



24021 S. MUNICIPAL DRIVE  
 P. O. BOX 380  
 CHANNAHON, IL 60410-9788

**Authorization Section**  
**TO BE READ AND SIGNED BY APPLICANT**

I certify that I have read and understand all of the application. It is agreed and understood that the employer or his agents may investigate my background, including criminal record checks, to ascertain any and all information of concern to my employment history, whether same is of record or not. I release employers, supervisors, personal references and all other persons from any liability for providing truthful and accurate responses to any such inquiry. I understand that, as an applicant for a position with this company, I may be asked to demonstrate that I am capable of performing tasks that are pertinent to the job. I also understand that if offered a job, the offer may be conditioned to the results of a physical examination and drug/alcohol tests.

It is also agreed and understood that under Fair Credit Reporting Act, Public Law 91-508, I have been told that this investigation may include and investigative Consumer Report, including information regarding my character, general reputation, personal characteristics, and mode of living. I acknowledge that Packard Transport, Inc. can request additional MVR and criminal background checks throughout my employment.

I agree to furnish such additional information and complete such examinations as may be required to complete my application file. I also understand that misrepresentation or omission of information or facts may result in the rejection of my application for employment. If hired, I agree to abide by all the rules and policies of the employer.

Driver Safety Performance History Investigations and Collections: The rule sets forth the minimum information requirements for driver safety performance history that a prospective company must obtain and a previous employer must provide before a new driver is permitted to operate a motor vehicle (CMV) Driver safety performance records must be collected from all previous employers for the preceding three years from the date of the employment application. The investigations must be made effective October 29, 2004 for all drivers applying for employment as a CDL driver.

Your Rights Regarding Safety Performance History Information: The information your provided on this application may be used, and the applicant's prior employers may be contacted, for the purpose of investigating the applicant's safety performance history information. Pursuant to Federal Motor Carrier Regulations 49 CFR Sec. 391.23 (i) (1) you have the following rights with regard to the safety performance history information provided by your previous employers.

OWNER/OPERATOR/APPLICANT: \_\_\_\_\_ DATE: \_\_\_\_\_

Version 1 Effective 4/1/10

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**The Right to Review Safety Performance Records:** You have the right to review the records provided by your previous employers. You must make your request to review in writing and submit it to your prospective company no later than thirty (30) days after leasing on to Packard Transport. You will be provided with the records within five (5) business days of the receipt of your written request. If the prospective employer has not received the records at the time of your request, than the five-day period to provide access will begin on the day the records are received from the previous employer. If you fail to arrange to pick-up or receive the requested records within thirty (30) days of when they are first made available to you, then your right to review is considered waived.

**The Right to Have Erroneous Information Corrected:** If you believe there is an error in the records, you have the rights to have your previous employer correct the error. Send your request for correction to the previous employer that provided the records in question. The previous employer must either correct and forward the record to the prospective employer or notify you within fifteen (15) days of receiving your request that they do not agree the record is in error. If the previous employer corrects and forwards the record as requested, that employer must retain the corrected information as part of your safety performance history record and provide it to subsequent prospective employers when requested for this information are received.

**The Right to Rebut Disputed Information:** If the previous employer does not agree that information in the records provided is in error, you may rebut the disputed information in writing and send it to the previous employer with instructions to include the rebuttal in your performance history file. Within five (5) business days of receiving your rebuttal, the previous employer must forward a copy of the rebuttal to the prospective employer; append the rebuttal to your safety performance information and include it as part of the response for any subsequent investigating prospective employers for the duration of three-year data retention requirement period. You may submit a rebuttal initially without a request for correction, or subsequent to a request correction.

**The Right to Report Failures To Correct Erroneous Information:** You may report failures to a previous employer to correct information or include your rebuttal as part of the safety performance information, to the Federal Motor Carrier Safety Administration by following procedures specified at 49 CFR Section 385.12.

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All of the information I have supplied or will supply in this application and associated documents to Packard Transport, Inc. is a full and complete statement of facts, and it is understood that if any falsification is discovered, it will constitute grounds for dismissal from employment upon discovery thereof. I also understand that this application is not contract of employment. I understand that if employed, I will be considered an at-will employee and I may voluntarily leave my employment at any time, or my employment may be terminated at any time for any reason. I acknowledge that no written or oral statements have been made to/or relied upon by me regarding the length of my employment or the reasons for which my employment can be terminated.

**AUTHORIZATION FOR RELEASE OF MEDICAL RECORDS**

In consideration of this application to lease with Packard Transport, INC and during any future lease agreement with this company, I hereby authorize any physician, dentist, hospital, clinic, pharmacy, medical provider, insurance company, or other entity to provide to this company or any representative or agent thereof any and all information which may be requested regarding my physical and/or mental condition. If requested, I authorize same to provide this company or its representative or agent with a photocopy of any and all medical records, bills and other documentation or materials in their possession pertaining to examination, evaluation, treatment, therapy or rehabilitation rendered by them and to allow this company or any representative or agent thereof or any physician appointed by them to examine any and all records, reports, slides, radiographs, test results or other materials in their possession. I agree that a photocopy of this authorization is as valid as the original.

I certify that is application was completed by me and that the information provided is a correct, complete and true representation of the facts as known to me.

**Consent to Consumer Background Investigation**

This certifies that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.

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**CONSUMER REPORT DISCLOSURE AND RELEASE**

As a Commercial Motor Vehicle driver, I understand that according to the Federal Motor Carrier Safety Regulations (FMCSR), Part 391.21, the following information will be requested from all previous employers for which I operated a CMV, subject to the FMCSR Part 390 and/or 40, 382 & 383, within the past three (3) years, from the date shown above. I also acknowledge that this information will be used in determining my eligibility to be hired, that I have the right to review this information and rebut any errors in these statements from my prior employers, as described in FMCSR Part 391.23. In order to enable Packard Transport, Inc. to comply with the requirements of 49 C.F.R. 382.413, Parts 390, 40, 40.321 (b) & 382, I hereby consent to Packard Transport, Inc. to obtain from my prior employers the information pertaining to me, including alcohol test, position controlled substance test results, and refusals to be tested, within the five (5) years preceding the date of this application. I also authorize you to release and receive information regarding my criminal background and credit history. I hereby authorize and direct my prior employers to release such information to Packard Transport, Inc. in personal interviews, letters, or any other method that insures confidentiality. I hereby authorize Packard Transport, Inc. to release such information to any or its personnel whose duties require them assess this application or to make any recommendations or decisions with respect to it. I hereby release all previous employers from any and all liability which may result from furnishing such information.

**IMPORTANT NOTICE REGARDING BACKGROUND REPORTS FROM THE**

**PSP ONLINE SERVICE**

In connection with your application for employment with Packard Transport ("Prospective Employer"), it may obtain one or more reports regarding you credit, driving and/or criminal background history from a consumer reporting agency and/or other sources. If the Prospective Employer uses any information it obtains from a background report in a decision to not hire you or to make any other adverse employment decision regarding you, the Prospective Employer will provide you with a copy of the report upon which its decision was based and a written summary of your rights under the Fair Credit Reporting Act before taking any final adverse action. If any final adverse action is taken against you based upon a background report, the Prospective Employer will notify you that the action has been taken and that the background report was the reason for the action. The Prospective Employer cannot obtain background reports from consumer reporting agencies or other sources regarding you unless you consent in writing. If you agree that the Prospective Employer may obtain such background reports, please read the following and sign below:

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I authorize Packard Transport ("Prospective Employer") to contact any organization or individual that I have listed on my employment application or resume or mentioned in job interviews and obtain from them any relevant information about my job qualifications, including my experience, skills and abilities. I understand that I am consenting to the release of safety performance information including crash data from the previous five (5) years and inspection history from the previous three (3) years, as well as any reference-related information about me held or known by my former employers, supervisors and co-workers. In addition, I consent to the release of any information about my education, experience, abilities, or work-related characteristics or traits held or known by other organizations or individuals, including schools and educational institutions, professional or business associates, and friends and acquaintances that Prospective Employer might contact in the course of conducting a reference check or background investigation of my suitability for employment.

I understand and acknowledge that this release of information can involve my qualifications, performance, credentials or other characteristics or factors affecting my suitability for employment with Prospective Employer. Specifically, I am authorizing the release of any information about my performance, experience, capability, attitude, specific events, or other work-related characteristics that currently are in the possession of the requested organization or their managers or representatives.

In exchange for Prospective Employer's consideration of my employment application, I agree not to file or pursue any complaints, claims, or legal actions of any kind against any organization or individual that provides work-related information about me to Prospective Employer or its agents in accordance with the terms and intent of this release. I also agree not to file or pursue any complaints, claims, or legal actions against Prospective Employer or any of its employees, representatives, or agents arising out of their efforts to obtain work-related information about me.

I have read the above Notice Regarding Background reports provided to me by Prospective Employer and I understand that if I sign this consent form, Prospective Employer and/or any entity it retains to obtain such background reports may obtain reports of my credit, driving, and/or criminal background history in addition to information regarding my background, references, education, specific events, and past employment.

I hereby authorize Prospective Employer and its employees, agents and affiliates to obtain the information authorized above.

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**Drug and Alcohol Release Authorization**

In accordance with DOT Regulation 49 CFR part 39.123, I hereby authorize release of my DOT-regulated drug and alcohol testing records by the DOT-regulated employer(s) listed below.

**DOT DRUG AND ALCOHOL RELEASE**

As a Commercial Motor Vehicle driver, I understand that according to the Federal Motor Carrier Safety Regulations (FMCSR), Part 391.21, the following information will be requested from all previous employers for which I operated a CMV, subject to the FMCSR Part 390 and/or 40, 382 & 383, within the past three (3) years, from the date shown above. I also acknowledge that this information will be used in determining my eligibility to be hired, that I have the right to review this information and rebut any errors in these statements from my prior employers, as described in FMCSR Part 391.23. In order to enable Packard Transport, Inc. (5110) to comply with the requirements of 49 C.F.R. 382.413, Parts 390, 40, 40.321 (b) & 382, I hereby consent to Packard Transport, Inc. to obtain from my prior employers the information pertaining to me, including alcohol test, position controlled substance test results, and refusals to be tested, within the five (5) years preceding the date of this application. I also authorize you to release and receive information regarding my criminal background and credit history. I hereby authorize and direct my prior employers to release such information to Packard Transport, Inc. in personal interviews, letters, or any other method that insures confidentiality. I hereby authorize Packard Transport, Inc. to release such information to any or its personnel whose duties require them assess this application or to make any recommendations or decisions with respect to it. I hereby release all previous employers from any and all liability which may result from furnishing such information.

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