

DISCLOSURE AND AUTHORIZATION CONCERNING CONSUMER AND INVESTIGATIVE CONSUMER REPORTS

This form, which you should read carefully, has been provided to you because Mendocino Redwood Company ("Company") intends to request consumer reports or investigative consumer reports in connection with your application for employment, and at any time during the course of your employment with the Company, if any, for purposes of evaluating your suitability for employment, promotion, reassignment or retention as an employee, as well as enforcement of Company policies. Additionally, in the event that claims or disputes between you and the Company are filed with any third parties, the Company may request consumer reports or investigative consumer reports for purposes of evaluation and response, regardless of whether you remain in the employ of the Company at the time such claims or disputes arise.

Consumer reports or investigative consumer reports may be obtained from **Employment Screening Resources (ESR), 7710 Redwood Blvd., Suite C, Novato, CA 94945. Toll free number: 1-888-999-4474.** The types of reports that may be requested from consumer reporting agencies under this policy include, but are not limited to: credit reports, criminal records checks, public court records checks, State Department of Motor Vehicle/Drivers' License Records to include traffic citations and registration, summaries and verification of educational records and histories, and/or summaries and verification of employment positions held and related duties, last pay rate or salary, work performance, experience, skills, qualifications, compliance with employer or institutional policies, licensing, certification, training, honesty, etc. The information contained in these reports may be obtained by a consumer reporting agency from private or public record sources including sources identified by you in your job application or through interviews or correspondence with your past or present coworkers, neighbors, friends, associates, current or former employers, educational institutions or other acquaintances. In the event that we seek a report containing medical information pertaining to your medical history or condition, including a drug screen, you will be asked to sign a separate disclosure and consent form.

You will be provided with a copy of any consumer credit report or investigative consumer report obtained by the Company. Any consumer reports (i.e. credit-related) will be provided to you by the consumer reporting agency at the same time it is provided to us. Any investigative consumer reports will be provided to you within seven (7) days after we receive all requested reports related to the matter investigated. You may obtain information or copies from our investigative report file at any time prior to your receipt of such copies by contacting the Human Resources Department at (707) 485-8731.

Under section 1786.22 of the California Civil Code, you may view the file maintained on you by the consumer reporting agency listed above. You may also obtain a copy of this file, upon submitting proper identification and paying the costs of duplication services, by appearing at the consumer reporting agency in person or by mail; you may also receive a summary of the file by telephone. The agency is required to have personnel available to explain your file to you and the agency must explain to you any coded information appearing in your file. If you appear in person, you may be accompanied by one other person of your choosing, provided that person furnishes proper identification.

The nature and scope of any investigative consumer reports that may be requested is explained above. You are nonetheless entitled to request more information about the nature and scope of such investigative consumer reports by submitting a written request to Mendocino Forest Products, Attn: Human Resources, PO Box 390, Calpella, CA 95418.

Enclosed for your information is a "Summary of Your Rights Under the Fair Credit Reporting Act."

AUTHORIZATION

I have carefully read and understand this notice and authorization form and, by my signature below, consent to the release of consumer or investigative consumer reports, as defined above, to the Company. This authorization shall continue throughout my employment to the extent permitted by applicable law. I hereby authorize, without reservation, any one contacted by Mendocino Redwood Company and /or their agent Employment Screening Resources, to furnish the information as described above. I further understand that any and all information contained in my job application or otherwise disclose to the Company by me may be utilized for the purpose of obtaining the consumer reports or investigative consumer reports requested by the Company.¹

Name (Printed)

Social Security Number

Signature

Date

¹ I understand and acknowledge that nothing in this notice and authorization is intended to be, or is, an offer of employment or a promise of continued employment. If employed, unless otherwise agreed in a written agreement signed by me and the President of the Company, my employment will not be for a specified period of time and can be terminated at any time for any reason, with or without cause or notice, by me or by the Company.