

Consumer Disclosure/Authorization - India

For the purpose of pre-employment background screening, Verizon is designating A-Check America (hereinafter "A-Check") as the entity responsible for security, disclosure, storage, use, including actions for access, handling, making use of, transfer or disposal of personal information.

A-Check will utilize the "Personal Information" contained on your job application provided by Verizon (and its affiliated entities) which includes your name, address, telephone number, employment history, education history and other information provided by you (meaning the undersigned individual) to perform background checks and further verification procedures as necessary to determine your suitability as a candidate. A-Check's clients certify to A-Check that to the extent required by applicable law they have obtained the consumer's consent to share this information with A-Check for purposes of conducting a background screen on the consumer.

Data to Be Collected and Purposes for Treatment of Personal Data:

A-Check conducts background screens only in compliance with applicable consumer reporting laws. A-Check only provides to its clients, information as requested by the client and consistent with the consumer's authorization. The information that is collected about the consumer may include, but may not be limited to, history of arrests and/or convictions, credit history, employment history, educational history, places of residence, and driving records. Pursuant to the terms of its contract with its client, A-Check uses this information to prepare a report that meets its clients' needs. A-Check does not use your personal information for any other purpose than defined in the "Notice" section of this Authorization.

Use, Disclosure, or Transfer of Personal Data Including Third Parties and Overseas:

A-Check generally will disclose the information obtained on a consumer only to (a) the A-Check client whom the consumer has authorized to receive the information (and its designated representatives), and (b) a third-party representative or subcontractor of A-Check authorized to receive such information (e.g., court researchers and other providers of professional services). A-Check shares information with these third parties only for the purposes described in the "Notice" section of this Policy.

A-Check takes reasonable steps to safeguard personal information disclosed to its representatives and subcontractors. A-Check will disclose only the minimum personal information necessary to deliver to A-Check (for the benefit of A-Check's client) the requested product or service. Before making such disclosures, A-Check ascertains that the third-party is subject to the European Union Data Protection Directive or requires by written agreement that the third party provide at least the same level of privacy protections as is required by the relevant Safe Harbor Privacy Principles and International Standard IS/ISO/IEC 27001. In addition, A-Check will disclose consumer information to these third parties only if they will maintain commercially reasonable security measures to protect the confidentiality, integrity and security of that personal information.

A-Check also may in good faith disclose personal information and any other additional information available to A-Check, for any of the following purposes: (i) to investigate, prevent or take action regarding actual or suspected illegal activities or fraud; situations involving potential threats to the physical safety of any person; or violations of A-Check's terms of use; (ii) to respond to subpoenas, court orders, or other legal process; (iii) to establish or exercise A-Check's legal rights; or (iv) otherwise to comply with applicable law.

Requests for Access, Rectification, Cancellation, or Opposition of Use of Personal Information:

The person to whom personal information refers may exercise rights of access, correction, discontinuation of use of Personal Information, position, restrictions on use, disclosure, revocation, complaints or questions by written request via mail, email, or electronic processing.

Electronic: Online via www.myacheck.com

Mail: Attn: Compliance Department ■ A-Check America, Inc. ■ 1501 Research Park Drive
Riverside, CA 92507 USA

Email: compliance@acheckamerica.com

Consumer Disclosure/Authorization – India (cont.)

Requests must contain the following:

1. The full name, address and e-mail address of the person to whom the personal information refers for sending a reply to the request.
2. Documents showing the identity and when applicable, legal representation of the person to whom the personal information refers to.
3. A clear and precise description of the personal information for which exercise of any of the above mentioned rights is sought.
4. Any other element or documentation that may facilitate location of the personal information
5. In the event of requests for correction of personal information, the requestor must indicate the changes to be made and provide documentation in support of the request.

After your identity has been verified, A-Check will strive to provide you with the information you requested within a reasonable period of time. If the information pertaining to you is determined to be inaccurate, A-Check will endeavor to correct it as appropriate. If A-Check declines to provide the Personal Information held or to make the correction requested, you will be provided with the reasons for declining the request. You may have other rights under the laws applicable to collection of your Personal Information. Contact us in writing with requests to exercise such rights at the address aforementioned and we will honor such rights in accordance with law.

Security:

To comply with the Personal Information Protection Law 2005, we will store and manage your Personal Information under the strict security control system. Moreover, we will ensure to prevent unauthorized access to your Personal Information held by us from any unauthorized third party. A-Check complies with all globally recognized Data Security Laws including, but not limited to, the Safe Harbor Framework, the

US Fair Credit Reporting Act, the Data Protection Privacy Act 1998, the European Directive on Data Protection 95/46/EC and the International Standard IS/ISO/IEC 27001.

Data Integrity:

In accordance with applicable law, A-Check takes reasonable steps to ensure that the information A-Check collects is accurate, complete, current, and reliable for its intended use. A-Check cannot be responsible for errors that exist within public court records or within records of other consumer reporting agencies, such as the national credit bureaus, and therefore cannot act as a guarantor of the information.

Changes to A-Check Privacy Notice:

This Policy may be modified as a result of amendments to the law or regulations or due to other reasons. In such case, an amended Policy will be posted on A-Check's website at www.acheckamerica.com. The page providing the Policy shall contain a date as to when the Policy was last updated.

Acknowledgement and Consent:

I understand that A-Check will collect, use, transfer to locations outside of India and disclose the Personal Information about me as described in this Notice. By signing below or clicking the accept button, if acknowledged electronically, I confirm my consent to the collection, processing, use, transfer and disclosure of my Personal Information, including sensitive Personal Information, for the purposes and on the terms set out above and agree that this Notice and Consent supersedes any prior notice on this subject and shall cover all Personal Information collected or maintained by A-Check in connection with transactions or potential transactions between A-Check and Verizon (and its affiliated entities) with whom I am associated.

Signature:		Date: (MM/DD/YYYY)
Date of Birth (for ID purposes only): MM/DD/YYYY		
First Name:	Middle Name:	Last Name: