

**NOTICE REGARDING BACKGROUND INVESTIGATION  
PURSUANT TO CALIFORNIA LAW**

\_\_\_\_\_ intends to obtain information about you from an  
Employer  
investigative consumer reporting agency and/or consumer credit reporting agency for employment purposes. Thus, you can expect to be the subject of “investigative consumer reports” and “consumer credit reports” obtained for employment purposes. Such reports may include information about your character, general reputation, personal characteristics, and mode of living. With respect to any investigative consumer report from an investigative consumer reporting agency (“ICRA”), we may investigate the information contained in your employment application and other background information about you, including but not limited to obtaining a criminal record report, verifying references, work history, your social security number, your educational achievements, licensure, certifications, your driving record, and other information about you, and interviewing people who are knowledgeable about you. These reports may be obtained at any time after receipt of your authorization and, if you are hire, throughout your employment, as permitted by law. The results of these reports may be used as a factor in making employment decisions. Therefore, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any investigative consumer report. The source of any investigative consumer report (as that term is defined under California law) will be **Safer Places, Inc.; 347 West Grove Street; Middleboro, MA 02346; tel. toll free 877-962-0600**. The source of any credit report will be **TransUnion; tel. 800-916-8800**.

We agree to provide you with a copy of an investigative consumer report when required to do so under California law.

Under California Civil Code section 1786.22, you are entitled to find out from an ICRA what is in the ICRA’s file on you with proper identification, as follows:

- In person, by visual inspection of your file during normal business hours and on reasonable notice. You also may request a copy of the information in person. The ICRA may not charge you more than the actual copying costs for providing you with a copy of your file.
- A summary of all information contained in the ICRA’s file on you that is required to be provided by the California Civil Code will be provided to you via telephone, if you have made a written request, with proper identification, for telephone disclosure, and the toll charge, if any, for the telephone call is prepaid by or charged directly to you.
- By requesting a copy be sent to a specified addressee by certified mail. ICRA’s complying with requests for certified mailings shall not be liable for disclosures to third parties caused by mishandling of mail after such mailings leave the ICRA.

“Proper identification” includes documents such as a valid driver’s license, social security account number, military identification card, and credit cards. Only if you cannot identify yourself with such information may the ICRA require additional

information concerning your employment and personal or family history in order to verify your identity.

The ICRA will provide trained personnel to explain any information furnished to you and will provide a written explanation of any coded information contained in files maintained on you. This written explanation will be provided whenever a file is provided to you for visual inspection.

You may also be accompanied by one other person of your choosing, who must furnish reasonable identification. An ICRA may require you to furnish a written statement granting permission to the ICRA to discuss your file in such person's presence.

I acknowledge receipt of the NOTICE REGARDING BACKGROUND INVESTIGATION PURSUANT TO CALIFORNIA LAW and the SUMMARY of RIGHTS UNDER THE FAIR CREDIT REPORTING ACT, and certify that I have read and understand all of these forms. I hereby authorize the obtaining of "consumer reports," "Consumer credit reports" and/or "investigative consumer reports" at any time after receipt of this authorization and, if I am hired, throughout my employment. To this end, I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, employer or insurance company to furnish any and all background information requested by any consumer reporting agency, consumer credit reporting agency or investigative consumer reporting agency on behalf of the employer named above. I also agree that a facsimile ("fax") or photocopy of this authorization shall be as valid as the original.

Printed Name: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_