

## **DISCLOSURE TO CONSUMER/APPLICANT AND AUTHORIZATION/RELEASE**

### **DISCLOSURE TO CONSUMER/APPLICANT**

**AVR Inc., & Affiliates including but not limited to AVR, Inc., AME Red-E-Mix, Inc., Fischer Petro Products, LLP, Fischer Mining, LLC, (hereinafter referred to collectively as “AVR & Affiliates”)** want to inform you that, as part of our hiring background and investigation process, we may obtain, where permitted, one or more reports and other information about you, including your background, employment history, academic and/or professional credentials, military service, credit history, and driving history. The information gathered also may involve a criminal history (only if you are selected for interview or, if there is not an interview, after a conditional offer of employment is made) and/or alcohol or drug use history, if any. I understand that these records may contain person information including, but not limited to, child support payments, alimony payments, and information on driving violations and accidents. An investigative consumer report may include information about your character, general reputation, personal characteristics and mode of living that may be obtained by interviews with individuals with whom you are acquainted or who may have knowledge concerning any such items of information. This also may include contacts of all listed prior employers to verify your employment history. AVR & Affiliates will not misuse this information in violation of federal or state equal opportunity laws or regulations. You have the right to request additional information regarding the nature and scope of the report.

In addition, if your employment falls under the federal Department of Transportation (“DOT”) and the Federal Motor Carrier Safety Administration (“FMCSA”), including 49 CFR § 391.23, the report could include your driving, safety inspection and performance history from the FMCSA. AVR & Affiliates will not misuse this information in violation of federal or state equal opportunity laws or regulations.

Under the provisions of the Fair Credit Reporting Act (“FCRA”), FMCSA regulations, and certain other federal and state laws, before we can seek such reports, where permitted, we must have your written permission to obtain the information. You have the right, upon written request, to a complete and accurate disclosure of the nature and scope of the investigation. You also are entitled to a copy of that document entitled Rights Under the Fair Credit Reporting Act. Under the FCRA, before we take adverse action on the basis, in whole or in part, of information in a consumer report, you will be provided a copy of that report, the name, address, and telephone number of the consumer reporting agency, and a summary of your rights under the FCRA.

Your information may be processed in a foreign country by persons providing services to our company and it may be accessible to law enforcement and national security authorities of that jurisdiction.

## **AUTHORIZATION AND RELEASE TO OBTAIN INFORMATION**

Under the Fair Credit Reporting Act ("FCRA"), the regulations applicable to the federal DOT's Federal Motor Carriers Safety Administration, and all other applicable federal, state, and local laws, I hereby authorize and permit AVR & Affiliates to obtain information, where permitted, pertaining to my employment records, driving history records, driving performance and safety history, criminal history (in certain circumstances), credit history, civil records, workers' compensation (post-offer only), alcohol and drug testing, verification of my academic and/or professional credentials, and information and/or copies of documents from any military service records.

I understand that AVR & Affiliates may request an "investigative consumer report" which could include information as to my character, personal characteristics, and mode of living that may be obtained by interviews with individuals with whom I am acquainted or who may have knowledge concerning any such items of information. I specifically authorize the release of information by my former employers for the purpose of satisfying driver qualification regulations.

**DOT Drivers.** I understand that federal law requires that my prospective employer and/or its agent(s) to contact all former employers of a driver within the last three years under the regulation of the Department of Transportation. Information such as dates of employment, position, accident history, as well as information that pertains to my drug and alcohol testing history, may be requested from each employer in accordance with federal law.

By signing below, I authorize the gathering of this information by AVR & Affiliates and those whom AVR & Affiliates has engaged to obtain this information. I hereby release and hold harmless AVR & Affiliates, its employee, and any person, firm, or entity, including iiX, that discloses matters in accordance with this authorization any liability for any damage which may result from furnishing the requested information or my failure to be hired for the position for which I am applying. This information may be obtained in whole or in part by iiX or its agents. I consent to and authorize the processing of my information in a foreign country by persons providing services to my prospective employer and understand that this information may be accessible to law enforcement and national security authorities of that jurisdiction.

I understand and acknowledge that this release of information may assist my prospective employer to make a determination regarding my suitability as an employee. I further understand that under the FCRA, I may request a copy of any consumer report from the consumer reporting agency that compiled the report. I agree that a copy of this authorization has the same effect as an original. Where permitted, this authorization shall remain in effect over the course of my employment and reports may be ordered periodically during the course of my employment.

**I further agree to report any license suspensions, serious accidents or offenses, or any other condition to my supervisor immediately that may affect my ability to drive an AVR & Affiliates vehicle (or my own vehicle, if I am required to drive) after I am hired. I agree to obtain a Driver's license prior to hire if I do not already have one.**

The position I am applying for is a \_\_\_\_\_ Driving position.

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Date of Birth

\_\_\_\_\_  
Driver's License Number

\_\_\_\_\_  
State of License

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

