

**Background Release Form
Disclosure and Consent**

In connection with my application for employment (including contract for service) with _____ (“the Company”), I understand that investigative inquiries may be obtained on myself by a consumer reporting agency, and that any such report will be used solely for employment-related purposes. I understand that the nature and scope of this investigation will include a number of sources including, but not limited to, consumer credit, criminal convictions, motor vehicle, and other reports. These reports will include information as to my character, general reputation, personal characteristics, mode of living, and work habits. Information relating to my performance and experience, along with reasons for termination of past employment from previous employers, may also be obtained. Further, I understand that you will be requesting information from various Federal, State, County and other agencies that maintain records concerning my past activities relating to my driving, credit, criminal, civil, education, and other experiences.

I understand that if the Company hires me, it may request a consumer report or an investigative consumer report about me for employment-related purposes during the course of my employment. The scope of this investigation will be the same as the scope of a pre-employment investigation, and that the nature of such an investigation will be my continuing suitability for employment, or whether I possess the minimum qualifications necessary for promotion or transfer to another position. I understand that my consent will apply throughout my employment, unless I revoke or cancel my consent by sending a signed letter or statement to the Company at any time, stating that I revoke my consent and no longer allow the Company to obtain consumer or investigative consumer reports about me.

I understand that I am being given a copy of the “Summary of Your Rights Under the Fair Credit Reporting Act” prepared pursuant to 15 U.S.C. Section 1681-1681u. If I am applying for employment in the State of California or if I am a resident of California at the time of applying for employment, a summary of the provisions of California Civil Code section 1786.22 is also being provided to me with this form. This Disclosure and Consent form, in original, faxed, photocopied or electronic form, will be valid for any reports that may be requested by the Company.

I authorize without reservation any party or agency contacted by this employer to furnish the above-mentioned information. I hereby consent to your obtaining the above information from Accurate Background, Inc. (and/or any of their licensed agents) located at 6 Orchard, Suite 200, Lake Forest, CA 92630, (800) 784-3911. I understand to aid in the proper identification of my file or records the following personal identifiers, as well as other information, is necessary.

Print Name _____

Other Names Known By _____

Social Security Number _____ - _____ - _____ Date of Birth ____/____/____

Driver License Number _____ State _____

Current Address _____

City _____ State _____ ZIP _____

Applicant Signature _____ Date _____

Prospective Employer _____

California, Oklahoma or Minnesota Applicants:

I would like to receive a copy of any report obtained on me by “the Company”.

Yes No

BACKGROUND CHECK DISCLOSURE AND AUTHORIZATION FORM

In the interest of maintaining the safety and security of their employees, clients, and their clients' employees, our client has requested that we, ICon Professional Services ("the Company"), procure a consumer report and/or investigative consumer report ("background check report") on you in connection with your employment application, and if you are hired, may procure additional background check reports on you for employment purposes.

You may request more information about the nature and scope of any background check reports by contacting ICon Human Resources Department on 650.378.4156. A summary of your rights under the Fair Credit Reporting Act is also being provided to you with this form.

State Law Notices: If you live, or are seeking work, in California, Maine, N.Y. or Washington State, please note the following information:

CALIFORNIA: Under Section 1786.22 of the California Civil Code, you have the right to request from Acxiom, upon proper identification, the nature and substance of all information in its files on you, including the sources of information, and the recipients of any reports on you, which Acxiom has previously furnished within the two-year period preceding your request. You may view the file maintained on you by Acxiom during normal business hours. You may also obtain a copy of this file upon submitting proper identification and paying the costs of duplication services. Upon making a written request, you may receive a summary of your report via telephone.

MAINE: Under Chapter 210 Section 1314 of Maine Revised Statutes, you have the right, upon request, to be informed within 5 business days of such request of whether or not an investigative consumer report was requested. If such report was obtained, you may contact the Consumer Reporting Agency and request a copy.

NEW YORK: Under Article 25 Section 380-c (b) (2) of the New York General Business Law, you have the right, upon written request, to be informed of whether or not an investigative consumer report was requested.

Under Article 25 Section 380-g of the New York General Business Law, should a consumer report received by an employer contain criminal conviction information, the employer must provide to the applicant or employee who is the subject of the report, a printed or electronic copy of Article 23-A of the New York Correction Law, which governs the employment of persons previously convicted of one or more criminal offenses.

WASHINGTON STATE: You have the right, upon written request made within a reasonable period of time after your receipt of this disclosure, to receive from the Company a complete and accurate disclosure of the nature and scope of the investigation we requested. You also have the right to request from the consumer reporting agency a written summary of your rights and remedies under the Washington Fair Credit Reporting Act.

CONSENT FOR DISCLOSURE OF BACKGROUND CHECK INFORMATION

Workplace safety and security is of fundamental importance for ICon Professional Services and its clients. As part of the efforts to promote safety and security, many clients require ICon to verify and/or disclose employee BACKGROUND CHECK INFORMATION, particularly when employees are performing on-site services. Requests for such information have increased considerably due to recent events, including the events of September 11, 2001.

BACKGROUND CHECK INFORMATION includes, but is not limited to: civil and criminal court records; credit history information; educational records; driving records; reference checks; military records; and, pre-employment drug test results.

ICon respects your privacy. However, ICon must balance your privacy interests with the realities of doing business with our clients. For that reason, ICon is asking you to consent to the disclosure of your BACKGROUND CHECK INFORMATION to Marvell by marking the box below and signing and returning the form. Information will only be disclosed when required by the client, and disclosure will be limited to authorized individuals at the client's facilities. Measures will be taken to preserve your privacy.

Questions about this form should be directed to ICon Human Resources Department on (650) 378-4150.

- I consent to the disclosure of my BACKGROUND CHECK INFORMATION to authorized personnel at Marvell and understand that my consent will be good throughout my employment.

Signature of Applicant/Contractor: _____

Date: _____