



Background Investigation Disclosure and Authorization Form

IMPORTANT -- PLEASE READ CAREFULLY BEFORE SIGNING AUTHORIZATION

DISCLOSURE REGARDING BACKGROUND INVESTIGATION

CoreCivic may obtain information about you for employment purposes from a third party consumer reporting agency. 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 neighbors, friends, or associates. These reports may contain information regarding your credit history, criminal history, social security verification, motor vehicle records ("driving records"), verification of your education or employment history, or other background checks. Credit history will only be requested where such information is 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 and a copy of any report about you. 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 First Advantage Background Services Corp. ("First Advantage"), P.O. Box 105292, Atlanta, GA 30348, 1-800-845-6004. The scope of this notice and authorization is all-encompassing, however, allowing CoreCivic to obtain from any outside organization all manner of consumer reports and investigative consumer reports now and throughout the course of your employment to the extent permitted by law. As a result, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any investigative consumer report.

ACKNOWLEDGMENT AND AUTHORIZATION

I acknowledge receipt of the 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 authorize CoreCivic to make whatever inquiries it may deem necessary in connection with my application(s) to and/or my employment with CoreCivic. CoreCivic has my permission to contact persons who might have information relating to my suitability for employment and to secure consumer reports (including consumer credit reports and investigative consumer reports). I understand that information obtained by CoreCivic in accordance with this authorization may include information pertaining to my character, general reputation, personal characteristics, work habits, mode of living, driving record, judgments, liens, arrests and convictions. This authorization shall remain in effect (for external applicants) for NINETY DAYS or (for internal applicants) ONE YEAR from the date of my signature on this authorization.

I authorize, without reservation, any party or agency contacted by CoreCivic to furnish the above information. I further authorize CoreCivic to furnish copies of this authorization and my application to any person(s) and/or consumer reporting agency(ies) in connection with the above purposes. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original.

CALIFORNIA applicants or employees only: By signing below, you acknowledge receipt of the NOTICE – BACKGROUND INVESTIGATION PURSUANT TO CALIFORNIA LAW. Please check the box if you would like to receive a copy of the investigative consumer report or consumer credit report, free of charge, if one is obtained by us. Check box to receive report:

NEW YORK applicants or employees only: You have the right to inspect and receive a copy of any investigative consumer report requested by us by contacting First Advantage, P.O. Box 105292, Atlanta, GA 30348, 1-800-845-6004.

NEW YORK applicants or employees only: By signing below, you acknowledge receipt of a copy of Article 23-A of the New York Correction Law.

WASHINGTON applicants or employees only: You have the right to request from First Advantage, P.O. Box 105292, Atlanta, GA. 30348, 1-800-845-6004, a written summary of your rights and remedies under the Washington Fair Credit Reporting Act.

MASSACHUSETTS, MINNESOTA and OKLAHOMA applicants or employees only: Please check the box if you would like to receive a copy of your consumer report, free of charge, if one is obtained by us. Check box to receive report:

PRINT FULL NAME: _____

SIGNATURE: _____

DATE: _____

STREET ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

Driver License (DL) Number: _____

State of Issue (DL): _____

Date of Birth: _____

Social Security Number: _____

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

If you were convicted of a crime, please list the description, date and location of the trial/court appearance:

SELF-DECLARATION OF DOMESTIC VIOLENCE CONVICTION

In accordance with 18 USCA § 921 and 922 (1976), "it is unlawful for any person who has been convicted in any court of a misdemeanor crime of domestic violence to possess a firearm." For purposes of employment with CoreCivic, an individual convicted of misdemeanor crime of domestic violence as defined below cannot carry a firearm in the course of his/her employment.

"Misdemeanor crime of domestic violence means an offense that –

1. is a misdemeanor under Federal or State law; and
2. has, as an element, the use or attempted use of physical force, or the threatened use of a deadly weapon, committed by a current or former spouse, parent, or guardian of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, parent, or guardian, or by a person similarly situated, or a spouse, parent or guardian of the victim.
3. A person shall not be considered to have been convicted of such an offense for the purposes of this chapter, unless:
 - a. the person was represented by counsel in the case, or knowingly and intelligently waived the right to counsel in the case; and
 - b. in the case of a prosecution for an offense described herein for which a person was entitled to a jury trial in the jurisdiction in which the case was tried, either:
 - i. the case was tried by a jury, or
 - ii. the person knowingly and intelligently waived the right to have a case tried by a jury, by guilty plea or otherwise.
 - c. A person shall not be considered to have been convicted of such an offense for purposes of herein if the convicted has been expunged or set aside, or is an offense for which the person has been pardoned or has had civil rights restored (if the law of the applicable jurisdiction provides for the loss of civil rights under such an offense) unless the pardon, expungement or restoration of civil rights expressly provides that the person may not ship, transport, possess or receive firearms.

I hereby certify that, to the best of my knowledge and belief, all of the information I provide in this form is true, complete and made in good faith. I understand that false and fraudulent information provided herein may disqualify me from further consideration for employment and, if employed, may result in termination of employment if discovered at a later date.

Have you ever been convicted of a misdemeanor crime of domestic violence as defined above: *Yes No

If your answer is "*Yes" to the above, please provide the following information with respect to the conviction:

Court/Jurisdiction: _____ Docket/Case No: _____
Statute/Charge: _____
Date Sentenced: _____

Full Name (please print): _____

Date: _____ Signature: _____

SELF-DECLARATION OF SEXUAL ABUSE/SEXUAL HARASSMENT

CHECK ONE: Applicant Employee Unescorted Contractor

By signing below, you certify that, to the best of your knowledge and belief, the information you provide on this form is true, complete, and made in good faith. You certify your understanding that if you provide false or fraudulent information you could be disqualified from further consideration for employment or, if falsity is discovered after you have become employed, terminated from employment.

- 1. Have you ever engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997)? Yes No
- 2. Have you ever been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or when the victim did not consent or was unable to consent or refuse? Yes No
- 3. Have you ever been civilly or administratively adjudicated to have engaged in the activity described in paragraph (2) above? Yes No
- 4. Has a substantiated allegation of sexual harassment ever been made against you? Yes No

By my signature below, I understand my continuing affirmative duty to disclose any facts that would change my answers above. I further understand that any material omissions regarding such misconduct, or the provision of materially false information, is grounds for termination or refusal to hire.

Full Printed Name _____
(First) (Middle) (Last)

Signature: _____ Date: _____

cc: Facility Human Resources Department

PLEASE ANSWER THE FOLLOWING:

1. Do you know anyone who is currently incarcerated, or who has ever been incarcerated in a California Department of Corrections Institution?

If Yes, Please explain:

2. Do you know anyone who is currently incarcerated, or who has ever been incarcerated in a CCA facility?

If Yes, Please explain:

3. Are you currently in a relationship (romantic/friends) with a CDCR inmate and/or parolee?

If Yes, Please explain:

4. Have you ever been in a relationship (romantic/friends) with a CDCR inmate and/or parolee?

If Yes, Please explain:

5. Do you have a family member that is currently incarcerated, or who has ever been incarcerated in a CDCR or CCA facility?

If Yes, Please explain:

Print Name

Signature

Date

DISCLOSURE AND AUTHORIZATION
TO REPORT POTENTIAL TERRORISM CONNECTION

At any time before or during your work with CoreCivic [La Palma Correctional Facility] may be required to report any potential terrorism connections that you may have to the Joint Terrorism Task Force ("JTTF") or other similar agencies. A "potential terrorism connection" includes conviction of certain identified criminal conduct which has been deemed to be related to terrorism; affiliation with certain groups or organizations which have been identified as having known terrorist ties; and other conduct which strongly suggests or supports a potential terrorism connection.

This applies to all new employees, volunteers and contractors. The signature of the employee/volunteer/contractor below acknowledges that he or she authorizes CoreCivic to disclose any potential terrorism connection to the JTTF or other similar agencies. This acknowledgment permits CoreCivic to make such disclosure before the individual begins working with CoreCivic or performing services on CoreCivic premises and again during the individual's relationship with CoreCivic.

(Signature)

(Date)

(Print Name)