

APPLICANT'S CERTIFICATION AND AGREEMENT (INCLUDING RELEASE, DEFENSE, INDEMNIFICATION AND HOLD HARMLESS OBLIGATIONS BY APPLICANT)

I certify that the facts set forth in the process of my applying for employment with Northwest University are true and complete to the best of my knowledge. I understand that any false, incomplete, or misrepresented oral or written statement of any kind contained in my application materials or made in the course of any related employment process, whether made by me or by others at my request, may result in my disqualification (or termination following employment).

I certify that I am not engaged in any outside activity or business that could be considered in conflict with Northwest University's interests, nor will I become engaged in such activity or business if employed.

If I am employed, I agree to be bound by the Constitution, Articles of Incorporation and By-laws of Northwest University, the University's policies, Statement of Faith, Community Affirmation statement, and Statement of Principles, and to refrain from any unscriptural conduct in my life. I understand and agree that the spiritual objectives of the University must be reflected in the lives of its employees.

I understand and agree that any offer of employment that may be made to me is contingent upon satisfactory reference information, the presentation of documents that prove my identity and eligibility for employment in this country, and upon satisfactory completion of any background inquiry, medical examination, or drug, strength, or other test deemed appropriate by the University and not prohibited by law.

I understand and agree that Northwest University may thoroughly investigate my work and personal history (including a criminal background check) and may verify all data given by me in this application process, on related papers, in interviews, or otherwise.

I authorize the University to request criminal background checks on me before or after any offer of employment. If information is obtained as a result of a criminal history check and if required by law, I will be notified within thirty days of Northwest University receiving the results and the results will be made available to me for examination, should I request it. Information obtained regarding my criminal history will be used solely for the purpose of making employment decisions.

I authorize the University to request my driving record (if I may operate a commercial vehicle on behalf of Northwest University) before or after any offer of employment. Information obtained regarding my driving record will be used solely for the purpose of making employment decisions.

I authorize Northwest University to contact any person or entity to obtain information about me, including the employers, organizations, supervisors, governmental agencies and references that I have provided and others identified by the University. Without limiting the foregoing, I understand and agree that this release allows the Department of Social and Health Services, including Child Protective Services, to release information concerning me.

I hereby request, consent to, and authorize any current or former employer, person, firm, corporation, organization, education or vocational institution, or government agency to provide Northwest University with information they have regarding me, including the release of information concerning my job performance, job qualifications, personal and work history, dates of employment, job titles, reasons for leaving, salary, and opinions about me. The released information may be in the form of a letter of reference, in the form of a response to an evaluation form prepared by the University, in the form of a telephone interview or other interviews initiated by the University, or any other means deemed appropriate by the University. I understand that the information released may include facts and/or opinions that are unfavorable to me and/or with which I may disagree.

I hereby expressly waive any and all rights I may have of access to any letter of reference, to any response to an evaluation form, to anything discussed in a telephone conversation, or information otherwise obtained by the University, including any right to inspect and review, any right to have a copy made for my use, and any right to request an amendment of or correction to any released information.

I hereby release and agree to defend, indemnify and hold harmless Northwest University and its past, present and future directors, owners, officers, employees, volunteers, agents, and insurers from any and all liabilities arising from or in any

way related to requesting or receiving information about me. I also release and agree to defend, indemnify and hold harmless any person or organization (whether provided by me or not) and its respective directors, owners, officers, employees, volunteers and agents who provide information or references about me to Northwest University from and against any and all liability arising from or in any way related to their disclosure of any information or opinions about me.

I authorize the University, in its efforts to process my application and to check my background and contact references, to provide a copy of this Applicant's Certification and Agreement to any person or entity, and authorize Northwest University and other parties to treat a facsimile copy of this Certification and Agreement as if it were the signed original.

I hereby acknowledge that I have read, understand, and willingly sign and agree to this document.

THIS STATEMENT CONTAINS A RELEASE OF CLAIMS AND AN OBLIGATION TO DEFEND, INDEMNIFY AND HOLD HARMLESS NORTHWEST UNIVERSITY AND OTHERS.
PLEASE READ IT CAREFULLY.

Applicant's Signature _____ Date _____

Criminal History Information Supplement

Please complete this Criminal History Information Supplement. Northwest University may conduct a criminal history background check on you and request a copy of your driving record (if you will operate a commercial vehicle on the behalf of Northwest University). Northwest University shall use the background check and your driving record only in making employment decisions. Further dissemination of the records is prohibited without your written permission. If Northwest University conducts a criminal background check through the Washington State Patrol, Northwest University will notify you of the state patrol's response within 30 days after receipt of any criminal history and allow you an opportunity to examine the results should you request it. If Northwest University uses other means to obtain your criminal history and law requires no notice to you, no notice will be provided.

For purposes of answering these questions, conviction shall include any conviction in any jurisdiction, including convictions by way of trial, plea (guilty, "Alford", nolo contendere, or no contest even if they be later withdrawn), deferred prosecution, suspended sentence or stipulation. Conviction shall also include convictions that have subsequently been dismissed, expunged, vacated, reduced, mitigated, or otherwise stricken from official record. A conviction will not necessarily bar employment.

Have you ever in the last 10 years been convicted of any crime against children or other persons?

Yes If yes, specify _____
No _____

RCW 43.43.830(5) "Crime against children or other persons" means a conviction of any of the following offenses: Aggravated murder; first or second degree murder; first or second degree kidnapping; first, second or third degree assault; first, second or third degree assault of a child; first, second or third degree rape; first, second or third degree rape of a child; first or second degree robbery; first degree arson; first degree burglary; first or second degree manslaughter; first or second degree extortion; indecent liberties; incest; vehicular homicide; first degree promoting prostitution; communication with a minor; unlawful imprisonment; simple assault; sexual exploitation of minors; first or second degree criminal mistreatment; endangerment with a controlled substance; child abuse or neglect as defined in RCW 26.44.020; first or second degree custodial interference; first or second degree custodial sexual misconduct; malicious harassment; first, second or third degree child molestation; first or second degree sexual misconduct with a minor; patronizing a juvenile prostitute; child abandonment; promoting pornography; selling or distributing erotic material to a minor; custodial assault; violation of child abuse restraining order; child buying or selling; prostitution; felony indecent exposure; criminal abandonment; or any other crimes as they may be renamed in the future.

Have you ever in the last 10 years been convicted of crimes relating to drugs under RCW 43.43.830(6)?

Yes If yes, specify _____
No _____

RCW 43.43.830(6) "Crimes relating to drugs" means a conviction of a crime to manufacture, delivery, or possession with intent to manufacture or deliver a controlled substance.

Have you ever in the last 10 years been convicted of crimes relating to financial exploitation if the victim was a vulnerable adult?

Yes If yes, specify _____
No _____

RCW 43.43.830(7) "Crimes relating to financial exploitation" means a conviction for first, second or third degree extortion; first, second or third degree theft; first, second or third degree robbery; forgery; or any of these crimes as they may be renamed in the future.

RCW 43.43.830(10) "Vulnerable adult" means "vulnerable adult" as defined in chapter 74.34 RCW, except that for the purposes of requesting and receiving background checks pursuant to RCW 43.43.832, it shall also include adults of any age who lack the functional, mental, or physical ability to care for themselves.

RCW 74.34.020(8) "Vulnerable adult" means a person sixty years of age or older who has the functional, mental, or physical inability to care for himself or herself.

RCW 43.43.830(11) "Financial exploitation" means the illegal or improper use of a vulnerable adult or that adult's resources for another person's profit or advantage.

Have you ever in the last 10 years been found in any dependency action under RCW 13.34.040 to have sexually assaulted or exploited a minor or to have physically abused any minor?

Yes If yes, specify _____
No _____

Have you ever in the last 10 years been found by a court in a domestic relations proceeding under Title 26 RCW to have sexually abused or exploited any minor or to have physically abused any minor?

Yes If yes, specify _____
No _____

Have you ever in the last 10 years been found in any disciplinary board final decision to have sexually or physically abused or exploited any minor or developmentally disabled person or to have abused or financially exploited any vulnerable adult?

Yes If yes, specify _____
No _____

Have you ever in the last 10 years been found by a court of law in a protection proceeding under chapter 74.34 RCW, to have abused or financially exploited any vulnerable adult?

Yes If yes, specify _____
No _____

Have you ever in the last 10 years been convicted of crimes relating to the consumption of alcohol including drunken driving, driving under the influence or driving while intoxicated?

Yes If yes, specify _____
No _____

Have you ever in the last 10 years been convicted of any crime involving a motor vehicle? (This does not include traffic infractions.)

Yes If yes, specify _____
No _____

Have you ever in the last 10 years been convicted of any crime that at any time required or would require you to register with any state or other jurisdiction as a sex offender?

Yes If yes, specify _____
No _____

Have you been convicted of any crime within the last 10 years? Yes () No ()

If yes, explain the nature of the crime, the place, and date. (A conviction record will not necessarily bar you from employment.)

Have you ever perpetrated violence in the workplace? Yes () No ()

If yes, please explain in detail.

I hereby authorize Northwest University to conduct a criminal background check on me and to obtain a copy of my driving record.

I declare, under penalty of perjury under the laws of the State of Washington, that the statements above are true and correct.

Signed this ____ day of _____, (year) _____, at _____ (place)

Signature

Printed Name: _____, _____ MI _____
Last First

Other, former surnames (inc. maiden, etc.) _____

Social Security Number: _____ - _____ - _____

Date of Birth: _____

Current Address City State Zip Code

All other cities and states in which resided since turning 18 years of age (*please print*):

_____ City	_____ State	_____ City	_____ State
_____ City	_____ State	_____ City	_____ State
_____ City	_____ State	_____ City	_____ State
_____ City	_____ State	_____ City	_____ State
_____ City	_____ State	_____ City	_____ State