

AVERITT EXPRESS

Employment Verification Release Form

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. I understand that the accuracy and completeness of the information provided in this application, any supplemental forms, or pre-employment interviews is relied upon by Averitt in making an employment decision. I understand that it is my responsibility to notify Averitt of any change in the information provided during the employment process. I understand that any misrepresentation, misstatement, omission or other attempt to mislead, at any stage of the employment process, is grounds for refusal to hire or, if already hired at the time of discovery, my dismissal.

I understand that, if I am selected for possible employment, a criminal background check may be conducted to verify the information I have provided. I also understand that any prior employer or reference may be contacted either before or after a conditional offer is extended. I hereby authorize and request any former employer, or any other persons or companies, including any city, county, state or federal agency, department or bureau, to furnish to Averitt Express, Inc., or its authorized representatives, any information in their files under my name. I also hereby authorize any motor carrier to investigate my background, prior work history, including any and all results from drug and alcohol testing (screening) in accordance with regulations of the Federal Highway Administration (FHWA), title 49, sections 382.405, 382.413, 383.35, 391.23 and 391.27. I agree to hold any source of information harmless for any error in reporting this information and release all such persons from any damages on account of furnishing said information. A photocopy of this authorization may be accepted by anyone as though it were the original.

I understand that, following a preliminary decision to hire, I will be asked to submit to a medical examination and/or a drug and alcohol screen. I understand that any offer of employment will be conditioned upon the results of the examination and/or screen.

If employed, I agree to conform to the rules and regulations of the company and acknowledge that their rules and regulations may be changed, interpreted, withdrawn, or added to by the company at any time, at the company's sole option and without any prior notice to me. I further acknowledge that my employment may be terminated, and any offer of employment, or my acceptance of an employment offer, if such is to occur, may be withdrawn at any time, with or without cause, at the option of the company or myself. I understand that all employment is "at will" and that no representative of the company has authority to enter into any agreement for employment for any specified period of time or to assure any other personnel action, either prior to commencement of employment or after I have become employed, or to assure any benefits or terms and conditions of employment, or make any agreement contrary to the foregoing. I acknowledge that I have been advised that this application will remain active for no more than 90 days from the date it was made.

Applicant Printed Name

Applicant Signature

Date

Please Fax Back to 662-470-4263

Pay back 662-470-4263

**IMPORTANT NOTICE
REGARDING BACKGROUND REPORTS
FROM THE PSP Online Service**

In connection with your application for employment with Averitt Express Inc. ("Prospective Employer"), it may obtain one or more reports regarding your 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:

I authorize Averitt Express ("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 organizations 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.

Date: _____

Signature _____

Name (Please Print) _____

NOTICE: The information contained herein is made available to monthly account holders by NICT solely for use as an example of template content. NICT assumes no legal liability or responsibility for the accuracy, completeness or currency of the information disclosed in this example. The intent of the template example is to illustrate for a monthly account holder an example of a driver consent form, but all monthly account holders and third party information providers should consult their own legal counsel with respect to the proper format and content of this notice.

Employment Background Authorization & Release

I hereby authorize Background Investigation Bureau, Inc. to obtain any and all information that pertains to my eligibility for employment. This information will include, but is not limited to, arrest and/or criminal records, credit history, driver/motor vehicle abstract, employment verification, education verification and social security number verification. I also understand that the information below regarding sex, race and date of birth is requested for the sole purpose of gathering the above information correctly, and will not be used to discriminate against me in violation of any law.

I hereby authorize without reservation, any party or agency to furnish the above-mentioned information. I further authorize the procurement of the above-mentioned reports at any time during my employment or contract.

Please Print All Information Clearly

Personal Information (List all names used)

Name _____
Last First Middle

Name _____

Name _____

Current Street Address _____ City _____ State _____

Zip _____ SSN _____ Date of Birth _____

Gender _____ Race _____

Drivers License Number _____ State Issued _____ Expires _____

I state that the information provided is accurate to the best of my knowledge. I also understand that information about my background may contain negative information about my character and style of living. My signature releases any liability against Background Investigation Bureau, Inc. or it's acting agents. A photo or fax copy of this release form will be valid as an original thereof, even though said copy does not contain an original writing of my signature.

Signature _____ Date: _____