

Consumer Report or Investigative Consumer Report
DISCLOSURE AND AUTHORIZATION/CONSENT -INTERNATIONAL

Please read this consent form carefully before signing it.

I confirm that all the information I have provided ADP Private Limited ("The Employer") at any stage of the job application process, whether it is information provided in the form of documentation or verbally, is true and complete to the best of my knowledge and belief. I also confirm that I have answered all questions put to me by or on behalf of The Employer fully and accurately.

I understand that any offer of employment is conditional upon satisfactory references and the background verification of all information I have provided, in accordance with the relevant laws and regulations.

I understand that this form provides consent for the necessary background verification process to be undertaken, and I hereby consent to the production of a [Consumer Report or Investigative Consumer Report]¹ ("Consumer Report") to be prepared about me as part of my application for employment [and/or continued employment].

[I understand that my background investigation will be based on information that I provided in my Employment Application including Curriculum Vitae/Resume, Disclosure/Authorization, and potentially the areas of information outlined below.] My personal data will not be shared with any person, organization, or company other than those entities acting as an authorized agent of Neeyamo and for the specific purpose of verifying the information I provided unless such disclosure is required by law or I specifically authorize its disclosure in other circumstances.

I authorize The Employer (or any third party vendor appointed by them) to procure a Consumer Report which includes information from multiple sources across the globe. I understand that the Consumer Report will be prepared by Neeyamo Enterprise Solutions Pvt. Ltd. ("Neeyamo"). I authorize Neeyamo, and its agents, to retrieve the necessary information and prepare a Consumer Report. I understand and authorize that some or all of my information may be transmitted electronically and, when required, may be transferred across international borders. I understand that Neeyamo may transmit my personal information to its agents and information sources as necessary throughout the course of business and that host country and receiving country privacy laws will be observed if information is transferred across international borders. I may request a list of designated agents by contacting Neeyamo (Applicant service team by calling at +1 888-852-1781, or writing to them at applicant.service@neeyamo.com). Neeyamo holds all personal and private information it obtains securely and confidentially. I agree that The Employer may disclose any or all information provided by me as part of the application process to Neeyamo.

If my personal history, or information which I have provided to the prospective employer requires background verifications to be carried out in countries other than the one in which I currently reside, I consent to my personal data being sent and processed in those relevant countries for the purpose of the background verification to be carried out and for the results of that verification to be sent to the country in which Neeyamo is compiling the report for The Employer and for the report to be sent to the Employer.

I acknowledge and consent to a criminal background check in countries where I have lived or worked for any period of time. I acknowledge that this information is sensitive personal data. I expressly consent to the processing of that data in the same way as the other personal data covered by this form.

I authorize Neeyamo to disclose the Consumer Report to The Employer and acknowledge that a copy of the form may be kept on my personnel file.

The verification process may include some or all of the following checks:

- Academic qualifications;
- Address check;
- CV check;
- Directorships check;
- Eligibility to work in country in question;
- Employment/unemployment/education review;
- Financial/Credit check;
- Social media search (from open source materials unless agreed otherwise);

- Sanction list;
- Criminal record check;
- Open Media Check
- Global Database check
- Civil check
- [List any others].

I understand that some or all of the personal information necessary for the purpose of completing a background report on me in connection with my employment or application for employment (or contract for services) with The Employer may be currently stored in the European Union, and that this information may be requested by entities located in a country that is not considered to provide an adequate level of protection for personal data from the European Union (including United States). I understand that this transfer is necessary for my employment contract. Additionally, I hereby authorize The Employer and any individual, entity, agency, authority or court holding my personal information within the European Union to transfer my personal information to Neeeyamo Enterprise Solutions and/or to their affiliates, employees, and third party service providers who require access to this information for the purpose of creating a background report or investigative report, but for no other purpose.

I authorize educational institutions, employers, government agencies, credit reporting agencies, companies, corporations, and law enforcement agencies at the international, federal, state/provincial or county level to provide any and all information concerning my background. If my prior employers and/or references are contacted, the Consumer Report may include information obtained through personal interviews regarding my character and general reputation. I understand that the personal information described above is being collected, used and disclosed only for the purposes of assessing my suitability for employment with the above-named company.

I may request a copy of any report that is prepared regarding me. I may also request the nature and substance of all information about me contained in the files of the consumer-reporting agency. I understand I have the right to inspect those files with reasonable notice during regular business hours and I may be accompanied by one other person. I understand that I have the right to dispute any information contained in the consumer report, if I believe it is false, inaccurate or misleading by notifying [the employer]. The consumer-reporting agency is required to provide someone to explain the contents of my file.

This consent is effective from the date specified on this form until the date my employment application is accepted or denied by the above-named Employer, or until I withdraw my authorization in writing by notice to The Employer. I acknowledge and agree that a photocopy of this authorization may be accepted with the same authority as the original. I confirm that this consent is explicit, is on the basis that I have been fully informed about the background verification process and that I give my consent freely for the purposes set out in this document.

I authorize Neeeyamo Enterprise Solutions.Pvt Ltd., to prepare and procure a [Consumer Report]/ [Investigative Consumer Report] on me.

Signature Rajanikanta Pradhan Today's Date (Spell Month): 12-July-2019

First Name: Rajanikanta

Middle Name: _____

Last Name: Pradhan

[Note - This Disclosure and Authorization is valid for obtaining of "Consumer Report or Investigative Consumer Report" by organization at any time after receipt of this authorization and throughout candidate's employment, if applicable.]