



## Tesla, Inc Background Check Authorization

### An Equal Opportunity Employer - Privacy Statement

#### An Equal Opportunity Employer

We are an Equal Opportunity Employer. Tesla, Inc.\* does not discriminate on the basis of race, color, sex, age, national origin, religious creed, ancestry, veteran status, marital status, disability, medical condition, sexual orientation or any other characteristic protected by applicable state or federal civil laws.

Tesla, Inc. Complies with the ADA and provides reasonable accommodation to qualified applicants or employees. Tesla is committed to working with and providing reasonable accommodations to individuals with disabilities. If you need a reasonable accommodation because of a disability for any part of the employment process, please send an e-mail to [accommodationrequest@tesla.com](mailto:accommodationrequest@tesla.com) and let us know the nature of your request and your contact information.

\* For purposes of this online background check process, references to "Tesla" or "Tesla, Inc." refer to Tesla, Inc. or the Tesla, Inc. affiliate with whom you applied for employment.

NOTE: The information in this Background Check Authorization will only be used for employment purposes and for performing a routine background check and will not be disclosed to anyone not involved with that process. All data is protected and highly secure. All United States federal and state privacy laws are respected.

[Download ESS Privacy Policy](#)

### Location Information

**USA**

Country of Residence

**Please indicate the primary location of the job. If the job is outside of the United States, select "Non-USA Candidate" from the "State" list below.**

**New York**

Job State

**Conditional Job Offer (Written) RECEIVED**

Job Status

**Erie**

Job County

**Buffalo**

Job City



## Personal Information

Please enter your full legal name **including your full middle name**.

☐ My legal name does not include a middle name.

**Kofi**

First

**Aboagy**

Middle

**Ohene-Adu**

Last

Other names under which you have worked or received a degree

**153 Timberline Drive**

Current Address

**USA**

Country

**Brentwood**

City

**NY**

State

**11717**

Zip

**3**

# Years

**Controls engineering  
Intern**

Position Applied For

☐Yes ☐No Do you have an "ACTIVE" professional license applicable to the position being applied for? Some examples are: Nurse, EMT, Electrician, or Canadian Technician Certificate. NOTE: Do not list your driver's licenses or educational degrees.

☒ \* By checking this box, I agree to receive text messages from Employment Screening Services or Tesla for updates about my candidacy and application.

In order to protect your privacy, no confidential or personal information will be sent via text messaging. You may opt-out at any time by replying STOP. Mobile device message and data rates may apply.

**1 631-278-5266**

Contact Phone

**(631) 278-5266**

Mobile Phone\*

**kao65@cornell.edu**

Email

## Past Address History

The State of Nevada requires a special form that will be included in this process for current/former Nevada residents.

Have you lived, worked or gone to school in the state of Nevada in the past 7 years? ☐Yes ☐No

List All Other Locations Where You Have Lived For The Past Seven (7) Years Below

☒ Check box to confirm that you have entered all locations you have lived at in the last 7 years

Past Location #1 (Most Recent)

**Ghana**

Country

**Obuasi**

City

**Ashanti**

State

Zip

**18**

# Years

Past Location #2

**USA**

Country

City

State

Zip

# Years

Past Location #3

USA				
Country	City	State	Zip	# Years
Past Location #4				
USA				
Country	City	State	Zip	# Years
Past Location #5				
USA				
Country	City	State	Zip	# Years
Past Location #6				
USA				
Country	City	State	Zip	# Years

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Please list any additional addresses you have lived in the past seven years above

## Identifiers

The data below is requested for verification and identification purposes only. All federal and state privacy laws are respected. Personal and private information is secured and protected from unauthorized or accidental disclosure and is retained only as long as is required by law. At no time and under no circumstances is personally identifying information released, shared, sold, or in any manner provided to persons or entities not authorized in writing by you.

### U.S. Social Security Number or National ID Number

**SSN**

ID Type

**097-92-2322**

Number

**USA**

Country

### Date of Birth

**02/21/2003**

Date of Birth is used for identification purposes only and plays no part in the selection process.

### Driver's License or State Issued Photo ID Card

**I have a valid drivers license**

Status

**USA**

Country

**NY**

State

**558441607**

Number

**KOFI ABOAGYE OHENE-ADU**

Name exactly as it appears on License (or ID Card)

If driver's license is not valid please give reason:

Not Answered

## Certification

I certify that all statements I have made and will make during this online process are true and correct. I acknowledge that any false statement or misrepresentation made by me during this online process, or on my resume or any other documents that I provide during this process, may result in the revocation of my offer of employment or immediate termination at any time of my employment.

I have read and understand the foregoing statements and accept them as a condition of employment.

I understand and acknowledge that if I affix an electronic signature to this document, that my electronic signature is as valid as my hand-written signature.

**eSignature ID:1S84SF**

*Kofi A Ohene-Adu*

**By:** Kofi A Ohene-Adu  
**Date:** 05/01/2024 13:08:14  
**IP:** 128.84.126.151



## **Background Check**

Part of the application / placement process involves a routine background check. Employment Screening Services. (ESS) is the preferred provider of background screening services for Tesla, Inc.

To initiate the background screening, we need additional information from you and your authorization..

The information provided will only be used for employment purposes and for performing a routine background check and will not be disclosed to anyone not involved with that process. All data is protected and highly secure. All federal and state privacy laws are respected.

## FCRA Information

### A Summary of Your Rights Under the Fair Credit Reporting Act

Para informacion en espanol, visite [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) o escribe a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552

[Print Version](#)

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.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

- **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, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) 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.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) 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.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore).
- **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 1-888-567-8688.
- **The following FCRA right applies with respect to nationwide consumer reporting agencies:**

#### **CONSUMERS HAVE THE RIGHT TO OBTAIN A SECURITY FREEZE**

**You have a right to place a "security freeze" on your credit report, which will prohibit a consumer reporting agency from releasing information in your credit report without your express authorization.** The security freeze is designed to prevent credit, loans, and services from being approved in your name without your consent. However, you should be aware that using a security freeze to take control over who gets access to the personal and financial information in your credit report may delay, interfere with, or prohibit the timely approval of any subsequent request or application you make regarding a new loan, credit, mortgage, or any other account involving the extension of credit.

As an alternative to a security freeze, you have the right to place an initial or extended fraud alert on your credit file at no cost. An initial fraud alert is a 1-year alert that is placed on a consumer's credit file. Upon seeing a fraud alert display on a consumer's credit file, a business is required to take steps to verify the consumer's identity before extending new credit. If you are a victim of identity theft, you are entitled to an extended fraud alert, which is a fraud alert lasting 7 years.

A security freeze does not apply to a person or entity, or its affiliates, or collection agencies acting on behalf of the person or entity, with which you have an existing account that requests information in your credit report for the purposes of reviewing or collecting the account. Reviewing the account includes activities related to account maintenance, monitoring, credit line increases, and account upgrades and enhancements.

- **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.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore).

**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. For information about your federal rights, contact:**

<b>TYPE OF BUSINESS:</b>	<b>PLEASE CONTACT:</b>
1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates. b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFBP:	a. Bureau of Consumer Financial Protection 1700 G Street NW Washington, DC 20580 b. Federal Trade Commission: Consumer Response Center - FCRA Washington, DC 20580 (877) 382-4357
2. To the extent not included in item 1 above: a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and insured state branches of foreign banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations d. Federal Credit Unions	a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050 b. Federal Reserve Consumer Help Center P.O. Box 1200 Minneapolis, MN 55480 c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106 d. National Credit Union Administration Office of Consumer Protection (OCP) Division of Consumer Compliance and Outreach (DCCO) 1775 Duke Street Alexandria, VA 22314
3. Air carriers	General Counsel for Aviation Enforcement & Proceedings Department of Transportation 1200 New Jersey Avenue, S.E. Washington, DC 20590
4. Creditors Subject to Surface Transportation Board	Office of Proceedings, Surface Transportation Board Department of Transportation 395 E Street, S.W. Washington, DC 20423
5. Creditors Subject to Packers and Stockyards Act	Nearest Packers and Stockyards Administration area supervisor
6. Small Business Investment Companies	Associate Deputy Administrator for Capital Access United States Small Business Administration 409 Third Street, S.W., 8th Floor Washington, DC 20416
7. Brokers and Dealers	Securities and Exchange Commission 100 F St NE Washington, DC 20549
8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations	Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090
9. Retailers, Finance Companies, and All Other Creditors Not Listed Above	FTC Regional Office for region in which the creditor operates or Federal Trade Commission: Consumer Response Center - FCRA Washington, DC 20580 (877) 382-4357

## **New York Disclosure**

### **New York State Correction Law Article 23-A**

#### **Licensure and Employment of Persons Previously Convicted of One or More Criminal Offenses**

##### **Section 750. Definitions.**

##### **751. Applicability.**

##### **752. Unfair discrimination against persons previously convicted of one or more criminal offenses prohibited.**

##### **753. Factors to be considered concerning a previous criminal conviction; presumption.**

##### **754. Written statement upon denial of license or employment.**

##### **755. Enforcement.**

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##### **§ 750. Definitions. For the purposes of this article, the following terms shall have the following meanings:**

1. "Public agency" means the state or any local subdivision thereof, or any state or local department, agency, board or commission.
2. "Private employer" means any person, company, corporation, labor organization or association which employs ten or more persons.
3. "Direct relationship" means that the nature of criminal conduct for which the person was convicted has a direct bearing on his fitness or ability to perform one or more of the duties or responsibilities necessarily related to the license, opportunity, or job in question.
4. "License" means any certificate, license, permit or grant of permission required by the laws of this state, its political subdivisions or instrumentalities as a condition for the lawful practice of any occupation, employment, trade, vocation, business, or profession. Provided, however, that "license" shall not, for the purposes of this article, include any license or permit to own, possess, carry, or fire any explosive, pistol, handgun, rifle, shotgun, or other firearm.
5. "Employment" means any occupation, vocation or employment, or any form of vocational or educational training. Provided, however, that "employment" shall not, for the purposes of this article, include membership in any law enforcement agency.

##### **§ 751. Applicability.**

The provisions of this article shall apply to any application by any person for a license or employment at any public or private employer, who has previously been convicted of one or more criminal offenses in this state or in any other jurisdiction, and to any license or employment held by any person whose conviction of one or more criminal offenses in this state or in any other jurisdiction preceded such employment or granting of a license, except where a mandatory forfeiture, disability or bar to employment is imposed by law, and has not been removed by an executive pardon, certificate of relief from disabilities or certificate of good conduct. Nothing in this article shall be construed to affect any right an employer may have with respect to an intentional misrepresentation in connection with an application for employment made by a prospective employee or previously made by a current employee.

##### **§ 752. Unfair discrimination against persons previously convicted of one or more criminal offenses prohibited.**

No application for any license or employment, and no employment or license held by an individual, to which the provisions of this article are applicable, shall be denied or acted upon adversely by reason of the individual's having been previously convicted of one or more criminal offenses, or by reason of a finding of lack of "good moral character" when such finding is based upon the fact that the individual has previously been convicted of one or more criminal offenses, unless:

1. there is a direct relationship between one or more of the previous criminal offenses and the specific license or employment sought or held by the individual; or
2. the issuance or continuation of the license or the granting or continuation of the employment would involve an unreasonable risk to property or to the safety or welfare of specific individuals or the general public.

**§ 753. Factors to be considered concerning a previous criminal conviction; presumption.**

1. In making a determination pursuant to section seven hundred fifty-two of this chapter, the public agency or private employer shall consider the following factors:
  - a. The public policy of this state, as expressed in this act, to encourage the licensure and employment of persons previously convicted of one or more criminal offenses.
  - b. The specific duties and responsibilities necessarily related to the license or employment sought or held by the person.
  - c. The bearing, if any, the criminal offense or offenses for which the person was previously convicted will have on his fitness or ability to perform one or more such duties or responsibilities.
  - d. The time which has elapsed since the occurrence of the criminal offense or offenses.
  - e. The age of the person at the time of occurrence of the criminal offense or offenses.
  - f. The seriousness of the offense or offenses.
  - g. Any information produced by the person, or produced on his behalf, in regard to his rehabilitation and good conduct.
  - h. The legitimate interest of the public agency or private employer in protecting property, and the safety and welfare of specific individuals or the general public.
2. In making a determination pursuant to section seven hundred fifty-two of this chapter, the public agency or private employer shall also give consideration to a certificate of relief from disabilities or a certificate of good conduct issued to the applicant, which certificate shall create a presumption of rehabilitation in regard to the offense or offenses specified therein.

**§ 754. Written statement upon denial of license or employment.**

At the request of any person previously convicted of one or more criminal offenses who has been denied a license or employment, a public agency or private employer shall provide, within thirty days of a request, a written statement setting forth the reasons for such denial.

**§ 755. Enforcement.**

1. In relation to actions by public agencies, the provisions of this article shall be enforceable by a proceeding brought pursuant to article seventy-eight of the civil practice law and rules.
2. In relation to actions by private employers, the provisions of this article shall be enforceable by the division of human rights pursuant to the powers and procedures set forth in article fifteen of the executive law, and, concurrently, by the New York city commission on human rights.

## Criminal History Disclosure

### DO NOT DISCLOSE THE FOLLOWING:

- Convictions that have been judicially dismissed or ordered sealed, expunged, or eradicated.
- An arrest or detention that did not lead to a conviction.
- An arrest, detention, processing, diversions, supervision, adjudication, or other disposition that occurred *while you were subject to a juvenile court of law*.

**Have you been convicted of a felony criminal offense under state or federal law?** *A conviction includes any plea (e.g., guilty, nolo contendere, no contest), verdict, or other finding of guilt regardless of whether probation or other sentence is imposed by the court.*

☐ Yes ☐ No

If "Yes", what was the nature of the felony conviction(s)?

Jurisdiction (City or County) where the felony conviction(s) occurred.

Date of felony conviction(s)

Comments (Optional)

Note: A "Yes" response will not necessarily disqualify an applicant from employment. Failure to answer accurately could cause denial of employment or termination of employment if you are currently employed by the Company.

If you answered "Yes" to the question above, provide city, county, and state of conviction and date and nature of the offense, along with sentencing information. Please also provide any other information you would like the Company to consider including but not limited to: the time that has elapsed since the offense(s), your age at the time of the offense(s), facts or circumstances surrounding the offense(s), the number of offenses for which you have been convicted, your employment history before and after each conviction, evidence of rehabilitation, and/or other mitigating factors. Each criminal conviction will be evaluated on its own merit, taking into account any relevant information that you have disclosed.

## Drug Test Consent

I, the undersigned, hereby knowingly and voluntarily authorize and consent to the collection and testing of specimens of my urine by a collection site and laboratory to be designated by ESS or its designated agent, Employment Screening Services., for the purpose of drug testing.

I authorize the collection site, laboratory and medical review officer (MRO) to disclose the results of my drug tests to Employment Screening Services, Inc. and I further authorize Employment Screening Services. to disclose the results to ESS.

I acknowledge that the drug test results will be utilized by ESS to determine my eligibility for employment or continued employment, therewith.

I acknowledge that at the time of collection, a refusal to authorize the collection and testing of my urine by the collection site and laboratory, or a refusal to authorize the above disclosure of the test results will be treated as a positive drug test. I further acknowledge that a positive drug test will result in disciplinary action up to and including denial of employment or termination, if hired.

I further authorize the testing laboratory to disclose the results of my drug screen to ESS, or its agents, Employment Screening Services. for a period of time not to exceed two years from the date of my signature below.

I understand and acknowledge that if I affix an electronic signature to this document, that my electronic signature is as valid as my hand-written signature.

I have read and understood the above Authorization & Consent in its entirety, and I agree that a copy of this document is as valid as the original.

**Zip code you would like the collection site to be near:**

**eSignature ID:1S84SF**

*Kofi A Ohene-Adu*

**By:** Kofi A Ohene-Adu  
**Date:** 05/01/2024 13:08:45  
**IP:** 128.84.126.151



## Drug Test Collection Site Selection

**Name on government issued photo ID: Kofi Ohene-Adu**

The following collection site has been selected:

QUEST DIAGNOSTICS CORTLAND

6 Euclid Ave

Cortland, NY 13045-1257

Phone: 607-756-8203

Hours: T,Th,F 7:30 am-1:30 pm

Appointment Scheduling Available (Call to Confirm)

**NOTE:** Location hours and other information may change without notice. **Please contact the location prior to your visit to confirm current details.**

This information along with further instructions will be part of the emailed confirmation that will be sent to you upon completion of this invitation.

## **Consumer Report Disclosure**

### **DISCLOSURE REGARDING CONSUMER REPORT FOR EMPLOYMENT PURPOSES**

Tesla, Inc., or the Tesla, Inc. affiliate with whom you applied for employment or placement ("Company"), wants you to know that it may obtain from Employment Screening Services ("ESS"), a third party consumer reporting agency, a consumer report about you for employment purposes. A consumer report is commonly known as a background check report.

If hired (or placed), Tesla, Inc. May obtain such consumer reports, including but not limited to ongoing criminal history monitoring, throughout your employment.



## Acknowledgement and Authorization for Background Check

### AUTHORIZATION TO OBTAIN CONSUMER REPORT FOR EMPLOYMENT PURPOSES

I acknowledge receiving the "DISCLOSURE REGARDING CONSUMER REPORT FOR EMPLOYMENT PURPOSES."

By my signature below, I hereby authorize Tesla, Inc., or the Tesla, Inc. affiliate with whom I applied for employment or placement ("Company"), to obtain a consumer report about me for employment purposes from Employment Screening Services ("ESS"), a third party investigative consumer reporting agency which may include name and address history; criminal history information; social security number trace; records of sanctions, enforcement, and disciplinary actions taken by various state, federal and international authorities; motor vehicle records and accident history; verification of your education (including transcripts) and employment history; and drug test results.

I understand that if hired or placed, my consent will apply throughout my employment, including but not limited to ongoing criminal history monitoring, unless I revoke or cancel it by sending a signed letter to the Tesla, Inc Human Resources office.

eSignature ID:1S84SF

*Kofi A Ohene-Adu*

**By:** Kofi A Ohene-Adu  
**Date:** 05/01/2024 13:09:55  
**IP:** 128.84.126.151



☐ I wish to be furnished with a copy of my consumer and/or investigative consumer report should one be ordered.