

GOODWILL INDUSTRIES OF CENTRAL MICHIGAN'S HEARTLAND
DISCLOSURE AND AUTHORIZATION FOR RELEASE OF INFORMATION

As part of our hiring background and investigation, we may obtain consumer reports to prepare an investigative consumer report. The investigative consumer report may consist of contacting all listed prior employers to verify your employment history. It may also include, but not be limited to, credit information reports, criminal history reports and driving history records. Under the provision of the Fair Credit Act (15 USC at 1681-1681u) as amended, before we can seek such reports, we must have your written permission to obtain the information. You have the right, upon written request, to complete and accurate disclosure of the nature and scope of the investigation. You are also entitled to a copy of your Consumer Rights und the Fair Credit Act.

AUTHORIZATION AND RELEASE TO OBTAIN INFORMATION

Under the provisions of the Fair Credit Reporting Act, 15 USC, Section 1681 et seq, the Americans with Disabilities Act and all applicable federal, state and local laws, I hereby authorize and permit Goodwill Industries of Central Michigan's Heartland to obtain a consumer report and/or an investigative consumer report which may include the following:

- My employment records;
- Records concerning **any** driving, criminal history, credit history, civil record, workers' compensation (post-offer)
- Verification of my academic and/or professional credentials; and information and/or copies of the documents from any military service records.
- (For truck drivers only) In accordance with the Department of Transportation Motor Carrier Safety Regulations, Section 382.413, information concerning alcohol and controlled substances for the past two years;

I understand that an "investigative consumer report" may include information as to my character, general reputation, personal characteristics and mode of living which may be obtained by interviews with individuals with whom I am acquainted or who may have knowledge concerning any such items of information.

I agree that a copy of this authorization has the same effect as an original.

I hereby release and hold harmless any person, firm or entity that discloses matters in accordance with this authorization, as well as Goodwill Industries designees from liability that might otherwise result from the request for use of and/or disclosure of any or all of the foregoing information.

I understand and acknowledge that under provision of the Fair Credit Reporting Act, I may request a copy of any consumer report from the consumer reporting agency that compiles the report, after I have provided proper identification.

I hereby authorize Goodwill Industries of Central Michigan's Heartland to obtain and prepare an investigative report as set forth above, as part of its investigation of my employment application.

Signature

Date

(PLEASE PRINT CLEARLY)

First Name: _____ Middle Name: _____ Last Name: _____

Other Last Names, if any: _____

Date of Birth: _____ Race: _____ Gender: _____

Social Security Number: _____

Have you lived in Michigan for the last 10 years or longer? YES NO

If NO, list all other states you have lived in: _____

Have you **ever** been convicted, pled guilty, or entered a plea of no-contest to any crime that is a misdemeanor or greater?

YES NO

(Conviction of a crime will not necessarily disqualify an applicant from employment or participation in a program, but dishonesty may.)

Revised 12/2020

I have reviewed this information for accuracy. _____ Supervisor Initials If an employee; I have compared this information with the application. ____ Supervisor Initials

GOODWILL INDUSTRIES OF CENTRAL MICHIGAN'S HEARTLAND
PERMISSION FOR MINORS TO WORK AT GOODWILL

I, _____, as parent/guardian,
(Parent/Guardian)

give my permission for _____ to work
(Name of Minor)

at Goodwill Industries. I understand this includes a criminal
background check as part of the hiring process.

Parent/Guardian Signature

Date