

DECLARATION, AUTHORIZATION AND RELEASE FOR BACKGROUND INFORMATION – APPLICANTS FOR EMPLOYMENT

To research, verify and provide a report Kiwanis International. ("Company") in relation to the information that I have provided in connection with my application for employment, the Company will engage a background screening provider, Safe Hiring Solutions, "Provider". The information Provider and its agents may verify and research may include my personal background, professional standing, work history and qualifications. The Company and its representatives may also collect and verify background information about me.

I understand that the pre-employment screening searches, to the extent applicable law allows and in accordance with applicable laws, will be conducted and information I provide will be researched and verified using various appropriate sources, including but not limited to the following: current and past employers, criminal conviction records, motor vehicle or driving records, credit information, military records, school/educational records and professional and personal references.

I authorize, without reservation, any individual, corporation or other private or public entity to provide the Company and Provider and their representatives all relevant information about me. I unconditionally release and hold harmless any Individual, corporation or private or public entity from any and all causes of action that I have or may have in relation to the collection or provision of information pursuant to this authorization.

I agree to assist Provider and the Company and their representatives in verifying and collecting this information and to provide any additional information requested in connection with my application for employment with the Company.

Unless I submit my revocation to the Company this Declaration, Authorization and Release, in original, faxed or photocopied form, shall be valid for this and any future reports and updates that may be requested if I am employed by Company.

Data Privacy Laws around the World

Many countries around the world have laws to protect 'personal data'; that is, information about identified or identifiable individuals. In the course of researching and verifying information from the sources described above, Provider and the Company will process personal data, some of which may have a high degree of sensitivity. However, the Provider, is familiar with and make every effort to comply with all applicable data privacy laws, including, in particular, the European Union's General Data Protection Regulation ('GDPR').

With respect to GDPR, please be aware of the following companies and their roles:

- Company is a data controller (as defined under GDPR)
- Provider is a data controller

Company, and Provider are independent data controllers (not joint controllers), each with their own respective legal responsibilities with respect to their processing of personal data.

As described above, Company and Provider will process my personal data for pre-employment background screening and related purposes. The report produced by Provider and will generally contain personal data about me, and it is shared with the Company.

For the purposes of GDPR, Provider will process my personal data on the basis that it is necessary for the purposes of the legitimate interests pursued by Company and Provider. The legitimate interests of Provider include the provision of a pre-employment background checking services to commercial organisations to ensure the suitability, integrity and reliability of individuals such organisations wish to employ in positions of responsibility where such personal qualities are important.

I explicitly consent to Provider and Company processing personal data for the purposes described above. I also explicitly acknowledge that the nature and circumstances of my proposed role with Company are such that it is of the utmost importance for Company and Provider to conduct the pre-employment screening described herein and that, as such, my consent, including in relation to the processing of sensitive personal data, is freely-given.

Depending on my career history, personal circumstances and the nature and location of the role for which I am being considered, it may be necessary for Provider to obtain personal data about me from various countries around the world and, in order to do so, to share certain of my personal data with its network of contractor researchers in these countries. I understand that such researchers are bound by strict contractual obligations of confidentiality and data privacy when it comes to the handling of my personal data.

Once the report has been compiled and provided to Company, my personal data is deleted from Provider's after 1 year.

I have certain rights in respect of my personal data, including the right to access, correct, and to request the erasure of my personal data.

Provider will comply with any requests to exercise my rights in accordance with applicable law. I am aware, however, that there are a number of limitations to these rights, and there may be circumstances where Provider is not able to comply with my

request. To make any requests regarding my personal data, or if I have any questions or concerns regarding my personal data, I should contact Safe Hiring Solutions using the details below. Depending on the country in which I am located, I may also be entitled to contact my local supervisory authority for data protection.

Safe Hiring Solutions
P.O. Box 295
Danville, IN 46122

Applicant Last Name _____ First _____

Middle _____

Applicant Signature _____

Date _____