

Disclosure and Authorization to Obtain Investigative Consumer Report

In connection with your application for employment, promotion, job change, or when otherwise deemed necessary by management, you understand that "Print Design & Solutions" (the Company) may obtain an INVESTIGATIVE CONSUMER REPORT that will include information as to your character, general reputation, personal characteristics and mode of living. This report may reveal information about work habits, including oral assessments of your job performance, experiences and abilities, along with reasons for termination of past employment. Such a report may be requested by the Company or on behalf of the Company. Further, you understand and agree that, subject to any legal restrictions imposed by any federal, state or local law, the Company may request information from various federal, state, and other agencies, including public and private sources which maintain records concerning past activities relating to your driving record, criminal record, civil matters, previous employment, educational background and professional licensing if any. The procurement of such information is being performed in accordance with the California Investigative Consumer Reporting Agencies Act ("CICRAA") and/or the California Consumer Reporting Agencies Act ("CCRAA").

Report will be ordered from:

Lawles Enterprises, Inc. CA PI Lic 17398

P.O. Box 365
El Segundo, Ca 90245
(310)322-8200 office
(310)322-8225 fax
Lawles@Att.Net
www.Lawles.com

You have the right, upon written request made within a reasonable period of time (not to exceed 30 days) after receipt of this notice to receive a written disclosure of the nature and scope of any investigation.

If a consumer investigative report is obtained and an adverse decision is made affecting your employment, the Company will provide to you, before making the adverse decision, a copy of the investigative consumer report and a description in writing of your rights under the Fair Credit Reporting Act.

NOTICE TO CALIFORNIA APPLICANTS

You have a right to obtain a copy of any investigative consumer report obtained by Lawles Enterprises by checking the box provided below. The report will be provided to you within three business days after the report is provided to the Company. You request to receive a free copy of this report by checking this box.

Under section 1786.22 of the California Civil Code, you may view the file maintained on you by the consumer reporting agency named above during normal business hours. You may also obtain a copy of this file upon submitting proper identification and paying the costs of duplication services, by appearing at the Consumer Reporting Agency identified above in person, email or by mail. You may also receive a summary of the file by telephone. The agency is required to have personnel available to explain your file to you and the agency must explain to you any coded information appearing in your file. If you appear in person, a person of your choice may accompany you, provided that this person furnishes proper identification.

Disclosure and Authorization to Obtain Investigative Consumer Report

I acknowledge that a fax or copy of this Disclosure and Authorization bearing my signature shall be as valid as the original. This release is valid for all federal, state, county and local agencies and authorities. I acknowledge that I have received a copy of the Summary of Rights pursuant to the Fair Credit Reporting Act (FCRA).

Name _____

Address _____

City _____ State _____ Zip _____

(____) ____ - ____
CELL Telephone _____ SSN _____

Date of Birth _____ Driver's License # _____ State _____

Applicant Signature _____ Date _____

Disclosure and Authorization to Obtain Investigative Consumer Report

A consumer report is a communication that contains information about an individual's creditworthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living.

An investigative consumer report is any communication about an individual's character, general reputation, personal characteristics, or mode of living that is obtained through personal interviews with neighbors, friends or associates of the individual

SUMMARY OF THE CALIFORNIA INVESTIGATIVE CONSUMER REPORTING AGENCIES ACT

The California Investigative Consumer Reporting Agencies Act ("CICRAA") applies to employers who obtain investigative consumer reports regarding an employee/applicant from an investigative consumer reporting agency. The CICRAA will apply when a background check includes an investigation of an employee/applicant using public records, i.e. records documenting an arrest, indictment, conviction, civil judgment action, tax lien, or outstanding judgment. An investigative consumer report in this context is a consumer report in which information on a consumer's character, general reputation, person characteristics, or mode of living is obtained through any means.

Under the CICRAA, the employer must provide notice to the employee/applicant that:

- is clear and conspicuous and made in writing;
- is made in a document that consists solely of the disclosure (it cannot appear as part of the job application form);
- states that an investigative consumer report may be obtained;
- states the permissible purpose of the report (i.e. "In connection with your application for employment");
- states that the disclosure may include information about the employee's character, general reputation, personal characteristic and mode of living;
- identifies the investigative consumer reporting agency that will conduct the investigation by name, address and telephone number;
- states the nature and scope of the information requested;
- provides a summary of the employee's rights; and
- contains a box that the employee may check off to receive a copy of the credit report.

SUMMARY OF THE CALIFORNIA CONSUMER REPORTING AGENCIES ACT

The California Consumer Reporting Agencies Act ("CCRA") applies to employers who wish to obtain a consumer credit report from a consumer reporting agency for employment purposes. In California, a consumer credit report is limited to the communication of information bearing on a consumer's creditworthiness, credit standing, or credit capacity, which is used in determining an employee's eligibility for employment. An employer is not required to comply with the CCRAA unless the employer seeks to obtain reports relating to the employee's credit.

Under the CCRA, the employer must provide notice to the employee that:

- is in writing;
- states that a report will be used;
- states the source of the report; and

contains a box that the employee may check off to receive a copy of the credit report.