

## Consent for Disclosure of Personal Information for Background Checks

### Disclosure Regarding Employment Background Report (U.S. Residents Only)

Walmart Canada Corp ("the Company") may obtain from Sterling Talent Solutions and its parent, affiliates and subsidiaries ("Sterling"), 200-19433 96th Ave., Surrey, BC, Canada V4N 4C4, (866) 455-5671, [www.sterlingtalentsolutions.ca](http://www.sterlingtalentsolutions.ca), a consumer report and/or an investigative consumer report ("Report") that contains background information about you in connection with your employment or employment application. If you are hired, to the extent permitted by law, the Company may obtain from Sterling Talent Solutions further Reports throughout your employment for an employment purpose without providing further disclosure or obtaining additional consent. The Report may contain information about your character, general reputation, personal characteristics and mode of living. The Report may include, but is not limited to, credit reports and credit history information; criminal and other public records and history; public court records (e.g., bankruptcies, tax liens and judgments); motor vehicle and driving records; educational and employment history, including professional disciplinary actions; drug/alcohol test results; and Social Security verification and address history, subject to any limitations imposed by applicable federal and state law. This information may be obtained from public record and private sources, including credit bureaus, government agencies and judicial records, former employers and educational institutions, and other sources. If an investigative consumer Report is obtained, in addition to the description above, the nature and scope of any such Report will be employment verifications and references, or personal references.

☐ By clicking this box, you confirm that you have read and understand the Disclosure above.

Candidate Signature:

**X** *[Signature]*

Date: (dd/mm/yyyy) ▼  
15/03/2019

**Consent for Disclosure of Personal Information for Background Checks**

Do you currently reside in the United States? ☐ Yes ☒ No

**Authorization to Obtain Employment Background Report (U.S. Residents Only)**

I have read the Disclosure Regarding Employment Background Report provided by the Company and this Authorization to Obtain Employment Background Report. By clicking below and providing my signature at the end of this interview, I hereby consent to the preparation by Sterling Talent Solutions of Reports regarding me and the release of such Reports to the Company and its designated representatives, to assist the Company in making an employment decision involving me at any time after receipt of this authorization and throughout my employment, to the extent permitted by law. To this end, I hereby authorize, without reservation, any state or federal law enforcement agency or court, educational institution, motor vehicle record agency, credit bureau or other information service bureau or data repository, or employer to furnish any and all information regarding me to Sterling Talent Solutions and/or the Company itself, and authorize Sterling Talent Solutions to provide such information to the Company. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original. I acknowledge receipt of a copy of the Consumer Financial Protection Bureau's "Summary of Your Rights under the Fair Credit Reporting Act".

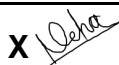
☐ By clicking this box, you confirm that you have read and understand the Authorization above and consent to Reports being prepared and release to the Company.

☐ By clicking this box, you confirm that you are a resident of California and have read and understand the California Disclosure Regarding Employment Background Report above and consent to Reports being prepared and released to the Company.

Residents of the following states, please indicate below if you would like to receive a free copy of any Report obtained by the Company from Sterling Talent Solutions: California, Massachusetts, Minnesota, New Jersey, Oklahoma

☐ Yes ☐ No

Candidate Signature:

X 

Date: (dd/mm/yyyy) ▼  
15/03/2019

## Consent for Disclosure of Personal Information for Background Checks


### Privacy Notice

To evaluate your suitability for employment or another business relationship, Walmart Canada Corp ("the Company") will ask Sterling Talent Solutions and its parent, affiliates and subsidiaries ("Sterling", "we" or "us") to create a background check report or reports ("Reports") consisting of one or more background check services ("Services"). Collection: We may collect the following types of personal information about you: identification information and documents; address history; police records; court records; employment history, including fiduciary or directorship responsibilities; education history; financial information, including credit history, bankruptcy and financial judgments; driving records; membership, registration or disciplinary action with regulatory or professional bodies; inclusion on watch or sanctions lists; social media activity; mentions in online or print media; or opinions about your performance, qualifications and character. We may collect personal information directly from you, the Company, or third parties such as police, courts, employers, educational institutions, consumer reporting agencies, government agencies, regulatory or professional bodies, references you provide and publicly available print or online sources. We may compare information received from different sources for consistency. The exact types and sources of personal information will depend on the Services requested by the Company. Use: Our data entry, order fulfillment, quality assurance, client service, finance and compliance teams may use your personal information to complete Services, prepare Reports and communicate with you or the Company. These teams include our employees in Canada, the Philippines, India and the United Kingdom. Personal information may be transferred to additional countries if we need to collect personal information from those countries or use a language other than English or French. Wherever your information is transferred, it will be handled in accordance with our privacy and security policies and Canadian laws, but it may also be subject to foreign laws. Disclosure: We will disclose your personal information to the Company. We may also disclose information, such as your name, date of birth, identifying numbers, signature, contact information, and relationship with the Company, to third parties as necessary for them to provide your personal information to us. Storage and retention: We will store your personal information on servers located in Canada and the United States. We will keep your personal information for as long as we need it to complete the Services, deliver and maintain Reports for the Company and fulfill our legal and contractual obligations, after which it will be destroyed. Your rights: You have a right to access your personal information, dispute its accuracy or completeness, be told its sources and to whom it has been disclosed, and modify or withdraw your consent for its collection, use and disclosure. You have a right to ask questions or complain about how we handle your personal information. To do any of these things, contact one of our Privacy Analysts at [privacy@sterlingts.com](mailto:privacy@sterlingts.com), 1-866-455-5671 or Suite 200, 19433 96 Ave, Surrey BC V4N 4C4. For more information about our privacy and security policies, go to [www.sterlingtalentsolutions.ca/privacy](http://www.sterlingtalentsolutions.ca/privacy). To understand what Services will be ordered, why Reports are being requested, what will be done with personal information disclosed to the Company, or the consequences of not providing your personal information, please speak to your contact with the Company.

### Consent for Collection, Use and Disclosure of Personal Information

By clicking below and providing my signature at the end of this process, I acknowledge that I have read the privacy notice above and consent to the collection, use and disclosure of my personal information as described in it, effective immediately and continuing for a period of one (1) year. I certify that personal information provided to Sterling Talent Solutions and the Company is complete and accurate to the best of my knowledge, and I understand that providing inaccurate, incomplete or misleading information may disqualify me from consideration by the Company.

☒ By clicking this box, you confirm that you have read and understand the Privacy Notice and consent to the collection, use and disclosure of your personal information as described in it

|  |  |                                 |                      |  |  |  |  |
|--|--|---------------------------------|----------------------|--|--|--|--|
| Given Name(s): ▼<br>Nehaben  |  |                                 |                      | Middle Name(s): ▼<br>Dhirajkumar             |  |  |  |
| Surname: ▼<br>Patel  |  |                                 | Maiden Name: ▼       |  |  | Gender: ▼<br><input type="checkbox"/> Male <input checked="" type="checkbox"/> Female <input type="checkbox"/> Other |  |
| Given Name Alias: ▼  |  |                                 | Middle Name Alias: ▼ |  |  | Surname Alias: ▼   |  |
| Current Address: ▼<br>1209, Afton Drive  |  |                                 |                      |  |  | From: ▼<br>2018-12   |  |
| Unit Number  |  | Street Number                   |                      | Street Name                                  |  | Postal Code  |  |
| yyy  |  | mm                              |                      | yyy  |  | mm   |  |
| Current Address Continued: ▼<br>Sarnia Ontario Canada N7S 5A4  |  |                                 |                      |  |  |  |  |
| City   |  | Province                        |                      | Country                                      |  | Postal Code  |  |
| Previous Address – if less than 5 years ago: ▼<br>D202, Rameshwaram Terrace                              |  |                                 |                      |  |  | From: ▼<br>2014-10   |  |
| To: ▼<br>2018-12   |  |                                 |                      |  |  |  |  |
| Unit Number  |  | Street Number                   |                      | Street Name                                  |  | Postal Code  |  |
| yyy  |  | mm                              |                      | yyy  |  | mm   |  |
| Previous Address – Continued: ▼<br>Surat Gujarat India 395009  |  |                                 |                      |  |  |  |  |
| City   |  | Province                        |                      | Country                                      |  | Postal Code  |  |
| Telephone Number: ▼<br>519 312 9555  |  | Alternative Telephone Number: ▼ |                      | Email Address: ▼<br>nehapatel07171@gmail.com |  | Position Applied For: ▼<br>Fashion Associate   |  |
| Candidate Signature:  |  |                                 |                      |  |  | Date: (dd/mm/yyyy) ▼<br>15/03/2019   |  |

**Consent for Disclosure of Personal Information**  
**Name Based Canadian Criminal Record Check**

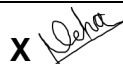
**PLEASE NOTE:** The following information and photocopies of identification are for identification purposes only, allowing Sterling Talent Solutions to accurately proceed with the assembly of a name based criminal record check for employment purposes. Sterling will hold all personal information confidential.

|  |  |   |  |  |   |
|--|--|---|--|--|---|
| Given Name(s): ▼<br><b>Nehaben</b>   |  | Middle Name(s): ▼<br><b>Dhirajkumar</b> |  | Gender: ▼ Check One <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female |   |
| Surname: ▼<br><b>Patel</b>   |  |   | Maiden name: ▼   |  |   |
| Give Name Alias: ▼   |  | Middle Name Alias: ▼                    |  | Surname Alias: ▼   |   |
| Place of Birth: ▼<br><b>Gujarat</b> <b>India</b><br><small>Province Country</small>  |  |   | Date of Birth: ▼<br><b>1993-6-4</b><br><small>yyyy mm dd</small> |  |   |
| Current Address: ▼<br><b>1209, Afton Drive</b><br><small>Unit Number Street Number Street Name</small>                                     |  |   | From: ▼<br><b>2018-12</b><br><small>yyyy mm</small>              |  | To: ▼<br><br><small>yyyy mm</small>               |
| Current Address Continued: ▼<br><b>Sarnia</b> <b>Ontario</b> <b>Canada</b><br><small>City Province Country</small>                         |  |   | Postal Code<br><b>N7S 5A4</b>                                    |  |   |
| Previous Address – if less than 5 years ago: ▼<br><b>D202, Rameshwaram Terrace</b><br><small>Unit Number Street Number Street Name</small> |  |   | From: ▼<br><b>2014-10</b><br><small>yyyy mm</small>              |  | To: ▼<br><b>2018-12</b><br><small>yyyy mm</small> |
| Previous Address – Continued: ▼<br><b>Surat</b> <b>Gujarat</b> <b>India</b><br><small>City Province Country</small>                        |  |   | Postal Code<br><b>395009</b>                                     |  |   |
| Telephone Number: ▼<br><b>519 312 9555</b>   |  | Alternative Telephone Number: ▼         |  | Email Address: ▼<br><b>nehapatel07171@gmail.com</b>  |   |
| Position Applied For: ▼<br><b>Fashion Associate</b>  |  |   |  |  |   |

**I certify that the information in this Disclosure for Personal Information is true and correct to the best of my ability.**

|                                |  |                          |                 |                |
|--------------------------------|--|--------------------------|-----------------|----------------|
| <b>Declaration of Offences</b> | Have you been convicted of an offence for which a pardon/record suspension has not been granted? <input type="radio"/> Yes <input checked="" type="radio"/> No |                          |                 |                |
|                                | If you have answered <b>Yes</b> to the question above, please provide details on those criminal convictions  |                          |                 |                |
|                                | <b>Offence</b>   | <b>Date (yyyy/mm/dd)</b> | <b>Location</b> | <b>Penalty</b> |
|                                |  |                          |                 |                |
|                                |  |                          |                 |                |
|                                |  |                          |                 |                |
|                                |  |                          |                 |                |
|                                |  |                          |                 |                |

**Disclaimer:** The existence of a conviction will not preclude you from consideration for employment with Walmart Canada Corp. Details of the offence are requested to enable Walmart Canada Corp to determine whether the offence is related to your employment or intended employment.

|   |   |   |
|---|---|---|
| <b>Statement of Understanding and Consent</b> | <p>I have applied to Walmart Canada Corp for employment. Part of the screening process includes a search of the National Criminal Records repository, accessed through the Canadian Police Information Centre (CPIC) database, maintained by the RCMP using the name(s) and date of birth provided above. Sterling Talent Solutions conducts these investigations on behalf of Walmart Canada Corp.</p> <p>I hereby consent and authorize a Canadian Police Department to search for and disclose on my behalf to Sterling Talent Solutions who is requesting a name based Canadian criminal record check on behalf of Walmart Canada Corp the fact that records may exist on me and are registered on the CPIC database. I acknowledge that these records include information relating to criminal convictions under the Criminal Code and other Federal Statutes (Canada) for which a pardon has not been granted.</p> <p>I authorize Sterling Talent Solutions to release all information obtained to Walmart Canada Corp and hold harmless Sterling Talent Solutions, its police partners and the RCMP upon the release of this information or its findings to Walmart Canada Corp. I understand that failing to provide accurate information or omission of facts herein may disqualify me from consideration for employment with Walmart Canada Corp.</p> <p>Furthermore, if there is a discrepancy with the information provided by myself on this form and that disclosed by a Canadian Police Department during this investigation of my criminal records history, I understand that I have the option to provide my fingerprints to resolve any discrepancy or dispute. This request is made in compliance with any applicable federal, provincial or municipal public sector privacy legislation which allows a public body or municipality to disclose my personal information to me or my agent upon my request.</p> |   |
|   | <p>Candidate Signature:  <b>X</b></p> <p><small>Authorizing Name Based Criminal Record Check</small></p>   | <p>Date: (yyyy/mm/dd) ▼<br/><b>15/03/2019</b></p> |

**Consent Provided online via Sterling eConsent**