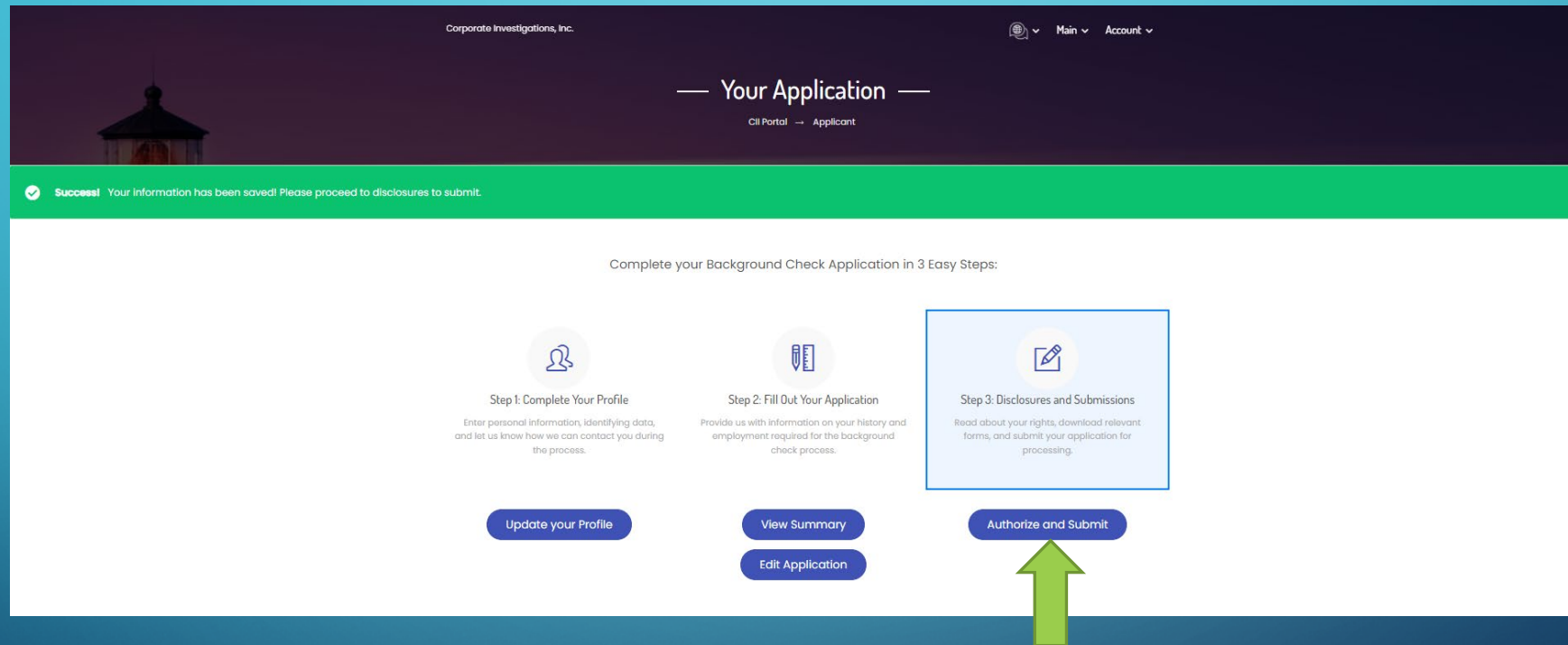


Step 3: Disclosures and Submissions

The final step of the application you will Read about your rights, download relevant forms, and submit your application for processing.



Click Authorize and Submit to begin finalizing your application.

Applicant Disclosure

Read and then sign and date (electronically) the Applicant Disclosure.

The screenshot shows the 'Applicant Disclosure' page on the Corporate Investigations, Inc. website. The page has a dark header with the company name and navigation links. Below the header, the title 'Applicant Disclosure' is centered. The main content area contains three paragraphs of text explaining the purpose of the disclosure and the rights of the applicant. At the bottom, there are three input fields: 'First Name (NICKOLAS)', 'Last/Family Name (BURKHARDT)', and 'Today's Date' (12/28/2021). There are also 'Cancel' and 'Save and Continue >' buttons. Green arrows point to the name fields and the 'Save and Continue' button.

Corporate Investigations, Inc.

— Applicant Disclosure —

CII Portal → Applicant → Disclosure Display

Applicant Disclosure

In connection with an evaluation of your qualifications for employment, promotion, reassignment, or retention as an employee or contractor with **CORPORATE INVESTIGATIONS, INC.** ("the Employer"), the Employer may obtain a "consumer report" and an "investigative consumer report" pertaining to you. A "consumer report" consists of any written, oral, or other communication of information by a consumer reporting agency bearing on a person's credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living. An "investigative consumer report" is a consumer report or portion thereof in which information on a person's character, general reputation, personal characteristics, or mode of living is obtained through personal interviews with neighbors, friends, or associates of the person reported on, or through personal interviews with others with whom he/she is acquainted or who may have knowledge concerning such items of information.

The Employer will be utilizing Corporate Investigations, Inc. ("CII") (2275 Swallow Hill Road, Suite 500, Pittsburgh, Pa 15220, 1-800-600-0244, <https://cillink.com>) a consumer reporting agency, to conduct an investigation into your background and to prepare a consumer report and/or investigative consumer report pertaining to you. In conducting its investigation, CII may contact your neighbors, friends, associates, or other people who may have knowledge of your personal, employment, or educational background. CII may obtain information concerning, among other things, your character, general reputation, personal characteristics, mode of living, diplomas, degrees, licenses, transcripts, credit history, driving record, employment eligibility (E-Verify), employment history, criminal arrests and convictions, motor vehicle violations, records of civil judgments, tax liens, bankruptcy information, drug and/or alcohol test results, and worker's compensation history.

You have the right to obtain additional disclosures concerning the nature and scope of the investigation that the Employer has requested. You also have the right to request a written summary of your rights pursuant to Section 609(c) of the Fair Credit Reporting Act. If you would like to obtain additional disclosures concerning the nature or scope of the investigation that the Employer has requested, or if you would like to obtain a written summary of your rights, please submit a written request to the Employer. CII's Privacy Statement may be viewed at <https://cillink.com>.

I hereby acknowledge that I have received and read this Disclosure Statement.

First Name (NICKOLAS) Last/Family Name (BURKHARDT) Today's Date

12/28/2021

Cancel Save and Continue >

Tip:

Copy and Paste the name from inside the parenthesis into the text box.

Note: Enter you name exactly as it is showing.

Click Save and Continue.

Drug Testing Consent

If the position you are applying for you requires a drug screening test, will need to sign a **Drug Testing Consent**.

Read and then sign and date (electronically) the Data Privacy Notice.

The screenshot shows the 'Drug Testing Consent' page for Corporate Investigations, Inc. The page has a dark header with the company name and navigation links for 'Main' and 'Account'. Below the header is a breadcrumb trail: 'Cit Portal → Applicant → Drug Consent'. A green success banner at the top of the main content area reads 'Success! Please Proceed to the Next Document.' The main content area is titled 'Consent to Pre-Employment Drug Testing' and contains several paragraphs of text explaining the drug testing process and the applicant's agreement. At the bottom of the form, there are three input fields: 'First Name (NICKOLAS)' with the value 'NICKOLAS', 'Last/Family Name (BURKHARDT)' with the value 'BURKHARDT', and 'Today's Date' with a calendar icon and the date '12/15/2022'. Below these fields are two buttons: 'Cancel' and 'Save and Continue >'. A large green arrow points from the right side of the page towards the 'Save and Continue >' button.

**Click Save
and
Continue.**

Note: Enter you name exactly as it is showing.

Tip:

Copy and Paste
the name from
inside the
parenthesis into
the text box.

Data Privacy Notice

Read and then sign and date
(electronically) the Data Privacy Notice.

Tip:

Copy and Paste
the name from
inside the
parenthesis into
the text box.

Motor Vehicle Reports	Education, Employment, License, Association and Reference Verifications
Media or Adverse Lists	Verification of any other data in your CV (Curriculum Vitae)

Outside the EU applicants or employee only: These background report(s) may contain information regarding your credit history, criminal history, identity verification, motor vehicle records, verification of your education or employment history, or other background checks. The report(s) may include information about your character, general reputation, personal characteristics, or mode of living, and which can involve personal interviews with sources such as your neighbors, friends or associates.

First Name (NICKOLAS)	Last/Family Name (BURKHARDT)	Today's Date
<input type="text" value="NICKOLAS"/>	<input type="text" value="BURKHARDT"/>	<input type="text" value="12/17/2021"/>

Note: Enter you name exactly as it is showing.

Click **Save and Continue.**

Data Privacy Notice

CII Portal → Applicant → Privacy Notice

EUROPEAN UNION (EU) EMPLOYERS PLEASE CHECK THE APPLICABLE BOXES BEFORE HAVING APPLICANT SIGN
[IMPORTANT – PLEASE READ CAREFULLY BEFORE SIGNING AUTHORIZATION]
DATA PRIVACY NOTICE

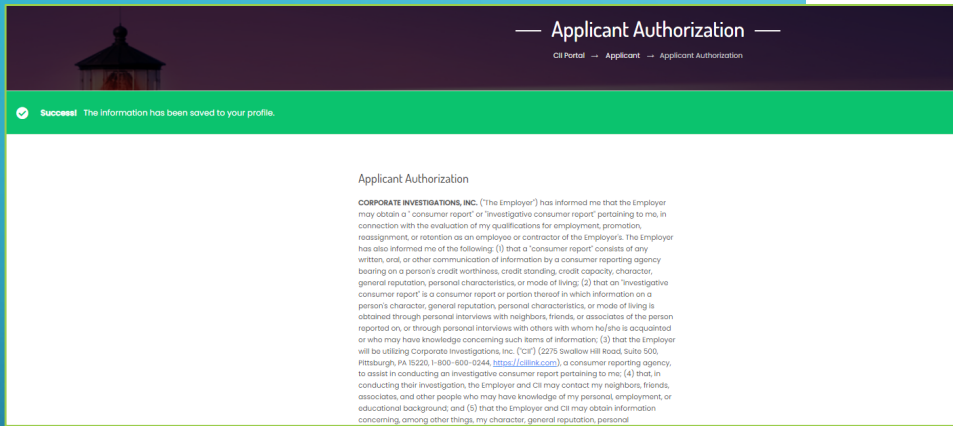
CORPORATE INVESTIGATIONS, INC. ("The Employer") may obtain information about you to verify and investigate your background for pre-employment or employment purposes from third parties, including Corporate Investigations, Inc., 2275 Swallow Hill Road, Building 500, Pittsburgh, PA 15220, 1-412-429-2400 ("Reporting Agency").

Information you have or will supply, may be disclosed to third parties, including agents or vendors of the above named entities, law enforcement agencies, state or federal agencies, courts, institutions, schools or universities (public or private), information service bureaus, employers, employees or insurance companies to verify and investigate your background.

In accordance with the host nation's laws and the laws applicable to you, depending on your location, regarding the release of information, you understand that information may be transmitted from any country to the above listed parties located in any country.

Applicant Authorization

Read and then sign and date (electronically) the Applicant Authorization.



The screenshot shows the top portion of a web form. At the top is a dark blue header with a small logo on the left and the text "Applicant Authorization" in the center. Below the header is a green bar with a checkmark icon and the text "Success! The information has been saved to your profile." The main content area is white and contains the title "Applicant Authorization" followed by a detailed paragraph of legal text regarding Corporate Investigations, Inc. and the use of consumer reports.

Tip:
Copy and Paste
the name from
inside the
parenthesis into
the text box.

Note: Enter you name exactly as it is showing.

Check box if you do not have a Social Security Number

In authorizing this investigation, I will voluntarily provide the supplemental data requested on the attached Supplemental Data Form, to ensure that any records which are located which may refer to a person with a name that is identical or similar to mine are properly determined as referring to, or not referring to, me. I understand that I do not have to provide the supplemental data, and that if I do it will be used only in connection with this investigation. Additionally, I certify that I, the undersigned applicant, have personally completed the Supplemental Data Form and any supporting documents required to conduct my background check.

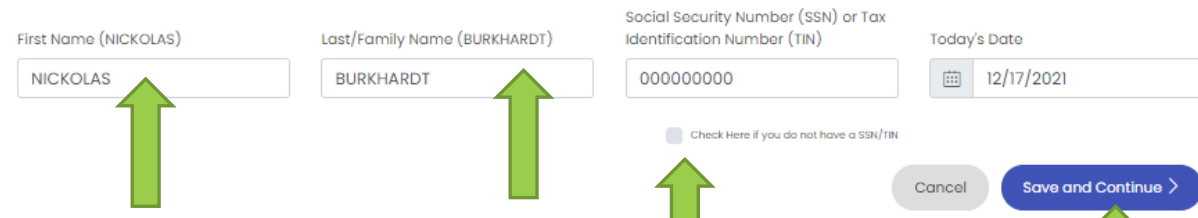
I hereby release the Employer, CII, and any persons providing information to the Employer or CII from any and all liability that may arise in connection with the above-described background investigation.

By typing my first name, last name, social security number and forwarding it to CII, I acknowledge that I have read and understand and accept the Authorization and Release Agreement. I understand and agree that my electronic signature is the equivalent of a manual signature and that Corporate Investigation, Inc. may rely upon it as such.

If I am hired as an employee or retained as a contractor, this electronic authorization will remain on file and shall serve as an ongoing authorization for the Employer to obtain consumer reports and investigative consumer reports at any time during my employment or contractual relationship with the employer.

I further agree that copies of this Authorization and Release that show my signature are as valid as the original Authorization and Release that I have signed.

Before signing this Authorization and Release, I have had the opportunity to review this document with anyone of my choosing, including an attorney.



The form contains four input fields: "First Name (NICKOLAS)" with the value "NICKOLAS", "Last/Family Name (BURKHARDT)" with the value "BURKHARDT", "Social Security Number (SSN) or Tax Identification Number (TIN)" with the value "000000000", and "Today's Date" with a calendar icon and the value "12/17/2021". Below the SSN field is a checkbox labeled "Check Here if you do not have a SSN/TIN". At the bottom right are two buttons: "Cancel" and "Save and Continue >". Green arrows point from the text blocks to the First Name, Last Name, SSN field, and the "Save and Continue" button.

**Click Save and
Continue.**