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Employer - Clients authorization for Research Services LLC to conduct individual Background Searches as Requested

GENERAL AUTHORIZATION, INDEMNIFICATION, and RELEASE

While the information contained in the various reports and/or other data to be provided by Research Services LLC to (_____)

has been obtained from public record data and other sources deemed reliable, Research Services LLC cannot guarantee its accuracy, due to the potential for human error in the actual collection, recording, and maintenance of the information or data at its source or repository. As a background checking service we conform to the federal law called the Fair Credit Reporting Act (FCRA) This Law sets out various requirements and rules for pre-employment background reports, called "Consumer Reports".

Since this information is not owned by Research Services LLC, and since public records and similar related data on any one individual may be contained in more than one repository, and since Research Services LLC is only agreeing to search for and retrieve that data in the form as collected, recorded and maintained by those various sources and repositories, no representation is made, nor is any reliance conveyed, or to be conveyed, on its accuracy, timelines, or other characteristics. Such information is collected and furnished 'as is' for your exclusive use, and is accepted by you without any liability whatsoever accruing to Research Services LLC., its sources or repositories, its officers, agents, and employees.

You agree to indemnify and save harmless Research Services LLC and its officers, employees and agents against any and all loss, damage, claim or liability whatsoever, including the cost of attorney fees, resulting from the dissemination or publication of correct, incorrect, incomplete or non-disclosable information obtained from Research Services LLC.

All information supplied for your sole and exclusive use and the source and derivation of the information is confidential. You agree not to disclose the source of information to anyone for any purpose without prior written authorization from Research Services LLC., unless otherwise provided under law.

And, you also hereby express and confirm that you have the right and the authority to request and obtain such information and data; that it is for your permissible purpose and exclusive use; and, that in so doing, you certify that you are fully within the appropriate law or laws which apply to your requesting and obtaining background information on the individual(s) named including those services requested by you, and rendered or to be rendered to you, in this regard, by Research Services LLC.

This authorization, Indemnification and Release shall be kept on file for services to be performed by Research Services LLC. From time-to-time, if any public record or other repository requires a signed authorization, indemnification, and/or release from the specific person on whom you have requested background information or other data, you will be notified and informed that such report(s) and/or data cannot be released to you until Research Services LLC has a signed release on file from the specific person-subject involved.

(Please Print) COMPANY NAME

NAME of PERSON REQUESTING SERVICE

SIGNATURE of AUTHORIZED PERSON

Date

TEL

FAX

EMPLOYERS: Criminal History Reports of various types and from jurisdictions may include 'arrests' or 'criminal charges' filed. BE AWARE that ONLY CRIMINAL CONVICTIONS may be used in a 'Hiring' or 'Retention' decision. Employers may ASK the subject about the charges, but knowledge thereof cannot be used for determining initial hiring, or current retention, unless the subject is then, or subsequently, convicted.