

Employment Application

The information requested on this application must be completed thoroughly and accurately. All information supplied will be verified for accuracy. Inaccurate information could result in the withdrawal of an offer or termination of employment.

Kroll Factual Data is an Equal Opportunity Employer and does not discriminate on the basis of race, color, creed, national origin, ancestry, religion, age, citizenship, sex, marital or veteran status, disability or handicap, sexual orientation or any other basis prohibited by applicable law. Kroll Factual Data also takes affirmative action to employ, and advance in employment, qualified women, minorities and covered veterans. Kroll Factual Data also makes reasonable accommodations for qualified individuals with disabilities in accordance with the Americans with Disabilities Act and applicable state laws.

P E R S O N A L	Last Name	First Name	Middle Initial	Social Security Number
	Present Address	City	State	Zip
	Home Email Address			Telephone # with Area Code
	Position Desired			Work Phone # with Area Code
		full-time part-time	Salary Desired	Willing to Travel? <input type="checkbox"/> Yes <input type="checkbox"/> No

Are you at least 18 years or older? Yes No If not, will you be able to obtain the necessary working papers? Yes No

Are you either a U.S. Citizen or do you currently have unrestricted authorization to work for any employer in the U.S.? Yes No

List current or most recent employer first. Please note that base salary does not include bonus, commission, benefits, overtime, or other salary incentives. Identify all periods of time during which you were employed or attending school (e.g., military service). Please account for your entire employment history (including volunteer positions). Attach additional sheets of paper, if necessary.

E M P L O Y M E N T	1	Name of Employer	Address	HIRE DATE	
				DATE LEFT	
		Your Position	Description of Duties	STARTING BASE SALARY	
		Supervisor's Name & Title	Supervisor's Telephone Number	CURRENT/LAST BASE SALARY	
		Reason for Leaving	OVERTIME/BONUS/COMMISSION/ETC.		
	2	Name of Employer	Address	HIRE DATE	
				DATE LEFT	
		Your Position	Description of Duties	STARTING BASE SALARY	
		Supervisor's Name & Title	Supervisor's Telephone Number	CURRENT/LAST BASE SALARY	
		Reason for Leaving	OVERTIME/BONUS/COMMISSION/ETC.		
	3	Name of Employer	Address	HIRE DATE	
				DATE LEFT	
		Your Position	Description of Duties	STARTING BASE SALARY	
		Supervisor's Name & Title	Supervisor's Telephone Number	CURRENT/LAST BASE SALARY	
		Reason for Leaving	OVERTIME/BONUS/COMMISSION/ETC.		
	4	Name of Employer	Address	HIRE DATE	
			DATE LEFT		
Your Position		Description of Duties	STARTING BASE SALARY		
Supervisor's Name & Title		Supervisor's Telephone Number	CURRENT/LAST BASE SALARY		
	Reason for Leaving	OVERTIME/BONUS/COMMISSION/ETC.			

May we contact your current Employer? Yes No If you have selected No, please note your current Employer will be contacted if you have been offered and have accepted a position and after you have given notice of resignation. _____

E D U C A T I O N	SCHOOLS	NAME AND LOCATION	AREAS OF STUDY		# of Yrs. Completed	Did You Graduate?	Degree Awarded
	High School		Major(s)	Minor(s)			
	College/University					Y / N	
	Graduate, Business or Other					Y / N	

Professional Licenses Held or Pursuing (specify): _____ _____	Designations Held or Pursuing (specify): _____ _____ _____
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Relevant Office Skills/Software: _____ _____	Language Proficiencies (read/speak/write): _____ _____
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Referred by: <input type="radio"/> Job Posting _____ <input type="radio"/> College Recruiting _____ <input type="radio"/> Current Employee Referral _____ <input type="radio"/> Agency/Executive Search _____ <input type="radio"/> Advertisement _____ <input type="radio"/> Former Employee Referral _____ <input type="radio"/> Internet _____ <input type="radio"/> Job Fair _____
Are you related to a current employee of Marsh & McLennan Companies, Inc., Marsh Inc., Marsh USA Inc., Guy Carpenter & Company, Inc., Affinity & Private Client Services, Seabury & Smith, Inc., Marsh & McLennan Risk Capital Corp., Victor O. Schinerer & Co., Inc., Kroll, Kroll Factual Data Inc., Kroll Zolfo Cooper LLC, Kroll Ontrack Inc., CS Stars LLC, Mercer Management Consulting, Mercer Oliver Wyman, Mercer Delta Management Consulting, NERA Economic Consulting, or Lippincott Consulting? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, please provide employee's name, company and department and your relationship to the employee. _____ _____ _____
This information will be used for job placement purposes, consistent with applicable law.

Have you ever been employed by: Marsh & McLennan Companies, Inc., Marsh & McLennan, Inc., Marsh Inc., Marsh USA Inc., Johnson & Higgins, J&H Marsh & McLennan Inc., Guy Carpenter & Company, Inc., Seabury & Smith, Inc., Marsh & McLennan Risk Capital Corp., William M. Mercer Companies, Inc., National Economic Research Associates, Inc., Lippincott & Margulies, Inc., Putnam Investments Inc., Mercer Management Consulting, Inc., Sedgwick James or other Sedgwick Company, Wilcox Incorporated Reinsurance Intermediaries, A. Foster Higgins & Co. Inc., Shipowners Claims Bureau, Inc. or Henry Ward Johnson & Company, Inc., Victor O. Schinerer & Co., Inc., Kroll, Kroll Factual Data Inc., Kroll Zolfo Cooper LLC, Kroll Ontrack Inc., CS Stars LLC, Mercer Management Consulting, Mercer Oliver Wyman, Mercer Delta Management Consulting, NERA Economic Consulting, or Lippincott Consulting? <input type="radio"/> No <input type="radio"/> Yes – Please specify the company name, location, dates, and last position: _____ _____ Reason for Leaving: _____
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Have you ever been convicted of or have you pleaded guilty to a felony or misdemeanor (exclude minor traffic offenses or convictions which have been sealed or expunged)? (Note: applicants in California should not include any convictions for marijuana possession that occurred more than two years prior to the date of application.) (Note: applicants in Connecticut should not include records that have been erased, including: a) records pertaining to a finding of delinquency, b) an adjudication as a youthful offender, c) a criminal charge that has been dismissed or nolle, d) a criminal charge for which a person has been found not guilty, or) a conviction for which a person received an absolute pardon. Be advised that anyone in Connecticut whose criminal records are erased shall be deemed to have never been arrested and may so swear under oath.) (Note: applicants in Georgia should not include any convictions under the First Offenders Act where the court, upon verdict or plea of guilty of nolo contendere, but before an adjudication of guilt, defers further proceeding and places the offender on probation or sentences the offender to a term of confinement.) (Note: applicants in Hawaii should not respond to this question until they receive a conditional offer of employment.) (Note: In addition to the above exclusions, applicants in Massachusetts should not include any information relating to a first conviction for any of the following misdemeanors: drunkenness, simple assault, affray or disturbance of the peace. Further, convictions for any misdemeanors where the date of conviction or date of completion of incarceration, whichever date is later, occurred five or more years prior to date of application should not be included.) (Note: Applicants in the state of Washington should not include any information on convictions where the date of conviction or date of prison release, whichever date is later, occurred more than seven years prior to the date of application.) <input type="radio"/> No <input type="radio"/> Yes – Please explain: _____ _____ _____
* A conviction record will not necessarily be a bar to employment. This information will be used only for job-related purposes and only to the extent consistent with applicable law.

Read each of the statements carefully and affirm that you understand and consent to them by signing at the bottom of the page. Please date your signature.

False Application False answers or omissions to questions or false statements or omissions made on this application, during interviews or in your resume, or in supplement thereto, including, but not limited to, with respect to duties, responsibilities, job title, education or salary and bonus information, may invalidate your application or, if you are hired, may be grounds for discharge from employment.

Employment is "At Will" Employment at Kroll Factual Data is for an indefinite and unspecified duration. If you are hired, you may leave employment at will, and the Company may discharge you or any or all other employees at any time, without notice, and for any reason not prohibited by law. The preceding sentence may not be changed or superseded by any oral or written statement, Company manual, policy, or benefit plan, and may only be changed or superseded by: 1.) A special written agreement specifying in detail the duration and terms of your employment, which has been executed by you and an executive corporate officer of Kroll Factual Data or 2.) A written, formal restatement of the employment relationship by the Chairman or President of the Company. The Company disavows any oral or any other written statements to the contrary, and you should not now or in the future rely on any such statements with respect to your employment.

Code of Conduct If hired, the Company will require you to comply with its Code of Business Conduct & Ethics. The Code addresses issues such as but not limited to: workplace principles; potential and actual conflicts of interest and corporate opportunities; protection and proper use of Company assets; compliance with laws and regulations; questionable payments; international sanctions and boycotts; political contributions; securities transactions; directorships and positions with other organizations and businesses; and media relations. You will receive a hard copy summary of this Code along with any formal offer of employment.

Handbooks, Manuals, Policies, Procedures, Benefits, Etc. The Company may, at its sole discretion, hold in abeyance or revoke, amend or modify, abridge or change any benefit, policy, procedure, practice, condition, or process affecting employees. Descriptions of these that may be contained in any handbook, manual, policy, and the like are for informational purposes and are not intended to be, nor should they be construed to constitute, an employment contract, an offer of initial or continuing employment, or a promise or a guarantee made by the Company.

Immigration Reform and Control Act (IRCA) This federal law prohibits the employment of unauthorized aliens and further requires that, if you are hired, Kroll Factual Data verify your identity and your authority to work in the United States on a Form I-9, even if you are a U.S. citizen. This must be done within three days from when you begin employment. You are responsible for obtaining and providing the documentation required to perform the verification. Failure to provide required information will result in termination of employment. Information concerning the verification procedure and requirements is available upon request.

State Polygraph Notices **Massachusetts Applicants:** It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability. **Maryland Applicants:** Under Maryland law, an employer may not require or demand, as a condition of employment, prospective employment, or continued employment that an individual submit to or take a lie detector or similar test. An employer who violates this law is guilty of a misdemeanor and subject to a fine not exceeding \$100.

Medical/Substance Abuse Testing In applying for and during employment, you agree to voluntarily participate and cooperate, if so requested by the Company and as not prohibited by applicable law, in blood, urine, and/or other forms of testing to determine the presence of controlled drugs, illegal substances, or alcohol, and post-offer medical physical examinations. Such tests or examinations will be performed by qualified medical professionals selected by the Company, and you hereby authorize them to release the results of these tests or exams to Kroll Factual Data.

Authorization I voluntarily give Kroll Factual Data or its authorized agent the right to make any investigation of my background deemed necessary by them including, but not limited to, my present and former employment, my educational background, and my personal or professional references; and I hereby authorize those persons or institutions contacted by Kroll Factual Data or its agents to provide the information requested, including the reasons for termination of my employment, work performance, and other information pertinent to my qualifications for employment. Any offer of employment is contingent upon the successful completion of the Company's total pre-employment screening process.

Applicant's Signature/Acknowledgement	Date