

California investigative consumer report disclosure

Standalone California ICRAA disclosure and Cal. Civ. Code §1786.22 summary of rights, with acknowledgment and free-copy checkbox.

If you live in, or are applying to work for {Employer Name} ("the Company") in California, please read the information below in addition to the federal FCRA disclosure.

The Company may order an investigative consumer report on you from an investigative consumer reporting agency in connection with your application for employment, and — if you are hired — may order additional reports for employment purposes during your employment. These reports may include information about your character, general reputation, personal characteristics, and mode of living. As permitted by law, reports may include: criminal history; driving records; verification of employment history, licenses, credentials, and education; credit history (where a permissible purpose exists); government watch lists and sanctions screens; address history; Social Security number validation; and other background screening.

Investigative consumer reporting agency

SafestHires, Inc., Broomfield, Colorado · admin@safesthires.com · www.safesthires.com. See the SafestHires Privacy Policy at www.safesthires.com/privacy.

Summary of rights — Cal. Civ. Code §1786.22

SafestHires will make its files on you available during normal business hours and on reasonable notice, as follows: (1) in person, on presentation of proper identification, with a copy provided for the cost of duplication; (2) by certified mail on written request; or (3) as a telephone summary if you have made a written request with proper identification and prepaid or accepted the toll charge.

"Proper identification" means a valid driver's license, Social Security number, military identification, or credit card. If those documents are not sufficient to identify you, SafestHires may request additional information about your employment and personal or family history to verify your identity.

You are permitted to be accompanied by one other person of your choosing, provided that person also presents proper identification. SafestHires may require you to sign a written statement authorizing that person's presence during your inspection of the file.

Acknowledgment and authorization

I acknowledge receipt of this California disclosure. I authorize the Company and SafestHires to obtain the investigative consumer report(s) described above.

☐ I would like to receive a free copy of any investigative consumer report prepared about me. (Check the box if you want a copy sent to you.)

Applicant signature

Printed name

Date
