



## **Authorization for Collection of Documents and Background Investigation Pre-Employment in India**

Visa Consolidated Support Services India Private Limited (the "Company") may require certain identity and employment related documents in addition to the background and investigative reports pursuant to your job application. If employed, supplementary documents and reports may be requested for employment-related purposes.

The documents that the Company may request include but are not limited to pay slips, increment letters, relieving letters and other employment-related documents from previous employers, address proofs, government IDs, and other documents ("Documents") in relation to your job application.

The background report may include details about your character, reputation, personal traits, and lifestyle. Investigative reports may cover your civil or criminal court records, credit, drug screening outcomes, earnings history, education, credentials, identity, past addresses, prior employment, professional credentials, licenses, and references. Background and investigative reports are collectively referred to as "Reports". These Reports can be requested at any time after receiving your authorization and, if hired, throughout your employment. If the results of the Reports are unsatisfactory, your application may not be approved, or your employment could be terminated. The current background investigations reporting agency is First Advantage ("Agency"), which will prepare the Reports for the Company.

By checking the consent box and submitting your application, you will declare that you read and understand the Authorization of Collection of Documents and Background Investigation Pre-Employment agreement and you agree to (a) provide the required Documents and information and explicitly consent to the collection of the Documents by the Company as part of the pre-employment process; and (b) consent to the Company conducting background investigations and requesting for Reports.

### **Acknowledgement upon checking the consent and submitting your application:**

1. I confirm receipt of this authorization form and certify that I have read and understood the contents.
2. I consent to providing the Documents as and when required by or requested on behalf of the Company.
3. I grant the Company permission to obtain Reports at any time after receipt of this authorization and, if employed, throughout my employment. I specifically authorize the Company to order the Reports from the Agency and the Agency to collect the information.
4. I grant authorization, without reservation, to any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service, employer, or insurance company to provide any background information requested by or on behalf of the Company.
5. I understand that the Company may rely on this authorization to order additional Reports without asking for my authorization again during my employment, and from a reporting agency other than the Agency.

