Date Received _____

_____ **License/Certification #**

_____ **Location where License/Certification was received**

EMPLOYMENT HISTORY (List most recent first) (Include military service)

May we contact your Present Employment? Yes ____ No ____

_____ Phone Number _____
Company Name include area code and extension

_____ **Full address (city, state, zip code)** _____ **First and Last Name of Supervisor**

_____ **Dates of Employment (include month and year)** _____ **Supervisors Title**

_____ **Reason for leaving** _____ **Position Held by Applicant**

_____ Phone Number _____
Company Name include area code and extension

_____ **Full address (city, state, zip code)** _____ **First and Last Name of Supervisor**

_____ **Dates of Employment (include month and year)** _____ **Supervisors Title**

_____ **Reason for leaving** _____ **Position Held by Applicant**

_____ Phone Number _____
Company Name include area code and extension

_____ **Full address (city, state, zip code)** _____ **First and Last Name of Supervisor**

_____ **Dates of Employment (include month and year)** _____ **Supervisors Title**

_____ **Reason for leaving** _____ **Position Held by Applicant**

_____ Phone Number _____
Company Name include area code and extension

Full address (city, state, zip code) First and Last Name of Supervisor

Dates of Employment (include month and year) Supervisors Title

Reason for leaving Position Held by Applicant

_____ Phone Number _____
Company Name include area code and extension

Full address (city, state, zip code) First and Last Name of Supervisor

Dates of Employment (include month and year) Supervisors Title

Reason for leaving Position Held by Applicant

_____ Phone Number _____
Company Name include area code and extension

Full address (city, state, zip code) First and Last Name of Supervisor

Dates of Employment (include month and year) Supervisors Title

Reason for leaving Position Held by Applicant

_____ Phone Number _____
Company Name include area code and extension

Full address (city, state, zip code) First and Last Name of Supervisor

Dates of Employment (include month and year) Supervisors Title

Reason for leaving Position Held by Applicant

Para informacion en espanol, visite www.ftc.gov/credit o escribe a la FTC Consumer Response Center, Room 130-A 600 Pennsylvania Ave. N.W., Washington, D.C. 20580.

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 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:
 - a person has taken adverse action against you because of information in your credit report;
 - you are the victim of identify 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 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 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 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.
- **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.

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:

TYPE OF BUSINESS:	CONTACT:
Consumer reporting agencies, creditors and others not listed below	Federal Trade Commission: Consumer Response Center - FCRA Washington, DC 20580 1-877-382-4357
National banks, federal branches/agencies of foreign banks (word "National" or initials "N.A." appear in or after bank's name)	Office of the Comptroller of the Currency Compliance Management, Mail Stop 6-6 Washington, DC 20219 800-813-6743
Federal Reserve System member banks (except national banks, and federal branches/agencies of foreign banks)	Federal Reserve Board Division of Consumer & Community Affairs Washington, DC 20551 202-452-3693
Savings associations and federally chartered savings banks (word "Federal" or initials "F.S.B." appear in federal institution's name)	Office of Thrift Supervision Consumer Complaints Washington, DC 20552 800-842-6929
Federal credit unions (words "Federal Credit Union" appear in institution's name)	National Credit Union Administration 1775 Duke Street Alexandria, VA 22314 703-519-4600
State-chartered banks that are not members of the Federal Reserve System	Federal Deposit Insurance Corporation Consumer Response Center, 2345 Grand Avenue, Suite 100 Kansas City, Missouri 64108-2638 1-877-275-3342
Air, surface, or rail common carriers regulated by former Civil Aeronautics Board or Interstate Commerce Commission	Department of Transportation, Office of Financial Management Washington, DC 20590 202-366-1306
Activities subject to the Packers and Stockyards Act, 1921	Department of Agriculture Office of Deputy Administrator - GIPSA Washington, DC 20250 202-720-7051