**NOTICE AND AUTHORIZATION  
REGARDING BACKGROUND CHECK REPORT**

**(Applicants and Employees)**

The purpose of this Notice and Authorization is to inform you that the Gulf States Conference of Seventh-day Adventists (the "Conference") conducts background record checks, including a criminal record check, on all (i) applicants who are extended conditional job offers for positions working directly with children or youth and (ii) employees for the purpose of evaluating their retention, promotion, or reassignment ("employment purposes").

The background record checks are considered consumer reports under the Federal Fair Credit Reporting Act and are performed under this Act.

The Conference requires, as a condition of employment, that all applicants who receive a conditional job offer consent to the background record checks and provide certain identifying information to facilitate the background checks. Failure to consent to the background record checks will result in ineligibility for employment or termination of employment.

I authorize the Conference and its agents to obtain consumer reports on me, including a criminal record check, as part of its background investigation. If I am hired, this Notice and Authorization shall remain valid and serve as an ongoing authorization for the Conference and its agents to obtain consumer reports on me for employment purposes at any time during my employment. I authorize any person, organization, governmental authority, or other party to release and disclose information and cooperate in the obtaining and producing of consumer reports on me.

I release the Conference and its agents from any and all claims, actions, and liabilities arising from or relating to the Conference conducting this background investigation and obtaining and considering information about me through a consumer report. I understand that this Notice and Authorization does not limit my rights, if any, under the Fair Credit Reporting Act.

Please acknowledge receipt of this Notice and Authorization for consumer reports by signing below.

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Applicant/Employee Signature Date

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Printed Name of Applicant/Employee Social Security Number