

State law disclosures

Additional state-law notices — California (ICRAA), Maine, Minnesota, Massachusetts, New Jersey, New York, and Washington — to accompany the federal FCRA disclosure.

If you reside in — or are seeking employment in — any of the states listed below, the following additional disclosures apply to the consumer report SafestHires will prepare for {Employer Name} ("the Company"). Provide this notice alongside the federal FCRA disclosure and authorization.

California — Cal. Civ. Code §1786.22 (ICRAA)

You may view the file the investigative consumer reporting agency (SafestHires) maintains on you during normal business hours on reasonable notice. You may obtain a copy in person for the cost of duplication, by certified mail, or by summary over the phone. You may bring one additional person of your choosing, provided they present proper identification (a valid driver's license, Social Security number, military identification, or credit card).

Maine — 10 M.R.S. §1320

You have the right to ask whether an investigative consumer report has been ordered on you. Upon written request, SafestHires will provide the name, address, and telephone number of the nearest consumer reporting agency office within five business days.

Minnesota — Minn. Stat. §13C.02

You have the right to submit a written request to SafestHires for a complete and accurate disclosure of the nature and scope of any consumer report the Company ordered about you. SafestHires will provide this disclosure within five business days after the later of your request or the Company's request for the report.

Massachusetts — Mass. Gen. Laws ch. 93 §62

You have the right to obtain a free copy of any consumer report the Company has ordered on you by contacting SafestHires directly.

New Jersey — N.J.S.A. 56:11-31

You have the right to submit a written request to SafestHires for a copy of any investigative consumer report the Company requested about you.

New York — N.Y. Gen. Bus. Law §380-c

By submitting a written request, you may learn whether a consumer report has been ordered on you and may inspect and receive a copy directly from SafestHires. If you have been convicted of one or more criminal offenses, you may request from the Company a written statement of the reasons for a denial of employment. The Company will provide that statement within thirty days of your request.

Washington — RCW 19.182.070

After a written request and reasonable waiting period, you have the right to receive a complete and accurate disclosure of the nature and scope of any investigative consumer report the Company requested about you.

Acknowledgment of receipt

I acknowledge that I have received and had the opportunity to review the state-law disclosures above.

Applicant signature

Printed name

Date
