

Client Duties As Required Under State Laws

Pursuant to the terms of the California Investigative Consumer Reporting Agencies Act, as amended, California Civil Code §1786 et seq., if Client requests a Consumer Report regarding a California resident, or for use within the State of California, Client agrees to the following terms:

- a)** Client certifies that the information contained in any Consumer Report shall be used solely for permissible and legal business purposes only. ☒
- b)** Unless the Consumer Report is sought based upon a suspicion of wrongdoing or for criminal activity likely to result in a loss to the employer, Client certifies that prior to requesting any Consumer Report, Client will notify the consumer in writing that an Investigative Consumer Report regarding the consumer's character, general reputation, personal characteristics, or mode of living will be procured. This notification shall disclose the full nature and scope of the consumer report requested and shall include GBSS' name and address, and a summary of the provisions of California Civil Code Section 1786.22. Client agrees to use the Additional Notice to CA, OK, MN Applicants form provided by GBSS, which will meet all requirements or provide GBSS with the form used by Client.
- c)** Client certifies that if the consumer indicates on the Applicant Authorization and Release form that they would like a copy of their Consumer Report, client will forward such copy to the consumer within three (3) days, or will designate Genesis to do so at Client's expense. ☒
- d)** Client certifies that it will not seek or use information regarding:
 - (1). Bankruptcies that, from the date of adjudication, antedate the report by more than 10 years. ☒(2). Suits that, from the date of filing, and satisfied judgments that, from the date of entry, antedate the report by more than seven years. ☒(3). Unsatisfied judgments that, from the date of entry, antedate the report by more than seven years. ☒(4). Unlawful detainer actions where the defendant was the prevailing party or where the action is resolved by settlement agreement. ☒(5). Paid tax liens that, from the date of payment, antedate the report by more than seven years. ☒(6). Accounts placed for collection or charged to profit and loss that antedate the report by more than seven years. ☒(7). Records of arrest, indictment, information, misdemeanor complaint, or conviction of a crime that, from the date of disposition, release or parole, antedate the report by more than seven years. ☒(8). Any other adverse information that antedates the report by more than seven years.
- e)** To the extent Client seeks Workers Compensation records, Client will not use such information for any impermissible purpose, most specifically, but not limited to, in any manner contrary to the provisions of the Americans with Disabilities Act.
- f)** Other State Requirements:

Client agrees to comply with all other state laws regarding the services encompassed by this Agreement. Client agrees that, upon submitting any request for information, Client will disclose the consumer's state of residence and the anticipated state of employment.

I have read, understand and agree to the requirements of employer's duties and use of information under state law