

**DISCLOSURE REGARDING EMPLOYER'S INTENT TO OBTAIN A CONSUMER
AND/OR INVESTIGATIVE REPORT**

Eagle Ridge Hospitality, d/b/a Eagle Ridge Resort & Spa, (Hereinafter referred to as Employer) intends to obtain information about you for employment purposes from third party consumer reporting agencies including but not limited to, VeriFirst Background Screening LLC. You will be the subject of a "consumer report" and/or an "investigative consumer report" which may include information about your character, general reputation, personal characteristics, and/or mode of living. The information about you may be obtained from personal interviews with sources such as your neighbors, friends, supervisors or associates. The Consumer Reports and/or Investigative Reports may contain information regarding your credit history, social security verification, motor vehicle records, verification of your education or employment history, criminal records or other background checks. The information will be obtained from various Federal, State, and County government agencies and other Consumer Reporting Agencies and other Third Party Data Providers that maintain records concerning your past activities relating to your driving, criminal, civil, education, credit and other experiences. Credit history will only be requested where such information is substantially related to the duties and responsibilities of the position for which you are applying.

You have the right, upon written request made within a reasonable period of time after receipt of this notice, to request whether a consumer report has been conducted about you, disclosure of the nature and scope of any investigative consumer report, and to request a copy of your report. Please be advised that the nature and scope of the most common form of investigative consumer report obtained with regard to applications for employment is an investigation into your employment and/or education history. The scope of this notice and authorization is all-encompassing, allowing the Employer to obtain consumer reports and investigative consumer reports now and throughout the course of your employment to the extent permitted by law, unless you otherwise revoke your consent by providing written notification to Company. As a result, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any investigative report.

In accordance with the Fair Credit Reporting Act, 15 U.S.C. § 1681-1681u, Employer will notify you prior to and after taking adverse action against you such as denying employment, because of information obtained from a Consumer Report and/or Investigative Consumer Report. If you request from VeriFirst Background Screening, LLC within 60 days, upon notification by the Employer that an adverse action has been taken by the Employer, you will be given a full and accurate disclosure as to the nature and scope of all information provided to Employer, including the substance of all information in its files on you at the time of my questions, sources of information, and the recipients of any reports on you which VeriFirst Background Screening, LLC has previously furnished within the last two years preceding your request. When requesting a copy of your Investigative Consumer Report and/or the Consumer Report, proper identification will be required. You should direct your request to VeriFirst Background Screening, LLC, 301 Lacey Street, West Chester, PA 19382, Phone: (800) 891-6024.

To procure your Consumer Report and/or Investigative Consumer Report, the Employer by and through VeriFirst Background Screening, LLC is required to provide to Federal, State and County agencies, (including but not limited to, Law Enforcement Agencies) as well as other consumer reporting agencies and third party data providers your confidential Personally Identifiable Information that you are required to provide to the Employer and VeriFirst Background Screening, LLC for the purposes of positive identification when checking public records. Your Personally Identifiable Information is confidential and will not be used by the Employer and/or VeriFirst Background Screening, LLC for any other purposes other than to procure your Consumer Report and/or Investigative Consumer Report. By signing the Authorization, Acknowledgment and Consent to Procure your Consumer Report for Employment Purposes, you consent and authorize the Employer and VeriFirst Background Screening, LLC to communicate your Personally Identifiable Information to the parties identified above for the purposes of procuring your Consumer Report and/or Investigative Consumer Report.

The Consumer and /or Investigative Consumer report(s) will be obtained from:

VeriFirst Background Screening, LLC

301 Lacey Street

West Chester, PA 19382

Phone: (800) 891-6024

Website: www.verifirst.com (VeriFirst Background Screening LLC's privacy policy may be viewed on the website identified above.)

California applicants or employees only: Please check the appropriate box below if you would like to receive a copy of your investigative consumer report or consumer credit report at no charge.

Minnesota and Oklahoma applicants or employees only: Please check the appropriate box below if you would like to receive a copy of your consumer report free of charge.

New York and Maine or employees only: You have the right to inspect and receive a copy of any investigative consumer report requested by Employer by contacting the consumer reporting agency identified above directly. You may also contact the Employer to request the name, address and telephone number of the nearest unit of the consumer reporting agency designated to handle inquiries, which the Employer shall provide within 5 days.

New York applicants or employees only: Upon request, you will be informed whether or not a consumer report was requested by the Employer, and if such report was requested, informed of the name and address of the consumer reporting agency that furnished the report.

Oregon applicants or employees only: Information describing your rights under the federal and Oregon law regarding consumer identity theft protection, the storage and disposal of your credit information, and remedies available should you suspect or find that the Employer has not maintained secured records is available to you upon request.

Washington State applicants or employees only: You 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.

For California, Oklahoma, or Minnesota employees and applicants: Please check the box if you would like to receive a copy of your consumer report free of charge:

Yes

No

ACKNOWLEDGMENT, AUTHORIZATION AND CONSENT FOR EMPLOYER TO OBTAIN A CONSUMER REPORT AND/OR INVESTIGATIVE REPORT FOR EMPLOYMENT PURPOSES

I acknowledge receipt of the Disclosure Regarding Employer's Intent to Obtain My Consumer Report and/or Investigative Report for Employment Purposes and A Summary of Your Rights Under the Fair Credit Reporting Act. I further certify that I have read and understand both of those documents. By affixing my signature below, and intending to be legally bound thereby, I hereby authorize the Employer **Eagle Ridge Hospitality, d/b/a Eagle Ridge Resort & Spa**, to obtain my "consumer reports" and/or "investigative consumer reports" at any time after receipt of this authorization and throughout my employment if applicable, for purposes of my employment, promotion or continued retention.

I acknowledge and consent that in conjunction with my application for employment, Employer will use the services of an outside agency to research and verify the information that I have provided on my application for employment including my personal background, character, professional standing, work history and qualifications. This agency will provide a report to Employer. The Employer uses VeriFirst Background Screening, LLC, a consumer-reporting agency, to perform background verifications, and to obtain Consumer Reports and Investigative Consumer Reports.

VeriFirst Background Screening, LLC will utilize various sources of information it deems appropriate including but not limited to: Credit Reporting Agencies, Worker Compensation records, Department of Motor Vehicle records, criminal conviction records, current and former employers, military records, education records, and professional and personal references. I request, authorize, and consent to the release and disclosure of any and all information including but not limited to the information identified above to the Employer and VeriFirst, Background Screening, LLC. I further request, authorize and consent to the procurement of a Consumer Report by Employer and VeriFirst Background Screening, LLC as part of the Employer's hiring and background investigation.

I further acknowledge and agree that by affixing my legal signature below and intending to be legally bound thereby, that I am signing the herein Authorization Form directing the Employer and VeriFirst Background Screening, LLC to obtain my consumer report and/or investigative report for employment purposes. I further certify that:

I have received and read the Disclosure Regarding Employer's Intent to Obtain My Consumer Report and/or Investigative Report for Employment Purposes as well as the document, "A Summary of Your Rights Under the Fair Credit Reporting Act", and if a California resident/applicant, "the Summary of Your rights Under the Provision of California Civil Code § 1786.22.

California applicants or employees only: By signing below, you also acknowledge receipt of, "A Summary of your Rights Under the Provisions of California Civil Code § 1786.22

New York applicants or employees only: By signing below, you also acknowledge receipt of Article of 23-A of the New York Correction Law

Name of Prospective Employer: _____

Print Your Name (First, Middle Initial, Last Name): _____

Signature of Applicant and/or Employee: _____

Today's Date: _____

Applicant Information

Other Names Known By: _____

Social Security Number: _____ Date of Birth: _____

Driver's License Number: _____ State: _____

Current Phone Number: _____ Email Address: _____

PLEASE PROVIDE ALL RESIDENTIAL ADDRESSES FOR THE PAST 7 YEARS

Current Address: _____
Street City State Zip Code How Long At Address

Former Address: _____
Street City State Zip Code How Long At Address

Former Address: _____
Street City State Zip Code How Long At Address

Former Address: _____
Street City State Zip Code How Long At Address