

AEROTEK

AUTHORIZATION AND RELEASE FOR THE PROCUREMENT OF A CONSUMER AND/OR INVESTIGATIVE CONSUMER REPORT

I, _____, have received and read a copy of Aerotek, Inc.'s Notice to Applicants Regarding Background Checks and Employee Investigations. I have read the Notice and have had the opportunity to ask questions. I do hereby authorize Aerotek, Inc., by and through its independent contractor, AMERICAN BACKGROUND INFORMATION SERVICES, INC. ("ABIS"), to procure a consumer and/or investigative consumer report on me. I understand that my compliance with the Applicant Background Check is a condition of my employment and continued employment. I further understand that the fact that Aerotek, Inc. (hereinafter referred to as the "Company") may obtain a consumer and/or investigative consumer report on me does not mean, and should not be construed to mean, that the Company has otherwise decided to offer me employment.

The above-mentioned consumer and/or investigative consumer reports may include, but are not limited to, employment and education verifications; personal references; my personal credit history based on reports from any credit bureau; my driving history, including any traffic citations; a social security number verification; present and former addresses; criminal conviction and civil history; any other public record; and, any other information bearing on my credit standing, credit capacity, credit worthiness, character, general good reputation, personal characteristics, and/or trustworthiness.

The Company has advised me that its criminal background check will focus on convictions and that a criminal record will not necessarily disqualify me from employment. In addition, I acknowledge the search will also cover open warrants and/or pending cases/arrests. I further understand that a background check indicating felony convictions or other disqualifying conduct may result in the Company, subject to applicable laws, denying my application for employment or immediately terminating my employment, or suspending my application for employment or my employment. All applicants must fully and completely disclose all past criminal convictions and must sign a written consent to a criminal records check. The failure to disclose the complete criminal conviction history or to consent to the criminal records check will be grounds for the Company to refuse to hire an applicant.

I understand that I am entitled to a complete and accurate disclosure of the nature and scope of any investigative consumer report of which I am the subject upon my written request to ABIS, if such is made within a reasonable time after the date hereof. I also understand that I may receive a written summary of my rights under 12 U.S.C § 1681 et. seq. and, where applicable, Cal. Civ. Code § 1786.

I further authorize any person, business entity or governmental agency who may have information relevant to the above to disclose the same to the Company, by and through ABIS, and to the Company's clients requesting my services, including but not limited to, any courthouse, any public agency, any and all law enforcement agencies and any and all credit bureaus, regardless of whether such person, business entity or governmental agency compiled the information itself or received it from other sources.

I hereby release the Company, its subsidiaries, parents, divisions, offices, employees, agents and clients or potential clients, ABIS, and any and all persons, business entities and governmental agencies, whether public or private, from any and all liability, claims and/or demands, of whatever kind, to me, my heirs or others making such claim or demand on my behalf, for procuring, selling, providing, brokering and/or assisting with the compilation or preparation of the consumer report and/or investigative consumer report hereby authorized, and from decisions made concerning my application for or continuation of employment based upon the results of the background investigation. I hereby authorize that a photocopy of this authorization may be construed as an original. In order to assist the Company in obtaining documents and information to confirm my background, if necessary, I hereby consent to the release of information more specifically described below.

I understand that refusal to permit a background investigation or failure of the background check will result in the Company denying my application for employment or immediately terminating my employment.

If hired, this authorization form shall remain in effect and serve as continuing authorization for the Company, to obtain investigative consumer reports on me at any time during my employment with The Company. I hereby authorize the Company to disclose to its potential or actual clients a copy of my consumer report and/or investigative consumer report prepared by ABIS.

Additionally, I give the Company permission to investigate any incidents of workplace misconduct of which I have been accused for which I am alleged to have been involved in during my employment with the Company.

I acknowledge that the Company's Background Check and Employee Investigation Policy is subject to change at any time without notice, and nothing contained herein shall alter or limit the Company's right to terminate my employment at any time, for any or no reason, without prior notice.

Signature: _____

Date: _____