

## **DISCLOSURE OF INTENT TO OBTAIN CONSUMER REPORTS AND/OR INVESTIGATIVE CONSUMER REPORTS**

In connection with your employment or application for employment (including independent contractor assignments, as applicable) with Wayne Metals, LLC (“Wayne Metals”), Wayne Metals may from time to time obtain or prepare consumer reports or investigative consumer reports (individually, a “Report” and collectively, the “Reports”). An “investigative consumer report” means a consumer report or portion thereof in which information on a consumer’s character, general reputation, personal characteristics, or mode of living is obtained through personal interviews with neighbors, friends, or associates of the consumer reported on or with others with whom he is acquainted or who may have knowledge concerning any such items of information.

In connection with the Reports, Wayne Metals may inquire into your consumer credit history, education, professional licensing, criminal history, driving history, character, abilities, work habits, mode of living, residency, immigration status, general reputation, personal characteristics, performance, experience, reasons for termination of past employment and other qualities pertinent to your qualifications for employment. If Wayne Metals should obtain information bearing on your credit worthiness, credit standing or credit capacity for reasons other than as required by law, then Wayne Metals will use such credit information to evaluate whether you would present an unacceptable risk of theft or other dishonest behavior in the job for which you are being evaluated.

Under the Fair Credit Reporting Act (the “Act”), Wayne Metals is required to inform you that in the event any adverse action is taken against you based in whole or in part on information contained in a Report, if you request in writing, Wayne Metals will provide you with a copy of the Report and the Act’s summary of rights. Wayne Metals is located and can be contacted by mail at 400 E. Logan St., Markle, Indiana 46770. Wayne Metals can be contacted by phone at (260) 758-3121.

You may request more information about the nature and scope of any investigative consumer reports, and the contact information of any consumer reporting agencies from whom Wayne Metals obtains a report, by contacting Wayne Metals. Wayne Metals will provide such additional information regarding the nature and scope of any investigative consumer reports within five (5) days of your request or the date Wayne Metals first requested the investigative consumer report (whichever is later).

Please complete and sign the authorization (“Authorization”) below, authorizing any party including, but not limited to, employers, law enforcement agencies, state agencies, institutions and private information bureaus or repositories, to furnish any or all of the information described above.

Upon your request, a copy of this Authorization will be provided to you.

## **AUTHORIZATION**

I voluntarily and knowingly authorize Wayne Metals, LLC (“Wayne Metals”), or its authorized agents, for employment purposes only, to from time to time obtain or prepare consumer reports and/or investigative consumer reports (individually, a “Report” and collectively, the “Reports”) In connection with my employment or application for employment (including independent contractor assignments, as applicable). I understand that if Wayne Metals hires me or contracts for my services, my consent will apply, and Wayne Metals may prepare and obtain Reports, throughout my employment or contract period. I understand that Reports may include information about my prior employment or military record, education, credit worthiness and history, character, general reputation, personal characteristics, criminal record, and mode of living. I understand that this information may be obtained through a variety of sources, including, without limitation, public records, educational institutions, financial institutions, credit bureaus, and personal interviews with my current and former employers, friends, neighbors and associates. I understand that upon written request to Wayne Metals, I will be informed whether a Report was requested and given information as to the nature and scope of the Report.

I hereby authorize and request any current or former employer, educational institution, law enforcement department or agency, court, credit bureau, financial institution, licensing agency, governmental agency including the U.S. Armed Forces, or other individuals and sources to furnish any and all information on me that is requested by Wayne Metals and/or other consumer reporting agencies hired by Wayne Metals.

A photocopy of this authorization shall have the same force and effect as the original.

I agree to assist and cooperate with Wayne Metals and/or any other consumer reporting agency hired by Wayne Metals, in their investigation of my background, including providing all the necessary documents requested by Wayne Metals and/or any other consumer reporting agency hired by Wayne Metals.