

Pre-Employment Inquiry Release

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 Intuit 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's Human Resources Department at (650) 378-4150.

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

Signature of Applicant/Contractor: _____

Date: _____