



ELECTRONIC SIGNATURE DISCLOSURE AND CONSENT

Please read the following carefully regarding the electronic signature process for the document(s) you will sign throughout this process. You are the only person permitted to electronically sign the specified document(s); you may not delegate this responsibility to another person. If you agree to the terms stated in the documents, consent to electronically receiving these documents, submitting them electronically, and authorizing your electronic signature, once you create your electronic signature, please sign the document(s) by using your mouse to click on the "Click to Sign" box at the bottom of the form.

If you want to make changes in information you provided, click the "Previous" button on your browser. When you have completed a document that requires your electronic signature, you may use your browser to view, print, or download the document before you sign it and/or after you sign it. Once all of the documents have been completed and signed, you may also view, download or print the complete, signed documents by clicking the "Download Copy of Documents" link that appears on the final "Process Complete" screen.

Hardware, software, and operating system requirements

You must be able to view, print, and retain information presented on-screen in order to e-sign. By selecting the "Accept Electronic Signature" button on the ESS electronic signature registration page, you confirm that you are able to view Hyper Text Markup Language (HTML) files and read Adobe PDF files. If you are not able to do this, please make sure that you have Adobe Acrobat Reader installed on your computer. It can be downloaded for free [HERE](#). You also confirm that your web browser meets the following requirements:

- Google Chrome latest version
- Mozilla Firefox latest version
- Safari latest version and on Mac OS X 1.6+
- Internet Explorer version 11 or higher
- Edge latest version

Mobile:

- Chrome for Android
- Safari on iPhone

By selecting the "Accept Electronic Signature" button, you represent to us that you have the necessary hardware and software, as stated above.

Consent

By completing this online background verification process, you also authorize that the information in or a copy of the background check report obtained about you may be communicated to any of our Tesla affiliated companies for employment purposes. If you do not wish to complete this online background verification process, please notify the Tesla-affiliated company with whom you applied for employment and your application for employment will be deemed withdrawn.

In addition, by clicking the "Accept Electronic Signature" button, you consent to ESS and/or the company to whom you have applied for employment to use the email address that you provided during the on-line background and/or drug authorization process to deliver to you by electronic means legal information and notices required by the Fair Credit Reporting Act (FCRA) and any other applicable law(s), copies of consumer reports and investigative consumer reports, and any communications regarding such reports or this employment background check process.

Once the signature process is completed, your electronic signature will be binding with the same legal effect as if you had physically signed the document by hand. If you are unwilling or believe you are unable to provide your signature in an electronic format, contact the Company to whom you applied directly for employment to complete in a paper or non-electronic format. Please note delays are possible if the process is completed in a paper/non- electronic format.

You may contact ESS at ESS@EmployScreen.com for a free copy of your background screening documents. Proper identification will be required before such information is provided.

Contact Employment Screening Services, Inc. for questions / concerns or to withdraw your consent

If you have questions or concerns relating to the electronic receipt or signature of the documents, or if at any point you would like to withdraw your consent for your electronic signature, please contact ESS at ESS@EmployScreen.com. Any withdrawal of consent will be effective as of the date it is received.

Employment Screening Services, Inc.

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