NOTIFICATION. AUTHORIZATION. CONSENT TO RELEASE OF INFORMATION

Outback Inc., DBA Outback Materials ("the Company") has retained Human Resource Advantage, LLC ("the Agency") to conduct a background check and prepare an investigative consumer report on you in connection with your application for employment. The Agency's address and telephone number are: HRA, P.O. Box 3239, La Pine, OR, 97739, 800.232.9214.

- In the course of its investigation of you, the Agency may request and receive reports and/or information concerning you from, but not limited to, companies, former employers, licensing agencies, governmental agencies, credit agencies, educational institutions, military branch services, consumer reporting agencies, as well as criminal and driving records.
- I further understand that an investigative consumer report concerning me may include information about my character, general reputation, personal characteristics, and mode of living.
- The investigative consumer report may include information related to your character, general reputation, personal characteristics, and mode of living.
- You are entitled under the Fair Credit Reporting Act, California Consumer Credit Reporting Act and other federal and/or California law to a free copy of any investigative consumer report the Company obtains on you along with a copy of "Your Rights Under the Fair Credit Reporting Act."
- If adverse action is taken against you in whole or in part on the basis of the contents of the investigative consumer report, state and federal laws require the Company to give you notice of that fact as well as a copy of the investigative consumer report prepared on you.
- You have the right to dispute the accuracy or contents of the investigative consumer report directly with the Agency that prepared the report. To do so, you must notify the Agency.
- The nature and scope of the investigation to be conducted on you is as follows: <u>DMV history, criminal records search, social security number trace, civil filings search, workers' comp search, employment history verification, education verification</u>
- Additionally, you may request (a) the information contained in your consumer file, (b) the sources of that information, (c) the
 identity of each person who procured a report, (d) the dates, original payees, and amounts of any checks upon which is based
 any adverse characterization of you, (e) a record of all inquiries received by the agency during the 1-year period preceding the
 request that identified you in connection with a credit or insurance transaction that was not initiated by you, and (f) your credit
 score.
- You have the right to visually inspect the file maintained on you by the Agency. Requests to review or obtain a copy of your file may be made in person, with proper identification, during normal business hours and with reasonable notice. You may be accompanied by one other person of your choosing, who shall furnish reasonable identification. Alternatively, you may inspect your file by certified mail, if you make a written request, with proper identification, for copies to be sent to a specified addressee. Or, you may obtain a summary of all information contained in your file by telephone, if you have made a written request, with proper identification, for a telephone disclosure, and the toll charge, if any, for the telephone call if prepaid by or charged directly to you.
- By signing below, you request and authorize all persons who have information relevant to this investigation to disclose such information, as may be requested.

* Must indicate name EXACTLY as it appears on your Driver's license

CLEARLY Print: Full* Name:					
	First	Midd	lle	Last	
List any other name(s) used (incl	uding maiden name):				
-			/	//	
Social Security Number		Driver's License #	State	Date of birth	
Telephone Number: ())		
	Residence			Other	
Current Address:			200		
Number	Street	Apt. #	City	State	Zip Code
Other Cities/States of residence				_	
City / State	Dates From/To	<u>City</u>	/ State	<u>D</u> :	ates From/To
I have (1) read this Notification, A			tion; (2) fully und	lerstand the terms of this re	elease; and
(3) authorize procurement of the	consumer investigative re	eport.			
Applicant's Signature				Date	

California residents check here if you wish a free copy of this report mailed to the current address supplied above.

Para informacion en espanol, visite <u>www.ftc.gov/credit</u> o escribe a la FTC Consumer Response Center, Room 130-A 600 Pennsylvania Ave. N.W., Washington, D.C. 20580.

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. For more information, including information about additional rights, go to www.ftc.gov/credit or write to: Consumer Response Center, Room 130-A, Federal Trade Commission, 600 Pennsylvania Ave. N.W., Washington, D.C. 20580.

- You must be told if information in your file has been used against you. Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment or to take another adverse action against you must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- You have the right to know what is in your file. You may request and obtain all the information about you in the files of a consumer reporting agency (your "file disclosure"). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - a person has taken adverse action against you because of information in your credit report;
 - you are the victim of identify theft and place a fraud alert in your file;
 - your file contains inaccurate information as a result of fraud;
 - you are on public assistance;
 - you are unemployed but expect to apply for employment within 60 days. In addition, by September 2005 all consumers will be entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.ftc.gov/credit for additional information.
- You have the right to ask for a credit score. Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- You have the right to dispute incomplete or inaccurate information. If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.ftc.gov/credit for an explanation of dispute procedures.
- Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information. Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.

- Consumer reporting agencies may not report outdated negative information. In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- Access to your file is limited. A consumer reporting agency may provide information about you only to people with a valid need -- usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- You must give your consent for reports to be provided to employers. A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.ftc.gov/credit.
- You may limit "prescreened" offers of credit and insurance you get based on information in your credit report. Unsolicited "prescreened" offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt-out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- You may seek damages from violators. If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.ftc.gov/credit.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. Federal enforcers are:

TYPE OF BUSINESS:	CONTACT:			
Consumer reporting agencies, creditors and others not listed below	Federal Trade Commission: Consumer Response Center - FCRA Washington, DC 20580 1-877-382-4357			
National banks, federal branches/agencies of foreign banks (word "National" or initials "N.A." appear in or after bank's name)	Office of the Comptroller of the Currency Compliance Management, Mail Stop 6-6 Washington, DC 20219 800-613-6743			
Federal Reserve System member banks (except national banks, and federal branches/agencies of foreign banks)	Federal Reserve Consumer Help (FRCH) P O Box 1200 Minneapolis, MN 55480 Telephone: 888-851-1920 Website Address: www.federalreserveconsumerhelp.gov Email Address: ConsumerHelp@FederalReserve.gov			
Savings associations and federally chartered savings banks (word "Federal" or initials "F.S.B." appear in federal institution's name)	Office of Thrift Supervision Consumer Complaints Washington, DC 20552 800-842-6929			
Federal credit unions (words "Federal Credit Union" appear in institution's name)	National Credit Union Administration 1775 Duke Street Alexandria, VA 22314 703-519-4600			
State-chartered banks that are not members of the Federal Reserve System	Federal Deposit Insurance Corporation Consumer Response Center, 2345 Grand Avenue, Suite 100 Kansas City, Missouri 64108-2638 1-877-275-3342			
Air, surface, or rail common carriers regulated by former Civil Aeronautics Board or Interstate Commerce Commission	Department of Transportation , Office of Financial Management Washington, DC 20590 202-366-1306			
Activities subject to the Packers and Stockyards Act, 1921	Department of Agriculture Office of Deputy Administrator – GIPSA Washington, DC 20250 202-720-7051			