

SHEPHERDS MINISTRIES ("the Company") may obtain information about you from a consumer reporting agency for employment purposes. Thus, you may 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, and which can involve personal interviews with sources such as your neighbors, friends, or associates. These reports may be obtained at any time after receipt of your authorization and, if you are hired, throughout your employment. These reports will include checks regarding your criminal history, social security trace, employment and education references, professional licenses and credentials. 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. These reports may contain information regarding your use of social media, and other publicly accessible information. Social media includes, but is not limited to, social networking websites (i.e., Facebook and others), professional networking websites (i.e., LinkedIn and others), blogs, and other online media). You have the right, upon written request made within a reasonable time after receipt of this notice, to request disclosure of the nature and scope of any investigative consumer report. Please be advised that the nature and scope of the most common form of investigative consumer report obtained with regard to applicants for employment is an investigation into your education and/or employment history conducted by InCheck, Inc., 7500 West State Street, Suite 200, Wauwatosa, WI 53213, Phone: 866-265-9426, Fax: 414-727-5510, or another outside organization. The scope of this disclosure and authorization is all-encompassing, however, allowing SHEPHERDS MINISTRIES to obtain from any outside organization all manner of consumer reports and investigative consumer reports now and, if you are hired, throughout the course of your employment to the extent permitted by law. As a result, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any investigative consumer report.

Consumer Reporting Agency:

**InCheck, Incorporated
7500 West State Street
Wauwatosa, WI 53213
Toll Free: (866) 265-9426
Fax: (414) 727-5510**

I, _____, authorize *SHEPHERDS* and InCheck, Incorporated, a consumer reporting agency, to obtain a consumer report and/or investigative consumer report for employment/volunteerism purposes at any time prior to or during my employment/volunteerism. I authorize all former employers, educational institutions, law enforcement agencies, or other persons to give *SHEPHERDS* and InCheck, Incorporated information requested regarding my employment, attendance, character, experience, qualifications, and/or suitability for employment, including a check of my fingerprints, for the purposes described in this document. I hereby forever discharge and covenant not to sue any person or organization for any result of providing, obtaining, or acting upon such information.

I further understand that to ascertain my eligibility for employment/volunteerism I may be asked to undergo a physical examination, which may include substance abuse testing (drug testing), prior to employment with *SHEPHERDS*. Refusal to participate in such examination may result in rejection of my application.

A copy of this authorization is valid as the original and should be recognized as such.

Applicant/Employee Last Name _____ First _____ Middle Initial _____

Social Security Number _____ Date of Birth (for ID purposes only) _____

Present Address _____ City/State/Zip _____

Driver License #/State of Issue _____ Daytime Phone # _____

Applicant/Employee Signature

Date