

Applicant/Employee Disclosure and Release of Information (check one)  New Applicant  Employee

Applicant/Employee Information (please print using black ink only)

Date of Hire:
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Name (First Middle Last)	Current Street Address (NO P.O. Box)		
Other Name(s) Used (including Maiden)	City:	State:	Zip:
List all States in which you have held a drivers license:	Former Address: (if above is less than 3 years)(NO P.O. Box)		
Social Security No:	City:	State:	Zip:
Driver's License No: State:	Date of Birth:	Place of Birth (City, State, County)	
Have you ever had your driving privileges suspended or revoked by any jurisdiction for any reason? YES (provide explanation) NO	Have you ever been convicted of a felony in any jurisdiction? YES (provide explanation) NO		

Please read this disclosure and consent form carefully before signing. You will be provided with a copy of this form at any time upon request.

**DISCLOSURE AND CONSENT CONCERNING CONSUMER REPORTS FOR EMPLOYMENT APPLICATIONS AND EMPLOYMENT PURPOSES.**

**Please read carefully.** This disclosure and consent form authorizes Rural/Metro to request that a consumer report or investigative consumer report be obtained on you for purposes of evaluating your application for employment or employment status, if hired. The verifications and/or checks may include: driving record, employment references, personal references, any education and licensing institution and criminal record information. **NOTE: THIS RELEASE DOES NOT INCLUDE AUTHORIZATION FOR CHECKS OF FINANCIAL OR CREDIT HISTORY RECORDS.**

A photocopy or telephonic facsimile of this disclosure and consent form shall be valid as the original. The results of this verification process will be kept CONFIDENTIAL. The information obtained will not be provided to any parties other than those within the organization with a need to know.

In accordance with federal regulation, if any adverse decision is made with regard to an application for employment or current employment status based entirely or in part on the information contained in a consumer report or investigative consumer report prepared by a consumer reporting agency, you are entitled to receive a copy of this report upon written request, and a disclosure of the nature and scope of the investigative report.

**CONSENT STATEMENT:**

I have carefully read and understand this disclosure and consent form and by my signature consent to Rural/Metro obtaining a consumer or investigative consumer report (as defined above) on me, in conjunction with my application for employment or eligibility for continued employment, if hired. I further understand this consent will remain in effect until revoked in a written document signed by me. In the event that I wish to refuse or revoke my consent at any time, I understand that I may do so. However, such refusal may affect my eligibility for employment or continued employment. I further understand that any and all information contained in my job application, or otherwise disclosed to Rural/Metro by me may be utilized for the purpose of obtaining the consumer reports or investigative consumer reports requested by Rural/Metro, and confirm that all such information is true and correct. Any false or misleading statement made by me in connection with the application process will result in Rural/Metro denying me employment or terminating my employment, if hired.

I, the undersigned applicant/employee, do hereby certify that the information provided by me for the purpose of employment is true and complete to the best of my knowledge. I understand that if I am employed, any false statements will be considered as a cause for possible dismissal. I further acknowledge that I am in receipt of the Driver Performance Standards and Motor Vehicle Record Checks policy.

I authorize Rural/Metro and any of its agents/designated Company personnel to disclose orally and in writing the results of this verification process and/or interview to authorized representatives. I do hereby agree to forever release and discharge Rural/Metro, its agent/designated personnel to the fullest extent permitted by law from any claims, damages, losses, liabilities, costs and expenses, or any other charge or complaint arising from the retrieving and reporting of information.

**CALIFORNIA CONSUMER REPORTING ACT DISCLOSURE FOR EEMPLOYMENT – CALIFORNIA ONLY!**

A copy of any consumer or investigative report obtained on you will be provided to you at the time of your interview or within seven (7) days of Rural/Metro's receipt of the report, whichever is earlier. Additionally, California applicants/employees have a right inspect the reporting agency's file upon request. The name and contact details of the reporting agency that conducted the report on you can be obtained from Corporate Human Resources.

\_\_\_\_\_  
Applicant/Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Company Representative's Signature

\_\_\_\_\_  
Company Representative's Name – Printed

\_\_\_\_\_  
Date

\_\_\_\_\_  
City and State

\_\_\_\_\_  
Telephone Number

\_\_\_\_\_  
Fax Number