



AFFIDAVIT OF GOOD MORAL CHARACTER Varsity Spirit

As an applicant for employment with, an employee of, a volunteer for, or an applicant to volunteer with Varsity Spirit Corporation, I affirm and attest under penalty of perjury that I meet the moral character requirements for employment, as required by Varsity Spirit Corporation, in that:

I have not been arrested with disposition pending or found guilty of, regardless of adjudication, or entered a plea of nolo contendere or guilty to or have been adjudicated delinquent and the record has not been sealed or expunged for, any offense prohibited under any of the following provisions or under any similar statute for any of the offenses listed below:

Relating to:

- Sexual misconduct with certain developmentally disabled clients and reporting of such sexual misconduct
- Sexual misconduct with certain mental health patients and reporting of such sexual misconduct
- Adult abuse, neglect, or exploitation of aged persons or disabled adults or failure to report of such abuse
- Criminal offenses that constitute domestic violence
- Manslaughter, aggravated manslaughter of an elderly person or disabled adult, or aggravated manslaughter of a child
- Vehicular homicide
- Assault, battery, and culpable negligence, if the offense was a felony
- Assault, if the victim of offense was a minor
- Battery, if the victim of offense was a minor
- Kidnapping
- False imprisonment
- Luring or enticing a child
- Taking, enticing, or removing a child beyond the state limits with criminal intent pending custody proceeding
- Carrying a child beyond the state lines with criminal intent to avoid producing a child at a custody hearing or delivering the child to the designated person
- Exhibiting firearms or weapons within 1,000 feet of a school
- Sexual battery
- Prohibited acts of persons in familial or custodial authority
- Unlawful sexual activity with certain minors
- Prostitution
- Lewd and lascivious behavior
- Lewdness and indecent exposure
- Arson
- Burglary
- Voyeurism, if the offense is a felony
- Video voyeurism, if the offense is a felony
- Theft and/or robbery and related crimes, if a felony offense
- Fraudulent sale of controlled substances, if the offense was a felony
- Abuse, aggravated abuse, or neglect of an elderly person or disabled adult
- Lewd or lascivious offenses committed upon or in the presence of an elderly person or disabled adult
- Child abuse, aggravated child abuse, or neglect of a child
- Contributing to the delinquency or dependency of a child
- Resisting arrest with violence
- Depriving a law enforcement, correctional, or correctional probation officer means of protection or communication
- Aiding in an escape

- Drug abuse prevention and control only if the offense was a felony or if any other person involved in the offense was a minor

I also affirm that I have not been designated as a sexual predator, a career offender, or a sexual offender unless the requirement to register as a sexual offender has been removed.

I understand that I must acknowledge the existence of any applicable criminal record relating to the above lists of offenses including those under any similar statute of another jurisdiction, regardless of whether or not those records have been sealed or expunged. Further, I understand that, while employed with Varsity Spirit Corporation or any of its subsidiaries, in any position that requires background screening as a condition of employment, I must immediately notify my supervisor/employer of any arrest and any changes in my criminal record involving any of the above listed provisions or similar statutes of another jurisdiction whether a misdemeanor or felony. This notice must be made within one business day of such arrest or charge. Failure to do so could be grounds for termination.

I attest that I have read the above carefully and state that my attestation here is true and correct that my record does not contain any of the above listed offenses. I understand, under penalty of perjury, all employees in such positions of trust or responsibility shall attest to meeting the requirements for qualifying for employment and agreeing to inform the employer immediately if arrested for any of the disqualifying offenses. I also understand that it is my responsibility to obtain clarification on anything contained in this affidavit which I do not understand prior to signing. I am aware that any omissions, falsifications, misstatements or misrepresentations may disqualify me from employment consideration and, if I am hired, may be grounds for termination or denial of an exemption at a later date.

SIGNATURE OF Employee: _____

Date: _____

Sign Above OR Below, DO NOT Sign Both Lines

To the best of my knowledge and belief, my record contains one or more of the applicable disqualifying acts or offenses listed above. I have placed a check mark by the offense(s) contained in my record. (If you have previously been granted an exemption for this disqualifying offense, please attach a copy of the letter granting such exemption.) Please circle the item or items which correspond to the offense(s) contained in your record.

SIGNATURE OF Employee: _____

Date: _____