**(This and the next form are to be used in conjunction with the prior FCRA authorization)**

BACKGROUND RESEARCH RELEASE (option 1)

**Please read this section carefully and acknowledge your understanding by signing your name in the space below.**

I certify that all of the statements made by me on this application for employment are true, correct, and complete to the best of my knowledge.

**1. Consent to Conduct Background Investigation**

As a condition of and in consideration for {Company Name}’s consideration of this application, I give permission to {Company Name} to investigate my personal and employment history. I understand that this background investigation will include, but not be limited to, verification of all information on this application, as well as interviews with past employers. I further give permission to {Company Name} to conduct this investigation and to discuss the results of this investigation in connection with my application for employment.

**2. Consent to Contact Past Employers**

I give permission to {Company Name} to contact all employers listed in this application (except those specifically excluded) for references. I further give permission to all current or previous employers and/or managers or supervisors to discuss my relevant personal and employment history with {Company Name}, consent to the release of such information orally or in writing, and hereby release them from all liability and agree not to sue them for defamation or other claims based upon any statements they make to any representative of {Company Name}. I further agree to indemnify all past employers for any liability they may incur because of their reliance upon this release.

**3. Consent to Contact Government Agencies**

I give permission to any agent, attorney, or representative of {Company Name} to receive a copy of any information obtained in the file of any federal, state or local court, governmental agency, law enforcement agency or investigator concerning or relating to me.

**4. Cooperation with Investigation**

I agree to fully cooperate in {Company Name}’s background investigation, and to sign any waivers or releases that may be necessary to obtain access to relevant information. In the event that any former employer or federal, state, or local government agency will not release reference information or criminal history information directly to the employer, I agree to personally request such information.

**5. Falsification Statement**

I understand that any falsification or omission of fact made in this application or in connection with any background investigation may result in rejection of this application, or, if discovered after an offer of employment, in immediate dismissal.

**6. Employment “At Will”**

In consideration of my employment, I agree to conform to the rules and regulations of {Company Name}, and ***my employment and compensation is “at will” in that they can be terminated with or without cause, and with or without notice, at any time, at the option of either*** {Company Name} ***or myself.*** I understand that no manager or representative of {Company Name}, other than the President of {Company Name}, has authority to enter into any agreement for employment for any specified period of time or to make any agreement or contract to the foregoing, and that any promises to the contrary will only be relied upon by me if they are in writing and signed by the President of {Company Name}.

Applicant’s Signature:

Company Reprehensive/Job Title Date: