

Employee Agreement and Consent to Drug and/or Alcohol Testing

I agree, upon request of The Greer Group, Inc (TGG)/The Greer Group Staffing, Inc. (TGGS) to submit to a drug and/or alcohol test and to furnish a sample of my urine, breath and/or blood for analysis for pre-employment, during (random/for cause), and for post-accident screening. I understand and agree that if I, at any time, refuse to submit to a drug or alcohol test, or if I fail to cooperate with the testing procedures, I will be subject to cancellation of my application and/or immediate termination of my employment.

I further authorize and give full permission to have TGG/TGGS and/or any physician, clinic, hospital, laboratory, medical institution or other healthcare provider, disclose to TGG/TGGS, its designated representatives, and/or Medical Review Officer (MRO) and/or to any managed staffing provider (MSP) the specimen or specimens collected at a lab for a screening test for the presence of any prohibited substances, and for the lab or other testing facility to release any and all documentation/results relating to the test to TGG/TGGS and/or its clients. This also includes any governmental entity involved in a legal proceeding or investigation connected with the test. I further give my consent to my employer's designated Medical Review Officer, including its agents and subcontractors, to release to authorized representatives of my employer, including any MSP, any information in their possession regarding my drug and/or alcohol test.

I do hereby agree to forever release and discharge The Greer Group, Inc./The Greer Group Staffing, Inc., physician, clinic, hospital, laboratory, medical institution or other healthcare provider to the full extent permitted by law from any claims, damages, losses, liabilities, costs and expenses, or any other charge or complaint arising from the testing, including loss of employment or any other kind of adverse job action that might arise as a result of drug and/or alcohol test.

Right to Re-Test

If the results of any drug test are positive, you may, at your own expense, have a second test performed on a portion of the sample that yielded the positive result. The second test must be conducted at a lab that is certified by HHS or CAP. The Company reserves complete discretion to decide whether the results of the second test should be relied upon rather than the first in determining appropriate disciplinary action, including whether employment will be terminated. Associates requesting a re-test must notify the laboratory and Company in writing.

Results of controlled substance examinations, medical histories and use of lawful prescription drugs will be kept confidential by the employer.

By signing below, I acknowledge that I have read and agree to all of the above.

Applicant Name (as it appears on license)

Today's Date

Applicant Signature

Today's Date



DISCLOSURE REGARDING BACKGROUND INVESTIGATION

In connection with your application and/or employment with The Greer Group, Inc. ("Employer") this notice is provided to inform you that a "consumer report" and/or "investigative consumer report", as defined by the Fair Credit Reporting Act, may be obtained from a third party consumer reporting agency for employment purposes. These types of reports may include information about your character, general reputation, personal characteristics, and/or mode of living, whichever are applicable. These reports may contain information regarding your criminal history, social security verification, motor vehicle records ("driving records"), verification of your education or employment history, or other background checks.

The scope of this disclosure is all-encompassing, however, allowing the Company to obtain from any outside organization all manner of consumer reports throughout the course of your employment to the extent permitted by law.

Signature: _____

Date:_____

[End of Document]
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ACKNOWLEDGMENT AND AUTHORIZATION FOR BACKGROUND CHECK

I acknowledge receipt of the separate document entitled DISCLOSURE 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" by The Greer Group, Inc. at any time after receipt of this authorization, during the course of the application process and during the course of my employment, to the extent permitted by law. 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 any of vendors below and or/ The Greer Group, Inc.:

Accurate Background LLC., PO Box 2559, Southern Pines, NC 28388, 866-693-1764, www.accuratebackground.com

Asurint, P.O. Box 14730, Cleveland, OH 44114, 800-906-1674, www.asurint.com

BackTrack, 8850 Tyler Blvd., Mentor, OH 44060, 800-991-9694, www.backtracker.com

Crimcheck.com, 17295 Foltz Industrial Parkway Suite B Strongsville, OH 44149, 877-992-4325, www.crimcheck.com

HireRight, 3349 Michelson Drive, Suite 150, Irvine, CA 92612, 800-400-2761, www.hireright.com

NC Administrative Office of the Courts

Sterling Talent Solutions, 1 State Street, New York NY 10004, 877-424-2457, www.sterlingtalentsolutions.com

I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original and I agree to receive any notices, relating to my background check, electronically.

Signature: _____ Date: _____

Name: _____

PERSONAL INFORMATION NECESSARY TO FACILITATE BACKGROUND CHECK

Have you ever been convicted of a felony or misdemeanor? (Circle One) **Yes** **No**

(Conviction will not necessarily disqualify hire)

If Yes, Date(s) of conviction _____ Conviction Result _____

****This information was previously asked on your application. Falsification of any part of the application constitutes withdrawal of job offer or termination.****

Please provide the following information in order to facilitate a background check on you.

Name: _____
First Name Middle Name (Required if applicable) Last Name

Please provide any previous names/maiden names or nicknames that have ever been associated with your name:

Current Home Address: _____
 Street Address (No P.O. Boxes) City State Zip County

LAST 7 YEARS OF RESIDENCY HISTORY

Street Address (No P.O. Boxes)	City	State	Zip	County
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Street Address (No P.O. Boxes)	City	State	Zip	County
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Street Address (No P.O. Boxes)	City	State	Zip	County
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Street Address (No P.O. Boxes)	City	State	Zip	County
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****Date of Birth:** _____ / _____ / _____ **Driver's License Number:** _____

Driver's License State: _____

SSN _____ - _____ - _____

Email Address: _____

**** This information will be used for background screening purposed only and will not be used as hiring criteria.**

Para informacion en espanol, visite www.consumerfinance.gov/learnmore, o escribe a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

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.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

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, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore 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.consumerfinance.gov/learnmore 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.consumerfinance.gov/learnmore.

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.consumerfinance.gov/learnmore.

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. For information about your federal rights, contact:

TYPE OF BUSINESS:	CONTACT:
1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates. b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:	a. Bureau of Consumer Financial Protection 1700 G Street NW Washington, DC 20552 b. Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 (877)382-4357
2. To the extent not included in item 1 above: a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and insured state branches of foreign banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations d. Federal Credit Unions	a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050 b. Federal Reserve Consumer Help Center P.O. Box 1200 Minneapolis, MN 55480 c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106 d. National Credit Union Administration Office of Consumer Protection (OCP) Division of Consumer Compliance and Outreach (DCCO) 1775 Duke Street Alexandria, VA 22314
3. Air carriers	Asst. General Counsel for Aviation Enforcement & Proceedings Aviation Consumer Protection Division Department of Transportation 1200 New Jersey Ave, S.E. Washington, DC 20590
4. Creditors Subject to Surface Transportation Board	Office of Proceedings, Surface Transportation Board Department of Transportation 1925 K Street NW Washington, DC 20423
5. Creditors Subject to Packers and Stockyards Act	Nearest Packers and Stockyards Administration area supervisor
6. Small Business Investment Companies	Associate Deputy Administrator for Capital Access United States Small Business Administration 406 Third Street, SW, 8th Floor Washington, DC 20416
7. Brokers and Dealers	Securities and Exchange Commission 100 F St NE Washington, DC 20549
8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations	Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090
9. Retailers, Finance Companies, and All Other Creditors Not Listed Above	FTC Regional Office for region in which the creditor operates or Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 (877) 382-4357