

**SCHNEIDER AUTHORIZATIONS AND DISCLOSURES**

**Alcohol and Drug Testing:**

I understand that as part of the Department of Transportation Driver Qualification process (specifically DOT 49 CFR Parts 382 CONTROLLED SUBSTANCES AND ALCOHOL USE AND TESTING) Schneider National (Schneider) is required to obtain the results of all DOT required drug and/or alcohol tests, including refusals to be tested. I hereby authorize the companies listed below to furnish Schneider the following information concerning my drug and /or alcohol tests: all verified positive drug test results, all alcohol test results of 0.04 or higher alcohol concentration, all refusals to be tested, including verified adulterated or substituted drug test results, any violations of DOT agency drug and alcohol testing regulations or alcohol and controlled substance prohibitions, any drug and/or alcohol rule violations provided by a previous employer/lessor, documentation of successful completion of DOT return to duty requirements to include SAP information and follow-up tests and/or documentation of non-completion or refusal of SAP referral and all testing violations subsequent to the successful completion of a rehabilitation SAP.

**Below, I have listed all of the companies for which I performed a safety sensitive function, or for which I took any drug and/or alcohol test during the past three years.** (if needed, make an additional copy of this form to list additional companies/dates)

<u>Company Name</u>	<u>Dates Worked (Mo/Yr)</u>	<u>Company Name</u>	<u>Dates Worked (Mo/Yr)</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

**Investigative Information and Consumer Reporting Rights:**

I understand that in order to investigate applicant's safety employment history per FMCSA regulations, Schneider must investigate the information applicants have provided by contacting DOT regulated employers/lessors from the past 3 years. Applicants have the following rights pursuant to FMCSA Reg 391.23 (i) (1): a) The right to review investigative information provided by previous DOT employers/lessors for the preceding three years by submitting a written request to Schneider, ATTN: Regulatory Dept. within 30 days after being employed/leased or of being notified of denial of employment/lease. b) The right to have errors in the information corrected by applicants previous employer/lessor and for that previous employer/lessor to re-send the corrected information to Schneider and the right to have a rebuttal statement attached to the alleged erroneous information if the previous employer/lessor and the applicant cannot agree on the accuracy of the information.

In connection with your application for employment/lease, Schneider may obtain an Investigative Consumer Report regarding your character, general reputation, mode of living, motor vehicle record, criminal background record and/or other appropriate public record information from a Consumer Reporting Agency, as those terms are defined in the Fair Credit Reporting Act and amendments ("FCRA"). These reports may also include the names and dates of your previous employer/lessor, reasons for the termination of your prior employment/lease, work experience and any other type of information authorized under the FCRA or other applicable laws. Such reports may come from federal, state, local and/or any other agencies which contain and/or maintain such records. You may request in writing a complete disclosure of the nature and scope of the investigation to be performed. A Summary of Your Rights under the Fair Credit Reporting Act and Article 23-A NY Correction Law can be obtained at [www.schneiderjobs.com](http://www.schneiderjobs.com) or from your Recruiter.

I hereby authorize Schneider to obtain Investigative Consumer Reports from any appropriate Consumer Reporting Agency and understand that such Consumer Reports may be used by Schneider in the determination of whether or not to offer me employment/lease. I understand that I have the right to make a request of such Consumer Reporting Agencies, upon proper identification, of the nature and substance of all information in such files on me, including the source of information and recipients of any reports on me which have been previously furnished by the Consumer Reporting Agencies within the two year period preceding my request. I therefore authorize the procurement of said Consumer Reports by Schneider and, if hired/leased, understand that this authorization shall remain on file and shall serve as on-going authorization for Schneider to procure additional Consumer Reports on at least an annual basis, or at any other time during my employment/lease.

**For California, Oklahoma, and Minnesota Residents Only:**  
You can request a free copy of your Consumer Report(s) ordered from HireRight by calling their toll free number (1-800-331-9175) or writing to: HireRight Marketing, S. 129th E Avenue, Suite 200, Tulsa, OK 74134. You may also dispute the accuracy or completeness of any information in the Consumer Report(s) with HireRight.  
 Please check this box if you would like to receive a copy of your Consumer Report(s) from Schneider.

**General Disclosures:**

I acknowledge that I will be required and agree to submit to a physical examination and controlled substance and alcohol use testing and authorize release of my results and all prior medical records as part of Schneider's evaluation procedures in deciding whether I should be offered or continued in employment/lease. I acknowledge that any employment/lease offered to me is at the will of Schneider and may be terminated at any time, without cause.

By completing, submitting and signing this application, I hereby agree to all of the above. I certify by my signature that all entries and information on and in this application and all supplemental documents are true and complete to the best of my knowledge. I agree that not updating, or providing false, misleading or incomplete statements or data in this application and/or supplemental documents is grounds for immediate termination of my employment/lease, regardless of when such information is discovered. I understand that my signing of this authorization does not guarantee me a job/lease with Schneider.

Print Name: \_\_\_\_\_ Signature: \_\_\_\_\_

SS/SI#: \_\_\_\_\_ Date: \_\_\_\_\_

Schneider's hiring/leasing criteria and application process may be changed at any time at Schneider's discretion without prior notice.