

## **Background Check Authorization**

"ALOIS LLC" may obtain information about you from a consumer reporting agency for employment purposes. Thus, you may be the subject of a "consumer report" and/or an "investigative consumer report" which may include information about your character, general reputation, personal characteristics, and/or mode of living and which can involve personal interviews with sources such as your neighbours, friends, or associates. These reports may be obtained at any time after receipt of your authorization and, if you are hired, throughout your employment. Credit history will only be requested where such information is substantially related to the duties and responsibilities of the position for which you are applying. You have the right, upon written request made within a reasonable time after receipt of this notice, to request disclosure of the nature and scope of any investigative consumer report. Please be advised that the nature and scope of the most common form of investigative consumer report obtained with regard to applicants for employment is an investigation into your education and/or employment history conducted by "ALOIS LLC"

## **ACKNOWLEDGMENT AND AUTHORIZATION**

I acknowledge receipt of the NOTICE REGARDING BACKGROUND INVESTIGATION and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT and certify that I have read and understand both of those documents. I hereby authorize the obtaining of "consumer reports" and/or "investigative consumer reports" at any time after receipt of this authorization and, if I am hired, throughout my employment. To this end, I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, employer, or insurance company to furnish any and all background information requested by "ALOIS LLC", another outside organization acting on behalf of Employer, and/or Employer itself. I also Authorized my present and past employers, Learning Institutions which includes colleges & Universities, law enforcement and all other federal, state & local agencies, federal, state and local courts, the military, credit bureaus, testing facilities, motor vehicle records agencies, all other private & public sector repositories of information, and any other person, organization, or agency with any information about concerning me. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original.

**Print Name:** Emily Lao

**Date:** 03/28/23

**SSN:** 622400641

**Date of Birth (MM/DD/YY):** 02/18/1967

Emily M. Lao

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**Applicant's Signature:** \_\_\_\_\_

**State Specific Notices**

If you live or work for the company in any of the below listed states, then please note the following:

**CALIFORNIA**, you have a right to obtain a copy of any consumer report or investigative consumer report obtained by (enter company name here) by checking the box provided below. The report will be provided to you within (3) business days after we receive the requested reports related to the matter investigated.



\_\_\_\_\_ I request to receive a free copy of this report by checking this box.

Under section 1786.22 of the California Civil Code, you may view the file maintained on you by DirectScreening.com during normal business hours. You may also obtain a copy of this file upon submitting proper identification and paying the costs of duplication services, by appearing at DirectScreening.com in person or by mail. You may also receive a summary of the file by telephone. The agency is required to have personnel available to explain your file to you and the agency must explain to you any coded information appearing in your file. If you appear in person, a person of your choice may accompany you, provided that this person furnishes proper identification.

I understand that if I am a resident of **Minnesota or Oklahoma (only)** I may obtain a copy of the report ordered, and now indicate my desire to do so by checking this box ☐

**NEW YORK:** If you contact the company's HR/Operations department, you have the right to know if the company ordered a consumer report about you. Shown

## **Consent for Background Check Disclosure Information to Third Parties for Business Purposes**

As the nature of the business is such that it requires Investors, Clients and customers who require the company to verify and/or to disclose background report before you start the assignment at client site. ALOIS respects individual privacy. Accordingly, the company who is asking you to consent to the disclosure of your background reports by the company third parties, by selecting the box check box and signing. If you decline to provide consent, ALOIS will not be able to place you on the project and will not have authorization to initiate your background check from third party background check agencies.

☒ After reading the information stated above, I voluntarily consent to disclosure of background reports about me by the Company to third parties, without further notice to me, & understand and agree that my consent is good, throughout and after my term of employment or engagement with ALOIS.

Emily M. Lao

**Applicant Signature:** \_\_\_\_\_  
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**Date Signed (MM/DD/YY):** 03/28/23 \_\_\_\_\_

**ALOIS Human Resource Administration**

### **Information on Criminal History**

Please note that each and every state of United States of America has different state laws. Please read the state specific instructions as mentioned below if you are a resident of or applying for a position in California, Connecticut, District of Columbia, Hawaii, Illinois, Massachusetts, Maryland, Michigan, Minnesota, Missouri, Nebraska, Nevada, New York, New Jersey, Ohio, Pennsylvania or Washington.

If you are applicant for the states of Austin (TX), Baltimore (MD), Buffalo (NY), Columbia (MO), Hawaii, Illinois, Massachusetts, Minnesota, Montgomery county, New Jersey, Oregon, Prince George's County, Rhode Island, Rochester, San Francisco & Seattle then following questions are not applicable for you. Please note that if you answer the following as **Yes** then you may not be ineligible for the employment with ALOIS.

Have you ever been convicted of a crime in Past? ☐ YES ☒ NO

If yes, please explain?

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Year of convictions:

County:

State:

Please note that for all the states, you do NOT have to identify a record of any adult or Juvenile arrest, detention or conviction that has been sealed, expunged, erased, pardoned or statutorily eradicated, set aside or otherwise dismissed by court order.

Please note that answering to this question as Yes may not automatically bar you from the employment.

**Massachusetts Applicants:** Under the Massachusetts law, an employer is prohibited from requesting criminal information history on initial written application. PLEASE DO NOT RESPOND TO THE QUESTIONS SEEKING CRIMINAL RECORD INFORMATION. You will be asked to answer criminal history convictions during or after an interview. At that time, you will not have to identify any record relating to prior arrests, criminal court appearance or convictions for which the record has been sealed and is on file with the commission on probation. You will not have to identify an arrest, detention or disposition regarding any violation of law in which no conviction resulted, first time misdemeanour convictions for drunkenness simple assault, speeding, minor traffic violations, affray or disturbance of peace and convictions for other misdemeanours where the date of conviction or the end of any period of incarceration was more than 5 years ago, unless there have been subsequent convictions within those 5 years.

## Alois FCRA

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### Alois FCRA History

Document responded by EmilyLao(emilylao218@gmail.com)

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