

CALIFORNIA

CERTIFICATION FROM COMPANY TO CONSUMER REPORTING AGENCY

In compliance with the federal Fair Credit Reporting Act, as amended by the Consumer Credit Reporting Act of 1996 (the "Act"), and California law, Employer (the "Company") hereby certifies to [Consumer Reporting Agency] that it will comply with the following provisions:

1. The Company certifies that prior to obtaining or causing a "consumer report" and/or an "investigative consumer report" to be obtained for employment purposes:

- A clear and conspicuous disclosure, in a document consisting solely of the disclosure, will be made in writing to the consumer. The disclosure will explain that a consumer report and/or an investigative consumer report may be obtained for employment purposes, and will be presented to the consumer before the report is procured or caused to be procured. The disclosure will satisfy all requirements identified in Section 606(a)(1) of the Act and California law.
- The consumer will have authorized, in writing, the obtaining of the report by the Company.

2. Should the consumer make a request within a reasonable amount of time, the Company will provide:

- Information about whether an investigative consumer report has been requested;
- If an investigative consumer report has been requested, written disclosure of the nature and scope of the investigation requested; and
- The name and address of the outside agency to whom requests for any of these reports has been made.

This information will be provided no later than five days after the date on which the request for such disclosure was received from the consumer or the date such report was first requested, whichever is later.

3. Should the consumer be denied employment, or other adverse action taken, in whole or in part on the basis of the report, the Company will provide to the applicant or employee:

- A copy of the report; and
- A description, in writing, of the rights of the consumer entitled: "A Summary of Your Rights Under the Fair Credit Reporting Act."

4. The information from the report will not be used in violation of any applicable federal or state equal employment opportunity law or regulation.

5. In addition, in compliance with applicable provisions of California state law, the Company certifies the following:

- The Company has made all disclosures required by California Civil Code section 1786.16(a) and will comply with all of the requirements of California Civil Code section 1786.16(b).
- [If copy of report will be provided to consumer directly by employer, then include the following: If an investigative consumer report is requested for reasons other than suspicion of wrongdoing or misconduct by the consumer, then the Company will provide the consumer with a copy of the report, as required by California Civil Code section 1786.16.] [If copy will be provided to consumer by consumer reporting agency, then include the following: If an investigative consumer report is requested and if the consumer checked the box on the Authorization form indicating he or she wants a copy of an investigative consumer report when he or she is entitled to one under California law, then the Company hereby requests that a copy of the report be sent to the subject of this report unless the report is requested in connection with an investigation based upon suspicion of wrongdoing or misconduct by the consumer and the Company has notified you that a copy should not be provided to the consumer, in accordance with California Civil Code section 1786.16.]
- If a credit report is requested, the Company requests that if the consumer checked the box on the Authorization form indicating he or she wants a copy of a credit report if one is requested by the Company, that a copy of the report be provided and sent to the subject of this report, in accordance with California Civil Code section 1785.20.5.

The Company hereby acknowledges receipt of the Notice to Users of Consumer Reports.

[Employer Representative]

[Title]

Signature

Date