

SERVICE PROVIDER BACKGROUND CHECK DISCLOSURE

IMPORTANT – PLEASE READ CAREFULLY BEFORE SIGNING AUTHORIZATION

Thank you for your interest in working at _____ [INSERT SERVICE PROVIDER NAME] (referred to as “SERVICE PROVIDER” or the “Company”). For employment purposes, the Company may obtain consumer reports in connection with your employment application or from time to time during your employment in accordance with applicable law. A consumer report is a type of background check conducted for the Company by a consumer reporting agency that may bear on your character, general reputation, personal characteristics, or mode of living. The consumer report that the Company requests for job applicants contains verification of the applicant’s social security number, criminal records that pertain to convictions and pending charges, and address history and may contain additional information. Under California law, the report that the Company may obtain is called an “investigative consumer report.” The Company will not obtain information about your credit worthiness, credit standing, or credit capacity. The Company may share the contents of your consumer report with The Home Depot in connection with The Home Depot projects assigned to you by the Company.

Any report will be provided to the Company by:

First Advantage Background Services Corp.
P.O. Box 105292
Atlanta, GA 30348
Telephone: 1-800-845-6004

Information about First Advantage’s privacy practices may be found at <http://fadv.com/Privacy-Policy.aspx>.

Upon request, you will be informed whether or not the Company procured a report on you.

California candidates only: A summary of your rights under the California Investigative Consumer Reporting Agencies Act (California Civil Code section 1786.22) is enclosed with this disclosure.

California, Minnesota, or Oklahoma candidates only: Please check this box if you would like to receive a free copy of any report on you that is prepared for the Company. ☐

Minnesota candidates only: If the Company procures a consumer report, you have a right to request a complete and accurate disclosure of the nature and scope of the report by submitting a written request within a reasonable period of time after receiving this disclosure to First Advantage at the address provided above.

AUTHORIZATION

IMPORTANT – PLEASE READ THE FOREGOING DISCLOSURE CAREFULLY BEFORE SIGNING THIS AUTHORIZATION

For All Candidates: I acknowledge that I have read the foregoing disclosure, and I hereby authorize SERVICE PROVIDER to obtain consumer reports, as defined by the federal Fair Credit Reporting Act or any applicable state or local laws, for employment purposes in connection with my application and from time to time in connection with an update, renewal, or extension of my employment with SERVICE PROVIDER.

For California Candidates Only: I acknowledge that I have read and understand the foregoing disclosure and have received a summary of my rights under California Civil Code § 1786.22. I hereby authorize SERVICE PROVIDER to obtain investigative consumer reports, as defined under California law, for employment purposes in connection with my application and from time to time during my employment with SERVICE PROVIDER.

SIGNATURE

DATE