

ESIGN Act Disclosure and Consent

Pursuant to the Electronic Signatures in Global and National Commerce Act ("ESIGN Act") and the Uniform Electronic Transaction Act (UETA) the following ESIGN Act Disclosure and Consent explains how the background screening process will be conducted electronically by Alliance 2020, Inc ("CRA"). After reviewing this Disclosure and Consent you can agree to proceed electronically by selecting the "I agree" checkbox and clicking the Continue button below. If you do not wish to proceed electronically, select "I do NOT agree" and click the Continue button to receive further instructions.

Electronic Delivery of Disclosures, Notices and Letters

- By operating in an electronic environment you agree to receive, access, sign, and submit documents necessary to complete the background screening process and investigation electronically.
- You consent to the use of electronic records and signatures in connection with your background investigation through Alliance 2020, Inc and therefore you will receive any federal and state disclosures including, but not limited to, the disclosure and authorization, state law notices and disclosures, and any adverse action letters, electronically.
- You may choose to not use electronic records and may instead choose to have the documents necessary to complete your background investigation provided on paper or in non-electronic form; as well as the receipt of any disclosures, notices, and letters in non-electronic form. Doing so will delay completion of your background investigation and a fee may apply. [insert any fees fee if someone doesn't want to proceed electronically] To complete the background screening process in non-electronic form please contact Alliance 2020, Inc at Phone: 425-271-8065 / 800-289-8065, Fax: 425-227-9246 for further instructions.
- If, after consenting to the use of electronic records you would like to obtain a paper copy of any electronic record(s) please contact Alliance 2020, Inc at Phone: 425-271-8065 / 800-289-8065, Fax: 425-227-9246. A fee may apply.

Hardware and Software Requirements to Access and Retain Electronic Information

In order to access and retain electronic records you must have (i) a personal computer or other device which is capable of accessing the Internet. You will need a current and updated internet web browser. Versions of Chrome, Firefox, Safari, and Microsoft Edge browsers released within the last two years are supported; and (ii) you must have software which permits you to receive and access Portable Document Format or "PDF" files, such as a current or recent version of Adobe Acrobat Reader."

Updating Contact Information and Withdrawal of Electronic Acceptance

- You may always update your contact information by contacting Alliance 2020, Inc at Phone: 425-271-8065 / 800-289-8065, Fax: 425-227-9246.
- If you choose to proceed with the use of electronic records please note that you may withdraw your consent to the records being provided or made available in an electronic form at a later time by contacting Alliance 2020, Inc, at Phone: 425-271-8065 / 800-289-8065, Fax: 425-227-9246.

Consent to Electronic Records

Do you agree to conduct the background screening process electronically through Alliance 2020, Inc?

☒ I, [*David Van der Linden*] (type full name), consent to transacting electronically, including receiving legally required notices electronically. I understand that Alliance 2020, Inc uses computer technology to ensure that my signed documents are not altered after submission. I agree to allow Alliance 2020, Inc to validate my signed documents in this way.

☐ I, [] (type full name), **do not** wish to electronically sign my documents. Rather, I prefer to print out and sign paper versions of the documents and return them by mail or in person to the Company. I understand this may delay the selection process with the Company.

[Submitted on Mon Oct 02 22:26:54 MDT 2023 from address 174.61.140.41]

I certify that I am an individual seeking prospective or continued employment, volunteer or contractor assignment in:

Employment state *

Washington

I certify that I am a resident of:

Residence state *

Washington

[Submitted on Mon Oct 02 22:27:05 MDT 2023 from address 174.61.140.41]

Para información en español, visite www.consumerfinance.gov/learnmore o escribe a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. **For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment - or to take another adverse action against you - must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your "file disclosure"). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - a person has taken adverse action against you because of information in your credit report;
 - you are the victim of identity theft and place a fraud alert in your file;
 - your file contains inaccurate information as a result of fraud;
 - you are on public assistance;
 - you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.
- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete, or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need -- usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.
- **You may limit "prescreened" offers of credit and insurance you get based on information in your credit report.** Unsolicited "prescreened" offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt out with the nationwide credit bureaus at 1-888-567-8688.
- The following FCRA right applies with respect to nationwide consumer reporting agencies:

Consumers Have the Right To Obtain a Security Freeze

You have a right to place a "security freeze" on your credit report, which will prohibit a consumer reporting agency from releasing information in your credit report without your express authorization. The security freeze is designed to prevent credit, loans, and services from being approved in your name without your consent. However, you should be aware that using a security freeze to take control over who gets access to the personal and financial information in your credit report may delay, interfere with, or prohibit the timely approval of any subsequent request or application you make regarding a new loan, credit, mortgage, or any other account involving the

extension of credit.

As an alternative to a security freeze, you have the right to place an initial or extended fraud alert on your credit file at no cost. An initial fraud alert is a 1-year alert that is placed on a consumer's credit file. Upon seeing a fraud alert display on a consumer's credit file, a business is required to take steps to verify the consumer's identity before extending new credit. If you are a victim of identity theft, you are entitled to an extended fraud alert, which is a fraud alert lasting 7 years.

A security freeze does not apply to a person or entity, or its affiliates, or collection agencies acting on behalf of the person or entity, with which you have an existing account that requests information in your credit report for the purposes of reviewing or collecting the account. Reviewing the account includes activities related to account maintenance, monitoring, credit line increases, and account upgrades and enhancements.

- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.consumerfinance.gov/learnmore.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:

TYPE OF BUSINESS:

- 1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates
- b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:
2. To the extent not included in item 1 above:
 - a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks
 - b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and Insured State Branches of Foreign Banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act
 - c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations
 - d. Federal Credit Unions
3. Air carriers
4. Creditors Subject to the Surface Transportation Board
5. Creditors Subject to the Packers and Stockyards Act, 1921
6. Small Business Investment Companies
7. Brokers and Dealers
8. Institutions that are members of the Farm Credit System
9. Retailers, Finance Companies, and All Other Creditors Not Listed Above

CONTACT:

- a. Consumer Financial Protection Bureau
1700 G Street NW
Washington, DC 20552
- b. Federal Trade Commission
Consumer Response Center
600 Pennsylvania Avenue, N.W.
Washington, DC 20580
(877) 382-4357
- a. Office of the Comptroller of the Currency
Customer Assistance Group
P.O. Box 53570
Houston, TX 77052
- b. Federal Reserve Consumer Help Center
P.O. Box. 1200
Minneapolis, MN 55480
- c. Division of Depositor and Consumer Protection
National Center for Consumer and Depositor Assistance
Federal Deposit Insurance Corporation
1100 Walnut Street, Box #11
Kansas City, MO 64106
- d. National Credit Union Administration
Office of Consumer Financial Protection
1775 Duke Street
Alexandria, VA 22314
- Assistant General Counsel for Office of Aviation Protection
Department of Transportation
1200 New Jersey Avenue SE
Washington, DC 20590
- Office of Public Assistance, Governmental Affairs, and Compliance
Surface Transportation Board
395 E Street SW
Washington, DC 20423
- Nearest Packers and Stockyards Division Regional Office
Associate Administrator, Office of Capital Access
United States Small Business Administration
409 Third Street SW, Suite 8200
Washington, DC 20416
- Securities and Exchange Commission
100 F Street NE
Washington, DC 20549
- Farm Credit Administration
1501 Farm Credit Drive
McLean, VA 22102-5090
- Federal Trade Commission
Consumer Response Center
600 Pennsylvania Avenue NW
Washington, DC 20580
(877) 382-4357

Acknowledgment

- ☒ I acknowledge receipt of the **Summary of Your Rights Under the Fair Credit Reporting Act (FCRA)** and certify that I have read and understand this document.

[Submitted on Mon Oct 02 22:27:26 MDT 2023 from address 174.61.140.41]

DISCLOSURE DOCUMENT REGARDING INVESTIGATIVE CONSUMER REPORT

Alliance 2020 (the "Company") may order an investigative consumer report on you from Alliance 2020, Inc. (the "Agency") in connection with your employment or application for employment (including independent contractor or volunteer assignments, as applicable) and throughout your employment (including independent contractor or volunteer assignments, as applicable) if you are hired or retained.

An "investigative consumer report" is a background report that includes information from personal interviews (except in California, where that term includes background reports with or without information obtained from personal interviews). The most common form of an investigative consumer report is conducting employment history verifications, personal interviews with sources such as your former employers and associates, social media sources and other information sources. The investigative consumer report may contain information concerning your character, general reputation, personal characteristics and mode of living. You may request more information about the nature and scope of an investigative consumer report, if any, by contacting the Company.

You have the right, upon written request made within a reasonable time, to request (1) whether an investigative consumer report has been obtained about you, (2) disclosure of the nature and scope of any investigative consumer report, and (3) a free copy of your report. These reports will be provided to you for free by contacting Alliance 2020, Inc., PO Box 4248, Renton, WA 98057; Phone: 800-289-8065, Fax: 800-289-9246; www.alliance2020.com.

I acknowledge receipt of this disclosure document and certify that I have read and understand this document.

Acknowledgment

- ☒ I acknowledge receipt of this disclosure document and certify that I have read and understand this document.

[Submitted on Mon Oct 02 22:27:31 MDT 2023 from address 174.61.140.41]

DISCLOSURE DOCUMENT REGARDING BACKGROUND INVESTIGATION
[IMPORTANT -- PLEASE READ CAREFULLY BEFORE SIGNING SEPARATE
ACKNOWLEDGMENT DOCUMENT]

Alliance 2020 ("the Company") may obtain information about you for employment purposes (including independent contractor or volunteer assignments, as applicable) from the following consumer reporting agency ("the Agency"): Alliance 2020, Inc., PO Box 4248, Renton, WA 98057, Phone: 800-289-8065, Fax: 800-289-9246.

Thus, you may be the subject of a "consumer report" which may include information about your character, general reputation, personal characteristics, and/or mode of living. These reports may be obtained at any time after receipt of your authorization and, if you are hired, throughout your employment (including independent contractor or volunteer assignment, as applicable). These reports may include, but are not limited to, checks regarding your criminal history, social security search, employment, and education references, driving history, professional licenses, social media search or other background checks. Credit history will be requested only in accordance with applicable State and Federal law.

You have the right, upon written request made within a reasonable time, to request whether a consumer report has been run about you and to request a free copy of your report. To obtain your free report or any other inquiry contact Alliance 2020, Inc., PO Box 4248, Renton, WA 98057; Phone: 800-289-8065, Fax: 800-289-9246; www.alliance2020.com.

I acknowledge receipt of this disclosure document and certify that I have read and understand this document.

Acknowledgment

☒ I acknowledge receipt of this disclosure document and certify that I have read and understand this document.

[Submitted on Mon Oct 02 22:27:58 MDT 2023 from address 174.61.140.41]

ACKNOWLEDGMENT AND AUTHORIZATION DOCUMENT

IMPORTANT -- PLEASE READ CAREFULLY BEFORE SIGNING ACKNOWLEDGMENT

I acknowledge receipt of the separate DISCLOSURE DOCUMENT REGARDING BACKGROUND INVESTIGATION, DISCLOSURE DOCUMENT REGARDING INVESTIGATIVE CONSUMER REPORT and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT document and certify that I have read and understand both of those documents. I hereby authorize Alliance 2020 (the "Company") the procurement of "consumer reports" and/or "investigative consumer reports" at any time after receipt of this authorization and, if I am hired, throughout my employment (including independent contractor or volunteer assignments, as applicable). To this end, I hereby authorize, to the extent allowed by law, 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 Alliance 2020, Inc., PO Box 4248, Renton, WA 98057, Phone: 800-289-8065, Fax: 800-289-9246, another consumer reporting agency acting on behalf of the Company, and/or the Company itself. I authorize these agencies to provide you with consumer and investigative consumer reports. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original.

I understand that by checking the "I AGREE" box, typing my name and the last four digits of my Social Security Number or User PIN, and clicking on the "SIGN ACKNOWLEDGMENT" button below, constitutes my electronic signature, dated as of when I click on the "SIGN ACKNOWLEDGMENT" button, and that by doing so:

- I am authorizing Alliance 2020, Inc. to conduct the background check(s) described above
- I am consenting to use electronic means to sign this form and have read and understand the above information
- I acknowledge I may request a hard copy of this document after agreeing to the background check electronically by calling Alliance 2020, Inc. at Phone: 800-289-8065, Fax: 800-289-9246.

To agree, check the box, then enter your **full legal name** and last 4 digits of your Social Security Number or User PIN in the spaces provided:

Agreement

I agree: [*David Van der Linden*]

Last 4 of your social security number / user PIN [4822]

Please note: the last four digits of your SSN or user PIN may be required at a later time for verification purposes.

[Submitted on Mon Oct 02 22:28:15 MDT 2023 from address 174.61.140.41]

NOTICE REGARDING BACKGROUND INVESTIGATIONS PER WASHINGTON STATE LAW

This summary of the provisions of the Washington State Fair Credit Reporting Act (WFCRA) is being provided to you pursuant to state law.

The State of Washington Fair Credit Reporting Act (WFCRA) is designed to promote accuracy, fairness, consumer confidentiality and the proper use of credit data by each consumer reporting agency (CRA) in accordance with the requirements of the WFCRA.

The WFCRA is modeled after, and generally provides the same rights as, the federal Fair Credit Reporting Act (FCRA) (15 U.S.C. § 1681 et seq.) The complete text of the WFCRA RCW 19.182 can be obtained from the Washington Code Revisers Office, P. O. Box 40551, Olympia, WA 98504.

One significant distinction between the FCRA and the WFCRA is that in Washington, an employer may not obtain a consumer report that indicates the consumer's credit worthiness, credit standing, or credit capacity, unless (1) the information is substantially job related and the employer's reason(s) for using the information are disclosed in writing, or (2) the information is required by law.

The following is a summary of your major rights under the WFCRA:

- **You will be required to provide proper identification before reviewing your consumer file.** Proper identification may include your Social Security number. You may request to review your file at any time. A CRA will make disclosures of your file available to you during normal business hours and on reasonable notice. File disclosures may be done in person or by telephone, if you have made a written request and pay the toll charge, as applicable, or by any other reasonable means. A CRA will provide trained personnel to explain to you any information in your consumer report. Upon request, and proper identification, you may be permitted to bring one additional person with you to review your consumer file. If the CRA provides you with a credit score, the agency will also provide you with an explanation for that credit score.
- **You have a right to know what is in your file.** Upon proper identification, you may request and obtain all the information about you in the CRA's files, although medical information may be withheld, and instead will be disclosed to a health care provider of your choice. Your health care provider may disclose your medical information to you directly. Your file disclosure will include all items of information the CRA maintains about you, including sources of information (except sources acquired solely for use in an investigative report). The file will also identify each person who procured your consumer report for employment purposes during the two-year period preceding your request, or any person who procured your report for any other purpose within the six-months prior to your request. When applicable, a record of inquiries the CRA received identifying you in a credit transaction that was not initiated by you in the six-months prior to your file disclosure request. Each of these records will include the name of the person or trade name of the business that sought your consumer file, and upon your request, their respective addresses.
- **You are entitled to one free consumer report every 12 months, upon request.** In many cases, your file disclosure will be free. You may be charged a limited fee for a second or subsequent report requested by you during a 12 month period. You will also not be charged for:
 - a consumer report if a person has taken adverse action against you because of information in your report;
 - the reinvestigation of information you dispute; or
 - corrected reports resulting from the deletion of inaccurate or unverifiable information.
- **You must be told if information in your file has been used against you.** If a person takes an adverse action against you that is based, in whole or in part, on information contained in a consumer report, that person must tell you (usually, through a written notice), and must give you the name, address, and telephone number of the CRA that provided the information.
- **You have a right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and you notify the CRA directly of the dispute, the CRA will reinvestigate without charge and record the current status of the disputed information before the end of thirty business days, unless your dispute is frivolous. Upon completion of the reinvestigation, within five business days of the CRA's decision, the agency will provide you notice in writing or through another authorized means, of the results of the reinvestigation. If the CRA determines that your dispute is frivolous the agency will inform you of that determination, along with its reasons, and your rights under the WFCRA within five business days.
- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Upon completion of the reinvestigation, if the information you disputed is found to be inaccurate or cannot be verified, the CRA must delete the information and notify you of the correction. Information that has been found to be inaccurate will not be reinserted into your consumer file, unless the furnisher of the information verifies the accuracy and completeness of that information. In such circumstances, you will be notified, within thirty business days that the information is being reinserted into your file. If the reinvestigation does not resolve your dispute, you may file with the CRA a brief statement (that may be limited to 100 words) setting forth the nature of your dispute. The statement will be placed in your consumer file and in any subsequent report containing the information you disputed.
- **You have the right to request that users of your consumer report be notified of any disputed information they previously received within the statutory time frame.** After certain disputed information has been deleted or you have filed a statement of dispute, you may request that the CRA provides notification of that deleted item or item of dispute to any person

you designate who has, within two years received your consumer report for employment purposes, or who has within six months received your report for any other purpose, if the furnished report contained the deleted or disputed information.

- **Consumer reporting agencies may not report outdated negative information.** In most cases, a CRA may not report negative information that is more than seven years old, or bankruptcies that are more than ten years old.
- **You have the right to advanced disclosure of any fees.** Any charges for file disclosures or other requested actions to be taken by the CRA must be disclosed to you before the information is provided or the action is taken.
- **Access to your file is limited.** A CRA may provide information about you only to people with a valid need - usually to consider an application with a creditor, insurer, employer, landlord, court or government agency, or in accordance with your written instructions.
- **You must be notified if reports are provided to employers.** A CRA may not give out information about you to employers without your knowledge. A potential employer must make a clear and conspicuous disclosure in writing to you or obtain your consent before obtaining a report. A current employer may not receive a report unless it has given you written notice that reports may be used for employment purposes.
- **You must be notified in writing if a person seeks an investigative consumer report about you.** An investigative consumer report may include information as to your character, general reputation, personal characteristics, and mode of living. Within a reasonable period of time after receiving such notice, you may request, in writing, a disclosure as to the nature and scope of the investigation requested-which will be delivered to you within five days of your request.
- **You may limit "prescreened" offers of credit and insurance you get based on information in your credit report.** You may elect not to receive unsolicited "prescreened" offers for credit and insurance by using the CRA's notification system to remove your name and address from the lists these offers are based on. You may opt-out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- **You may place a security freeze on your credit report.** Under certain circumstances, you may request that a security freeze be placed on your credit report to prevent it from being shared with potential creditors or insurance companies when making determinations related to your eligibility for credit.
- **You may be able to block information resulting from identity theft from appearing on your credit report.** If you are a victim of identity theft, certain CRAs must permanently block misinformation resulting from that theft from appearing on your credit report. You must provide the CRA with a copy of a police report as evidence of your claim before it can place the block on your report.
- **You may seek damages from violators.** If a CRA, a user of consumer reports, or a furnisher of information to a CRA violates the WFCRA, and you have a legal basis for a claim under the WFCRA, you may be able to bring a legal action in court to assert your rights under the WFCRA. The applicable statute of limitations is specified in Wash. Stat. § 19.182.120 - which is generally two years from the date the cause of action accrued. Consumers who prevail on claims to enforce the WFCRA may obtain actual damages, monetary penalties, reasonable attorneys' fees, costs, and other relief.

For questions or concerns regarding the WFCRA, please contact:
Office of the Attorney General
Consumer Protection Division 800 5th Avenue, Suite 2000
Seattle, Washington 98104-3188
Phone 1-800-551-4636 or (206) 464-6684
Statewide Toll-Free TDD: 800-833-6388

Any complaints by consumers under state law may be directed to: The Attorney General's Office via U.S. Mail or Online.

Acknowledgment

- ☒ I acknowledge receipt of the **NOTICE REGARDING INVESTIGATIVE CONSUMER REPORTS PER WASHINGTON LAW** and certify that I have read and understand this document.

[Submitted on Mon Oct 02 22:28:39 MDT 2023 from address 174.61.140.41]

Please use your legal name as seen on your identification and complete the following information.

Legal Last Name * Legal First Name * Legal Middle Name
Van der Linden David

Other Legal Names used and dates used

Last Name	First Name	Middle Name	Dates When Used

Sex Offender Declaration

1. Are you a registered sex offender?

*
☐ Yes ☒ No

If you answered "Yes", please provide the state, county and city in which you are registered. Also list the date of registration and level of registration in the spaces below.
If you answered the question "No" please state none below.

Sexual Offender Information (City and State)	Sexual Offender Information (County)
Sexual Offender Information (Date)	Sexual Offender Information (Level of Registration)

Criminal History Declaration:

Please review the following information and the state laws listed below.

It is important to note, conviction of a felony or misdemeanor is not an absolute bar to employment (including independent contractor or volunteer assignments, as applicable). Factors such as age of the offense, evidence of rehabilitation, seriousness of the violation, and job relatedness are considered in all employment (including independent contractor or volunteer assignments, as applicable).

Do not report a record of any arrest, detention, process, diversion, supervision, adjudication or court disposition that was subject to the process and jurisdiction of a juvenile court.

Do not report a record of any conviction that has been sealed, expunged, statutorily eradicated, annulled, impounded, erased, or dismissed. You are not required to disclose traffic infractions.

You may exclude information regarding first convictions for the following misdemeanors: drunkenness, simple assault, speeding, minor traffic violations, affray, or disturbance of the peace, or a conviction for any misdemeanor where the conviction occurred or any prison sentence ended three (3) or more years ago whichever date is later, unless you have been convicted of another offense within the last three (3) years.

STATE LAW INFORMATION

***California employees/residents:** You need not disclose any referral to, and participation in, any pre-trial or post-trial diversion program, or any misdemeanor convictions for which probation has been judicially dismissed pursuant to Penal Code Section 1203.4. Do not list any marijuana-related misdemeanor convictions or non-felony convictions for possession of marijuana over two years old, or felony marijuana convictions under California Health and Safety Code Section 11360 (c) which occurred prior to 1976. Do not disclose any arrest or detention that did not result in a conviction.

*** Connecticut employees/residents:** You need not disclose any conviction record that has been erased pursuant to sections 46b-146, 54-76o or 54-142a of the Connecticut General Statutes. Records subject to erasure under these sections are records pertaining to a finding of delinquency or that a child was a member of a family with service needs, an adjudication as a youthful offender, a criminal charge that was dismissed or nulled, or a criminal charge for which the person was found not guilty or received an absolute pardoned conviction. Any person whose records were erased within the meaning of these three sections may consider such events to have never occurred and may so swear under oath.

*** Hawaii employees/residents:** You may exclude convictions that occurred over 10 years ago.

*** Madison, WI employees/residents:** You may exclude offenses that are more than three years from the date of (i) the placement on probation; (ii) parole; (iii) release from incarceration; (iv) or payment

of a fine.

*** Massachusetts employees/residents:** An applicant for employment with a sealed record on file with the commissioner of probation may answer "no" to the above with respect to an inquiry herein relative to prior arrests, criminal court appearances or convictions. In addition, any applicant for employment may answer "no" to the above with respect to any inquiry relative to prior arrests, court appearances and adjudications in all cases of delinquency or as a child in need of services which did not result in a complaint transferred to the superior court for criminal prosecution. An applicant for employment with a record expunged pursuant to section 100F, section 100G, section 100H or section 100K of chapter 276 of the General Laws may answer no record to an inquiry herein relative to prior arrests, criminal court appearances, juvenile court appearances, adjudications, or convictions.

You may exclude information regarding first convictions for the following misdemeanors: drunkenness, simple assault, speeding, minor traffic violations, affray, or disturbance of the peace, or a conviction for any misdemeanor where the conviction occurred or any prison sentence ended three (3) or more years ago whichever date is later, unless you have been convicted of another offense within the last three (3) years.

*** Philadelphia, PA employees/residents:** You may exclude convictions that occurred more than 7 years from the date of the inquiry. Any period of incarceration should not be included in the calculation of the 7-year period.

*** San Francisco, CA employees/residents:** You may exclude convictions that occurred over 7 years ago. You also may exclude convictions that arise out of conduct that has been decriminalized since the date of the Conviction, measured from the date of sentencing.

*** Washington State employees/residents:** In accordance with RCW 19.182.040(e) you may exclude records of arrest, indictment, or conviction of an adult for a crime that, from date of disposition, release, or parole, antedate the report by more than seven (7) years.

*** Seattle, WA employees/residents:** In addition to the above, you may exclude a criminal conviction that has been the subject of a certificate of rehabilitation or other equivalent procedure based on a finding of the rehabilitation.

2. Have you been convicted of a misdemeanor or a felony or been released from parole, prison, or probation within the last 7 years? This includes pleading guilty, no contest or nolle contender.

*

☐ Yes ☒ No

If you answered "Yes" to the question, please provide the state, city and county where the conviction(s) occurred, the date and the charge in the spaces below. If you answered the question "No" please state none below.

Criminal History Information (City and State)

Criminal History Information (County)

Criminal History Information (Date)

Criminal History Information (Charge)

Additional space if needed

[Submitted on Mon Oct 02 22:29:13 MDT 2023 from address 174.61.140.41]