I, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, hereafter referred to as “Client,” make the following certification as part of the background investigation requests submitted to Inquirehire.

**Certifications For Employment-Related Background Checks**. Client understands that various legal requirements apply when it orders background checks for employment purposes and that the following request(s) are for “Employment Purposes.

**Disclosure**. Client certifies that, in compliance with the FCRA, prior to ordering these Background Reports, Client has made a clear and conspicuous "disclosure" in writing to the individual about whom the Background Report will be run.

**State Law Notifications**. Client certifies that before ordering the Background Reports, the consumer was provided with any necessary notifications under applicable state law.

**Written Consent**. Client certifies that, consistent with the FCRA, before ordering the Background Reports, the Consumer has authorized in writing the procurement of all Background Reports to be ordered by Client.

**EEO Law & Regulation Compliance**. Client certifies that it shall not use information contained in a Background Report in violation of any applicable federal or state equal employment opportunity law or regulation.

**Adverse Action Procedures**. Client certifies that, if it is contemplating taking adverse action based in part or whole on a Background Report from Inquirehire, it shall follow all legally-required "adverse action" procedures specified by applicable federal, state or local law.

**General Legal Compliance**. Client certifies that it will comply with all applicable federal, state, and local laws covering the acquisition and/or use of consumer reports and/or investigative consumer reports, including, but not limited to, the FCRA and Title VII.

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Name

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Signature

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Company