



DISCLOSURE OF INTENTION TO PROCURE AN INVESTIGATIVE CONSUMER REPORT AND AUTHORIZATION TO PROCURE AN INVESTIGATIVE CONSUMER REPORT

Pitney Bowes (the "Company") intends to procure an investigative consumer report on your background (a "Report") from First Advantage P.O. Box 3367, Seminole, Florida 33775-3367, (800) 321-4473 ext. 8. In preparing the Report, First Advantage will conduct a criminal records search, and will verify your education and employment history. Additionally, a motor vehicle report and/or credit history report may also be conducted depending on the job position that you are being considered for or currently hold. The Report could include information about your character, general reputation, personal characteristics, and mode of living. The Company may use the information contained in the Report to make decisions regarding your application for employment with the Company. If you are hired by the Company, it may also procure subsequent Reports for employment purposes (including, without limitation, to make decisions regarding retention, reassignment or promotion) unless this authorization is revoked in writing.

Please accurately complete the information requested below. You understand that any false statement, misrepresentation, or omission of facts on this authorization, or otherwise provided to the Company or First Advantage, is grounds for rejection of your employment application or immediate termination of employment, regardless of when the Company discovers the false statement, misrepresentation or omission of facts.

Before the Company takes any adverse action regarding your application for or any subsequent employment with the Company based in whole or in part on information obtained in a Report, you will be provided with a copy of the Report and a written description of your rights under the Fair Credit Reporting Act. If you disagree with the accuracy of any information in the Report, you must notify the Company within 5 business days of your receipt of the Report that you are challenging the accuracy of the information contained in the Report with First Advantage and advise the Company as to the basis of your challenge.

By your signature below, you authorize the Company to procure a Report and subsequent Reports about you and to consider the Report(s) when making decisions regarding your application for and any subsequent employment with the Company. You hereby authorize any and all persons, business entities, credit agencies and governmental agencies (collectively, "Third Parties") who may have information relevant to the Report(s) to disclose such information to the Company by and through First Advantage. You hereby release the Company, First Advantage and all Third Parties to the full extent permitted by law, from any liability or claims arising from retrieving and/or reporting information concerning you and/or from using the Report for employment purposes.

By my signature below, I consent to the release of consumer reports and investigative consumer reports prepared by a consumer reporting agency, such as First Advantage, Inc., to the Company, its designated representatives and agents, and, if required by a business contract, to the Company's customers with whom I may be assigned to work. I understand that my consent will apply, and the Company may obtain reports, throughout my employment.

For more information about your rights under the federal Fair Credit Reporting Act, please go to www.ftc.gov/credit or see below.

Social Security Number: _____

Signature: _____

Print Name: _____

Date: _____

For California, Minnesota or Oklahoma applicants only, if you would like to receive a copy of the consumer report, if one is obtained, please check this box. If checked and you are a California applicant, a copy of the consumer report will be sent within three (3) days of the employer receiving a copy of the consumer report.

Yes

No

Para informacion en espanol, visite www.ftc.gov/credit o escriba 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 identity 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 Board Division of Consumer & Community Affairs Washington, DC 20551 202-452-3693 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