

## **NOTICE – BACKGROUND INVESTIGATION**

In connection with your employment with Sports International (the “Company”), notice is hereby given that a consumer report and/or investigative consumer report may be obtained from a consumer reporting agency for employment purposes. These reports may contain information about your character, general reputation, personal characteristics and mode of living, whichever are applicable. They may involve personal interviews with sources such as your neighbors, friends or associates. The reports may also contain information about you relating to your criminal history, credit history, driving and/or motor vehicle records, education or employment history, or other background checks.

You have the right, upon written request made within a reasonable time after the receipt of this notice, to request disclosure of the nature and scope of any investigative consumer report prepared by contacting Sports International to determine which screening company was used and then contact either Active Screening, Inc., 14499 N. Dale Mabry Hwy., Suite 201 South, Tampa, FL 33618; Phone: 1-800-319-5580 or JD Palatine, LLC dba JDP. JD Palatine, LLC dba at 10675 Perry Hwy #607, Wexford, PA 15090 or by phone/fax at 855-940-3232. For information about Active Screening, Inc.’s privacy practices, see [www.activescreening.com](http://www.activescreening.com). For more information about JD Palatine, LLC privacy practices, see [www.jdp.com](http://www.jdp.com). The scope of this notice and below authorization is not limited to the present and, if you are hired, will continue throughout the course of your employment and allow the Company to conduct future screenings for retention, promotion or reassignment, as permitted by law and unless revoked by you in writing.

## **STATE LAW NOTICES AND DISCLOSURES – BACKGROUND INVESTIGATION**

**PENNSYLVANIA applicants or employees only:** In addition to the above, you are also giving the state of Pennsylvania the right to conduct a criminal history check through <https://epatch.state.pa.us/>, a child abuse history clearance through the Pennsylvania department of Human Services, <https://www.compass.state.pa.us/CWIS/Public/Home>, as well as an FBI Fingerprint check through IDEMIA ((Identogo or MorphoTrust), [www.identogo.com](http://www.identogo.com)).

**MASSACHUSETTS applicants or employees only:** In addition to the above, you are also giving the state of Massachusetts the right to conduct criminal and sexual offense background checks (CORI and SORI) through the The Commonwealth of MA Executive Office of Public Safety and Security, Department of Criminal Justice.

**Pursuant to state law, the following disclosures are provided to state residents.**

[https://docs.google.com/document/d/1QzFIQcfOVZ0XU\\_1X3eMhKRHDcecbkCln/edit](https://docs.google.com/document/d/1QzFIQcfOVZ0XU_1X3eMhKRHDcecbkCln/edit)