



# **BLACKTALON ENTERPRISES, INC.**

## **INFORMED CONSENT RELEASE AND HOLD HARMLESS FOR CONFIDENTIALITY OF PRE-EMPLOYMENT BACKGROUND INVESTIGATION**

**Name:** \_\_\_\_\_ **SS #:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone:** \_\_\_\_\_ **DL#:** \_\_\_\_\_ **DOB:** \_\_\_\_\_

**Eyes:** \_\_\_\_\_ **Hair:** \_\_\_\_\_ **HT:** \_\_\_\_\_ **WT:** \_\_\_\_\_

**Place of Birth:** \_\_\_\_\_ **AKA's:** \_\_\_\_\_

I fully recognize that individuals must clearly demonstrate their fitness to serve in the position of a security officer. I further recognize that an employing agency has both a legal and moral obligation to take every reasonable effort to insure that any person employed by them as a security officer will conform to the very highest standards.

I understand that I will undergo a rigorous, in-depth background investigation as a result of my application for this position.

I understand that I am authorizing an intensive investigation into all aspects of my educational, employment and personal background, and that such an investigation will include contacting persons and/or organizations that have information relating to my background and fitness, including if I am or have been a security officer in California.

I understand that as part of the company's procedure in processing my application for employment, or at any time during any subsequent employment, the company may obtain an investigative consumer report for employment purposes, including but not limited to reassignment, promotion, retention and rehiring. This investigation into my present qualification for employment and, if employed, future qualification for reassignment, promotion, retention and rehiring, will include procurement of an investigative consumer report under California law and will inquire into information about my creditworthiness, credit standing, credit capacity, character, general reputation, personal characteristics, and mode of living. I understand that this information may be obtained from personal interviews with my professional and personal acquaintances.

This investigative consumer report will be obtained from: Equifax, Experian/TRW and/or TransUnion Credit Report Information.

I understand that I may receive a copy of that report if I place a check in the following box: \_\_\_\_\_

If I check the box above, I understand that a copy of the report shall be sent to me within three (3) business days of the time it is submitted to the company. I also understand that I will be advised if any adverse action relating to my employment is taken based upon any information in any such investigative consumer report and the company shall so advise me in writing of the name and address of the investigative consumer reporting agency which provided the adverse information.

This is also to acknowledge that I have been advised of my rights under the Investigative Consumer Reporting Agencies Act (California Civil Code section 1786.22) to review the files containing any information on me at any investigative consumer reporting agency. I understand that I have the right, during normal business hours, on reasonable notice, to: (a) view any files on me at any such investigative consumer reporting agency on presentation of appropriate identification; (b) be accompanied by one other person of my choosing while I examine the files, and (c) obtain a copy of the files on payment of a reasonable fee. I also understand that I may, by certified mail, on proper identification, request that a copy of the files be sent to my address, or have a summary of the information in my files provided to me by telephone, on making a written request, providing proper identification, and paying for any toll charges for the telephone call.

By my signature below, I acknowledge that I have reviewed the foregoing and that I am authorizing BlackTalon Enterprises, Inc., a California Corporation d.b.a. BlackTalon Tactical ("BlackTalon"), to obtain an investigative consumer report about me in order to consider me for the above reasons.

I exonerate, release and discharge, BlackTalon Enterprises, Inc., a California Corporation d.b.a. BlackTalon Tactical, ("BlackTalon"), their officers, agents, or assigns, now and in the future, from any claim or damages, whether in law or in equity, on behalf of myself, my heirs, agents, or assigns, for their refusal to make available any and all information contained in this pre-employment investigation, including but not limited to, the identity of any person or organization who may have supplied information in the course of this investigation, as well as the substance of any such information supplied, even where such information has been the basis for my disqualification from further consideration.

**Signed:** \_\_\_\_\_  
**Printed Name:** \_\_\_\_\_

**Date:** \_\_\_\_\_



# **BLACKTALON ENTERPRISES, INC.**

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## **BACKGROUND INVESTIGATION QUESTIONNAIRE**

As an applicant for the position of Security Officer, you are required to complete this questionnaire. This is a supplement to your Personal History Statement (PHS) and will be treated in the same manner as your PHS.

Pursuant to the American Disabilities Act (ADA), you are not required, nor are you expected to furnish any information in your answers that is of a medical nature. For example, do not report any work absences for illness or compensation injuries. Do not discuss or report any disabilities you might have. This information is strictly medical in nature and is not subject to disclosure at this time.

Please read and answer all of the following questions. You must hand-write your answers. You are admonished to answer all questions truthfully and completely. If you are dishonest in your answers, fail to answer any questions, or misstate any material facts, you will be disqualified from further consideration for this position.

Security employees must demonstrate integrity and credibility as a witness in a court of law. Your responses to the questions will be evaluated and considered in relationship to your background. Remember that your responses are subject to verification.

Do you understand the instructions?      **Yes**\_\_\_      **No**\_\_\_

Do you have any questions?      **Yes**\_\_\_      **No**\_\_\_

Please place your initials at the bottom of each page of this questionnaire on the \_\_\_\_\_ **Initials** line and on each supplement sheet you complete.

\_\_\_\_\_  
**Initials**



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## **ADVISEMENT TO APPLICANTS**

The purpose of a pre-employment background investigation, for all intents and purposes, is to verify that the application you have submitted and any statements you have made to your prospective employer concerning your qualifications are true.

The California Courts have held that an employer has a legal duty to know the persons whom it employs. In some cases, California law may mandate a background investigation before employment, while in other cases it is merely a case of policy or prudence before placing someone in a position of trust.

Both State and Federal Courts have held that there is an absolute necessity for employees to be truthful. You must understand that a lack of truthfulness or deception of any type on your part will automatically, irrevocably result in your application being rejected from further consideration.

For some people, there may be one or more incidents or occurrences in their background which they regret or over which they may feel some embarrassment. BlackTalon will not make inquiries into areas of a person's background, which have no legitimate bearing on their qualifications for the job. However, you should understand that the mere presence of so-called "negative" information in your background is not automatically disqualifying. While these things in and of themselves may not automatically remove that person from consideration for a job, lying about them will!

We have processed many applications for security officer positions and we are very good at what we do. If you make untrue statements, shade the truth or otherwise attempt to deceive your prospective employer, these facts will be discovered. Therefore, it is absolutely to your advantage to be as candid as possible with the background investigator.

A pre-employment background investigation is not intended to be an intimidating experience or an unwarranted invasion into your privacy. A background investigator will contact persons who know you, including present and/or former employers and will examine official documents and records concerning you to assure that you have been honest in your application in order to fulfill the legal mandates imposed by the Courts and the Legislature. The more forthright you are, the greater the likelihood that your background can be completed in a timely and successfully manner.

## **CERTIFICATION**

I understand that any false statements and/or deliberate misrepresentations, whether by omission or commission, will result in my application being automatically and irrevocably rejected from further consideration. I certify that I have read the above statement, understand its contents and have been furnished a copy of it.

**Signed:** \_\_\_\_\_  
**Printed Name:**

**Date:** \_\_\_\_\_





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## **EMPLOYMENT HISTORY**

Are you presently employed? \_\_\_\_\_

If so, may we inquire of your present employer? \_\_\_\_\_

If yes, who is your present employer?

How many Saturdays and Sundays were you absent at your most recent job or on leave for any reason other than approved vacation leave? \_\_\_\_\_

How many Mondays and Fridays were you absent at your most recent job or on leave for any reason other than approved vacation leave? \_\_\_\_\_

## **MILITARY EXPERIENCE**

Answer only if you served in the military services.

Did you receive any training specific to arrest and detention techniques? \_\_\_\_\_

Did you receive any training specific to interrogation techniques? \_\_\_\_\_

Did you receive any training specific to investigation techniques? \_\_\_\_\_

What was the nature of your release from military service?

## **DRIVING RECORD**

Have you ever had a driver's license issued in a state or country other than California? \_\_\_\_\_

If so, where?

Have you ever been refused a license or had your driving privilege suspended or revoked? \_\_\_\_\_

**Initials** \_\_\_\_\_



# **BLACKTALON ENTERPRISES, INC.**

## **DRUG USAGE**

Have you ever tried, used or experimented with any of the following illegal drugs? If your answer is yes, place a mark in the yes column next to the name of the drug. If you answer "Yes" to any of the questions, you must provide an explanation on a separate piece of paper. If your answer is No, place a mark in the No column. If a drug or controlled substance was taken under a lawful prescription, it is not illegal and you should mark No. You are required to report all illegal drugs that you have ever used or have been involved with.

<b>Type or Name of Drug</b>	<b>NO</b>	<b>YES</b>	<b>Date of last Involvement</b>
Hash or Hash Oil	_____	_____	_____
Heroin, Opium or any derivative	_____	_____	_____
Psilocybin, Magic Mushrooms, Peyote	_____	_____	_____
Cocaine (Coke, Snow)	_____	_____	_____
Lysergic Acid Diethylamide (LSD, Acid, Magic Dots)	_____	_____	_____
Phencyclidine (PCP, KJ, Crystal, Angel Dust)	_____	_____	_____
Methadone	_____	_____	_____
Amphetamines, whites, crank, bennies, beans, Speed, crosstabs, uppers, cart wheels, black beauties, meth	_____	_____	_____
Marijuana, weed, pot, grass, blunt, Mary Jane, loco weed, Unameit	_____	_____	_____
Barbiturates, downers, Reds, Seconal, Amytal, Qualudes, Nammies, amyl nitrate	_____	_____	_____
Other illegal or controlled recreational drugs not listed	_____	_____	_____
Steroids, anabolic or other; oral or injected	_____	_____	_____
Darvon, Demerol	_____	_____	_____
Laughing Gas, Nitrous Oxide	_____	_____	_____
Other illegal or controlled drug not already listed Drug Name(s)	_____	_____	_____

**Initials**



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## **CERTIFICATION**

To the best of my knowledge, this is a true accounting of my involvement with the above listed drugs and or any other illegal recreational drugs. I have not deliberately withheld any involvement with any of the above drugs or other illegal recreation drugs. I am aware that the deliberate omission of any of the above required information will result in my disqualification or termination if already hired.

I, \_\_\_\_\_, hereby certify that all statements made in this pre-investigative questionnaire are true and complete. I understand that any misstatement of material facts will subject me to disqualification or dismissal.

**Signed:** \_\_\_\_\_  
**Printed Name:**

**Date:** \_\_\_\_\_



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## **CONSENT FOR DRUG/ALCOHOL SCREEN TESTING**

As a potential employee of BlackTalon Enterprises, Inc., a California Corporation d.b.a. BlackTalon Tactical (“BlackTalon”), and in the interest of the safety for all concerned, you are required to be tested for drug and/or alcohol use prior to an offer of employment with BlackTalon and randomly during your employment with BlackTalon. All testing procedures and results will be maintained in strict confidence by the company.

I, \_\_\_\_\_, have been fully informed of the reason for these drug/alcohol tests (I understand what I am being tested for), the procedure involved, and do hereby freely give my consent to this testing. In addition, I understand that the results of these tests will be forwarded to BlackTalon and become part of my permanent record.

If any test result is positive, I understand that I will be given the opportunity to explain the results of said positive test. I further acknowledge that any positive test may result in withdrawal of any offer for employment by BlackTalon and if currently employed by BlackTalon, termination of my employment with BlackTalon.

I, \_\_\_\_\_, hereby consent to pre-employment and random (during the course of my employment with BlackTalon) drug/alcohol testing and hereby authorize the test results to be released to BlackTalon.

**Signed:** \_\_\_\_\_  
**Printed Name:**

**Date:** \_\_\_\_\_