

2) Name of employer: _____
Address: _____ Telephone: _____
Position Title: _____ Immediate Supervisor: _____
Dates: From: _____ To: _____
Reason for leaving: _____

3) Name of employer: _____
Address: _____ Telephone: _____
Position Title: _____ Immediate Supervisor: _____
Dates: From: _____ To: _____
Reason for leaving: _____

May we contact these employers? **Yes** **No** Please indicate any employers you would prefer we not contact:

PLEASE NOTE THE FOLLOWING:

I understand that Advanced Security Systems may thoroughly investigate my entire employment history, references, educational background, driving record, credit history, required licensing and/or certifications, and criminal record, and I expressly authorize Advanced Security Systems to verify all information provided in this employment application, related documents, and/or employment related interviews or discussions.

I expressly authorize Advanced Security Systems to conduct a search of my person or locker at any time and waive any or all claims which might arise from such searches.

A medical examination, which may include a test for drugs and alcohol, may be required after an offer of employment is made to a job applicant and before the applicant begins employment duties. I expressly agree to present myself to a physician chosen by Advanced Security Systems for such a test if requested to do so by Advanced Security Systems after an offer of employment is made and before my employment begins and also at any time during my employment. All medical information thus obtained will be treated in a strictly confidential manner. Refusal to take such an examination and/or to submit a blood or urine sample for testing may result in a withdrawal of Advanced Security Systems' conditional offer of employment and a denial of employment.

I understand and agree that employment with Advanced Security Systems is at-will. Either the Employer or the employee may be terminated at any time, with or without notice, with or without "cause," by you, or by the Employer. Terms, conditions, and privileges of employment with Advanced Security Systems may be modified at the sole discretion of the Employer, with or without "cause," and with or without notice. Only Charles E. Petrusha has the authority to make any agreement for employment other than for employment at-will, or to make any agreement limiting the Employer's discretion to modify terms and conditions of employment. No other employee or person has this authority. Only Charles E. Petrusha has the authority to make any such agreement, and, even then, such an agreement is enforceable only if it is in writing. No implied contract or agreement concerning any employment-related decision or term, condition, or privileges of employment within the sole discretion of the Employer would include, but are not limited to, the following examples: all decisions and actions concerning hiring, compensation, promotion, suspension, demotion, qualifications, benefits, transfers, employee discipline, layoff, recall, work rules, hours of work, schedules of work, work assignments, employment operations, merger, consolidation, sale or relocation of operations, decisions concerning the use of equipment, methods or facilities, or any other term, condition, or privilege of employment that Advanced Security Systems, in its sole discretion, deems necessary to the safe, efficient, and cost-effective operation of its business/enterprise.

If a dispute arises out of, or is related to my application or the employment relationship, including termination of employment, Advanced Security Systems and I agree to resolve all such disputes pursuant to Advanced Security Systems' Arbitration Policy. I HEREBY WAIVE ANY RIGHTS I MAY HAVE TO TRIAL BY JURY IN REGARD TO ARBITRAL CLAIMS.

I have read this application, and understand it completely.

Date: _____ Signature of Applicant: _____

**BACKGROUND CHECKS AND
APPLICANT/EMPLOYEE INVESTIGATIONS**

Advanced Security Systems seeks to maintain a safe workplace for employees who are honest, trustworthy, and non-violent and who do not otherwise present a risk of harm to their fellow employees, or others in the workplace.

As a result, we reserve the right to investigate, before hiring, an applicant's entire employment history, references, educational background, driving record, credit history, required licenses and/or certifications, and criminal record. Accordingly, all applicants for employment are requested to sign a request authorization, and consent for release of information form, and a release from liability form, and perhaps other similar documents, associated with the disclosure of information requested.

Advanced Security Systems reserves the right to exclude from consideration any applicant for employment who refuses to sign these forms, consistent with applicable law.

On occasion, Advanced Security Systems may deem it necessary to investigate current employees. This could occur where, due to behavior or other considerations, legitimate questions are raised concerning work performance, honesty, trustworthiness, reliability, or a potential threat to the safety of fellow employees, or others in the workplace. Therefore, an employee's credit history and/or criminal record may be investigated, for example, as well as his/her alcohol and drug use, which could affect his/her job performance. Employees who are subject to such investigations are required to cooperate with our efforts to obtain such important information, failure to do so could result in discipline, up to and including discharge.

**Request, Authorization, and Consent to
Release Information to Advanced Security Systems and
Release from Liability for Disclosure of Information**

I understand that in connection with my application for employment, Advanced Security Systems may request information with regard to my employment history, references, educational background, driving record, credit history, required licenses and/or certifications, and criminal record. Before signing this form, I have read and I understand Advanced Security Systems' policy with regard to applicant background checks and employee investigations, as summarized at the top of this page. I have given Advanced Security Systems complete and truthful information with regard to my employment history, references, educational background, driving record, credit history, required licenses and/or employment application process and I understand that any material omissions or misrepresentations may result in the denial of my application, or the withdrawal of any employment offer.

Additionally, I understand that Advanced Security Systems may deem it necessary to investigate current employees. This could occur where, due to behavior or other considerations, legitimate questions are raised concerning work performance, honesty, trustworthiness, reliability, or a potential threat to the safety of fellow employees or others. Such investigations may include, but are not limited to, drug and alcohol testing, and/or an investigation of my criminal record and background generally. If I am the subject of such an investigation, I will be required to cooperate with Advanced Security Systems' effort to obtain important information, failure to do so could result in discipline, up to and including discharge.

In order to assist Advanced Security Systems in obtaining information and documents to confirm my background, I hereby consent to the release of criminal records, Department of Motor Vehicles and other driving records, credit reports, investigative consumer reports, and other similar documents.

Date: _____ Signature of Applicant: _____

It is understood that the results of a credit report and a background investigation generally will be used as part of an evaluation to help determine the success of my application for employment. I also understand that a personal investigative consumer report may include information about my character, personal characteristics, mode of living, and reputation generally.

I understand further that I have the right to review any files containing the results of such investigative consumer reports at the offices of the Credit Reporting Agency for a reasonable fee and during normal business hours. I also have the right to receive copies of such reports by certified mail if I make a written request addresses to the Credit Reporting Agency. Finally, I understand that I may receive a verbal summary of the consumer report by telephone if I make a written request to the Credit Reporting Agency. In order to gain access to my records or to receive any information with regard to any consumer report, understand that I must submit proper identification with my request. I understand that Advanced Security Systems will not deny employment solely on the basis that I have filed for bankruptcy.

Please indicate if you wish to receive a copy of your credit report of investigative consumer report: **Yes** **No**

Criminal Records

I request, authorized, and consent to Advanced Security Systems' thorough investigation of my criminal record and the nature of any criminal convictions and all surrounding circumstances legally available. Advanced Security Systems has informed me that its criminal background investigation will focus on convictions only and that a criminal record will not necessarily disqualify me from employment if it does not bear upon my application.

Employment Records

I request, authorize, and consent to the release and disclosure of information to Advanced Security Systems regarding my previous employment history and authorize all former employers or agents that they may designate, to respond to verbal or written inquiries from Advanced Security Systems with regard to my employment history, including, but not limited to, dates of employment, positions held, work performance, reliability, disciplinary records, rate of pay, and all incidents of insubordination, dishonesty, violence and/or unsafe, harmful, or threatening behavior, including information based upon materials in my personnel files.

Education Information

I request, authorize, and consent to the release and disclosure of educational information, to Advanced Security Systems, from any and all public and private educational institutions that I have attended. These records will include all diplomas, degrees or other certificates conferred, grades earned, courses attended, and my academic records. This information is to be released and disclosed to Advanced Security Systems in connection with a background investigation relevant to my application for employment. My consent to the release and disclosure of this information applies only to Advanced Security Systems, its agents, officers, or employees. My consent is given on the condition that Advanced Security Systems will not disclose the information contained in my records to any other person or agency without my written consent.

Driving Records

I request, authorize, and consent to the release and disclosure of all driving and Department of Motor Vehicles records, printouts, and related information to Advanced Security Systems.

Personal Reference Information

I request, authorize, and consent to Advanced Security Systems representatives contacting the personal references identified in my application materials for the purpose of confirming the information contained therein as it applies to my employment application and otherwise furthers the Advanced Security Systems policy of conducting applicant background checks and employee investigations. I specifically request, authorize, and consent to Advanced Security Systems addressing verbal or written questions to those persons listed as my references about the information contained in my application, as well as my honesty, reliability, and potential tendency, if any, to engage in any sort of harmful, violent, unsafe, or threatening behavior.

Licensing or Certification Information

I request, authorize, and consent to the release and disclosure of information from any public agency or private entity concerning any professional or vocational license or certification that I have held in the past or currently hold, including, but not limited to, information concerning whether such license or certification is in good standing and any disciplinary or other proceedings concerning such licensure or certification.

RELEASE OF CLAIMS

I hereby release and hold harmless Advanced Security Systems, its officers, employees, agents, and any other person or public or private entity inquiring about, investigating, communicating, furnishing, reviewing, or evaluating information or documents pursuant to this request, authorization, consent, and release, or making any written or verbal communication for such purposes, from any and all claims arising from such activities, including, but not limited to, any claims whatsoever for defamation, violation of California Labor Code section 1050 (governing unsolicited or false references), fraud, misrepresentation, intentional or negligent interference with prospective business relations or contract, breach of contract (including any settlement agreement), negligent or intentional infliction of emotional distress, violation of public policy, employment discrimination, and any other potential demands, claims, damages, liabilities, and/or actions of any kind whatsoever, whether known or unknown to me presently, that I may have, now or in the future.

I voluntarily grant this release for purposes of supporting my employment application and base it upon my desire to encourage Advanced Security Systems’ consideration of my employment application. If I have any concerns about the information that may be provided to Advanced Security Systems during its investigation concerning issues relevant to its consideration of my employment application, I have voluntarily explained such concerns to Advanced Security Systems in writing below in the section entitled “Applicant Concerns Regarding References and Background Investigations.”

I have carefully read this request, authorization, consent, and release and have voluntarily agreed to its terms to assist Advanced Security Systems in evaluating my qualifications for employment and in meeting its need to hire honest, reliable, trustworthy, and non-violent employees who do not pose a risk of serious harm to employees and others in the workplace. I also agree to cooperate with Advanced Security Systems in permitting the release of the above information and reports. Finally, I understand that, with the exception of any credit reports, all information and documents generated, received, or maintained by Advanced Security Systems during, or as a result of, its investigation will be maintained as confidential information and that Advanced Security Systems will not release such information or documents to me.

Dated: _____

Signature of Applicant

**APPLICANT CONCERNS REGARDING
REFERENCES AND BACKGROUND INVESTIGATION**

DO NOT PROVIDE PERSONAL INFORMATION THAT IS NOT CLEARLY RELEVANT TO YOUR POTENTIAL EMPLOYMENT. IF YOU HAVE QUESTIONS ABOUT WHETHER THE INFORMATION IS RELEVANT, PLEASE CONTACT CHARLES E. PETRUSHA AND ASK WHETHER YOU SHOULD PROVIDE INFORMATION ON THE GENERAL TOPIC OF CONCERN, WITHOUT REVEALING ANY SPECIFICS.

I have the following special concerns about potentially negative references or information that may be revealed through Advanced Security Systems' background investigation regarding:

- Previous Employment History
- Personal References
- Educational Background
- Driving Record
- Credit History
- Criminal Record
(Do not provide information about arrests for criminal offenses unless you were convicted, or about marijuana-related convictions more than two years old.)
- Required Licenses and/or Certifications
- Other

My concerns or comments about potentially negative references or information relevant to my potential employment are:

Dated: _____

Signature of Applicant