Employee Agreement and Consent to Drug and/or Alcohol Testing

I agree, upon request of The Greer Group, lnc.(TGG)/The Greer Group Staffing, Inc. (TGGS) to submit to a drug and/or alcohol test and to furnish a sample of my urine, breath and/or blood for analysis for pre-employment, during (random/for cause), and for post accident screening. I understand and agree that if I, at any time, refuse to submit to a drug or alcohol test, or if I fail to cooperate with the testing procedures, I will be subject to cancellation of my application and/or immediate termination of my employment.

I further authorize and give full permission to have TGG/TGGS and/or any physician, clinic, hospital, laboratory, medical institution or other healthcare provider, disclose to TGG/TGGS, its designated representatives, and/or Medical Review Officer (MRO) and/or to any managed staffing provider (MSP) the specimen or specimens collected at a lab for a screening test for the presence of any prohibited substances, and for the lab or other testing facility to release any and all documentation/results relating to the test to TGG/TGGS and/or its clients. This also includes any governmental entity involved in a legal proceeding or investigation connected with the test. I further give my consent to my employer's designated Medical Review Officer, including its agents and subcontractors, to release to authorized representatives of my employer, including any MSP, any information in their possession regarding my drug and/or alcohol test.

I do hereby agree to forever release and discharge The Greer Group, Inc./The Greer Group Staffing, Inc., physician, clinic, hospital, laboratory, medical institution or other healthcare provider to the full extent permitted by law from any claims, damages, losses, liabilities, costs and expenses, or any other charge or complaint arising from the testing, including loss of employment or any other kind of adverse job action that might arise as a result of drug and/or alcohol test.

Right to Re-Test

If the results of any drug test are positive, you may, at your own expense, have a second test performed on a portion of the sample that yielded the positive result. The second test must be conducted at a lab that is certified by HHS or CAP. The Company reserves complete discretion to decide whether the results of the second test should be relied upon rather than the first in determining appropriate disciplinary action, including whether employment will be terminated. Associates requesting a re-test must notify the laboratory and Company in writing.

Results of controlled substance examinations, medical histories and use of lawful prescription drugs will be kept confidential by the employer.

By signing below, I acknowledge that I have read and agree to all of the above.

_____ _____

Applicant Name (as it appears on license) Today's Date

_____ _____

Applicant Signature Today's Date

EMPLOYEE AGREEMENT AND CONSENT TO OBTAIN CONSUMER/ BACKGROUND REPORTS

Have you ever been convicted of a felony or misdemeanor? ***(Circle One)*** **Yes No**
(Conviction will not necessarily disqualify hire)
If Yes, Date(s) of conviction _____Conviction Result_____
This information was previously asked on your application. Falsification of any part of the application constitutes withdrawal of job offer or termination.*

I understand The Greer Group, Inc. / The Greer Group Staffing, Inc. may now, or at any time during the course of employment, verify information within the application or resume which may include, but are not limited to: previous employment, education, character, work habits, credit worthiness, driving record, or any criminal record information pertaining to me which may be in the files of any Federal, State or Local criminal justice agency which maintains public and non-public records concerning my past activities relating to the above mentioned information. Medical and workers' compensation information will only be requested in compliance with the federal Americans with Disabilities Act (ADA) and any other state laws. I authorize, without reservation, any law enforcement agency, institution, information service bureau, school, employer, reference or company contacted by TGG/TGGS or its agent to furnish the information above.

A photocopy, scan or telephonic facsimile (Fax) of this consent authorization for release of information shall be valid as the original. The results of this verification process will be used to determine employment eligibility. All of the results are kept CONFIDENTIAL. The information obtained will not be provided to any parties other than to designated personnel at The Greer Group, Inc. / The Greer Group Staffing, Inc. and its clients. I authorize Greer's background screening providers and any of its agents/designated company personnel, to disclose orally, and in writing, the results of this verification process and/or interview to authorized representatives.

In accordance with the Fair Credit Reporting Act, I am entitled to know if employment is denied due to information obtained through a consumer reporting agency. Upon request, The Greer Group, Inc. / The Greer Group Staffing, Inc. will provide a copy of the consumer report used for employment purposes and a description in writing of your rights under the law before making an adverse decision.

I do hereby agree to forever release and discharge The Greer Group, Inc. / The Greer Group Staffing, Inc., their background screening providers and their agents/clients to the full extent permitted by law from any claims, damages, losses, liabilities, costs and expenses, or any other charge or complaint arising from the retrieving and reporting of information.

The following information is required by law enforcement agencies and other entities for positive identification purposes when checking public records. The Greer Group, Inc., / The Greer Group Staffing, Inc. will require its agents and clients to keep it confidential and not use it for any other purposes.

By signing below, I acknowledge that I have read, understand, agree and been truthful to all of the above.

_____ _____
Signature Today's Date

_____ _____ _____
Current Address City & State Zip Code

_____/_____/_____ ***Date of Birth is requested in order to obtain accurate records** _____-_____-_____
Date of Birth* **Social Security Number**

_____ _____
Applicant Name (as it appears on license) **Alias/Previous Name(s) used**

Drivers License #_____ **Issuing State**_____

LAST 10 YEARS OF RESIDENCY HISTORY

Address	City & State	Zip Code	# of yrs at residence

Para informacion en espanol, visite www.ftc.gov/credit o escribe a la FTC Consumer Response Center, Room 130-A 600 Pennsylvania Ave. N.W., Washington, DC 20580.

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. **For more information, including information about additional rights, go to www.ftc.gov/credit or write to: Consumer Response Center, Room 130-A, Federal Trade Commission, 600 Pennsylvania Ave. N.W., Washington, DC 20580.**

• **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address and phone number of the agency that provided the information.

• **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your "file disclosure"). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:

- A person has taken adverse action against you because of information in your credit report;
- You are the victim of identify theft and place a fraud alert in your file;
- Your file contains inaccurate information as a result of fraud;
- You are on public assistance;
- You are unemployed but expect to apply for employment within 60 days.

In addition, by September 2005 all consumers will be entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.ftc.gov/credit for additional information.

• **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.

• **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.ftc.gov/credit for an explanation of dispute procedures.

• **Consumer reporting agencies must correct or delete inaccurate, incomplete or unverifiable information.** Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.

• **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.

• **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need - usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.

• **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.ftc.gov/credit.

• **You may limit "prescreened" offers of credit and insurance you get based on information in your credit report.** Unsolicited "prescreened" offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt-out with the nationwide credit bureaus at 1-888-567-8688.

• **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.

• **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.ftc.gov/credit.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. Federal enforcers are:

TYPE OF BUSINESS:	CONTACT:
Consumer reporting agencies, creditors and others not listed below	**Federal Trade Commission: Consumer Response Center - FCRA** Washington, DC 20580 1-877-382-4357
National banks, federal branches/agencies of foreign banks (word "National" or initials "N.A." appear in or after bank's name)	**Office of the Comptroller of the Currency** Compliance Management Mail Stop 6-6 Washington, DC 20219 1-800-613-6743
Federal Reserve System member banks (except national banks and federal branches/agencies of foreign banks)	**Federal Reserve Board Division of Consumer & Community Affairs** Washington, DC 20551 202-452-3693
Savings associations and federally chartered savings banks (word "Federal" or initials "F.S.B." appear in federal institution's name)	**Office of Thrift Supervision** Consumer Complaints Washington, DC 20552 800-842-6929
Federal credit unions (words "Federal Credit Union" appear in institution's name)	**National Credit Union Administration** 1775 Duke Street Alexandria, VA 22314 703-519-4600
State-chartered banks that are not members of the Federal Reserve System	**Federal Deposit Insurance Corporation** Consumer Response Center 2345 Grand Avenue, Suite 100 Kansas City, Missouri 64108-2638 1-877-275-3342
Air, surface, or rail common carriers regulated by former Civil Aeronautics Board or Interstate Commerce Commission	**Department of Transportation** Office of Financial Management Washington, DC 20590 202-366-1306
Activities subject to the Packers and Stockyards Act of 1921	**Department of Agriculture** Office of Deputy Administrator - GIPSA Washington, DC 20250 202-720-7051