

CLS Enterprises of Lockport, Inc.

Background Screening Services

Compliance Certification

Any company or individual (“Client”) intending to order a consumer report through CLS Enterprises shall first certify that all orders shall be made in strict compliance with the Fair Credit Reporting Act (FCRA), Federal Driver Privacy Protection Act (DPPA), and any and all other applicable federal or state laws.

- A. The Client hereby certifies that no report shall be ordered except in connection with one or more of the following permissible purposes.

As ordered by a court or a federal grand jury subpoena. Section 604(a) (1). As instructed by the consumer in writing. Section 604(a) (2).

For the extension of credit as a result of an application from a consumer, or the review or collection of a consumer’s account. Section 604(a) (3) (A).

For employment purposes, including hiring and promotion decisions, where the consumer has given written permission. Sections 604(a) (3) (B) and 604(b).

For the underwriting of insurance as a result of an application from a consumer. Section 604(a) (3) (C).

Where there is a legitimate business need, in connection with a business transaction that is initiated by the consumer. Section 604(a) (3) (F) (i).

To review a consumer’s account to determine whether the consumer continues to meet the terms of the account. Section 604(a) (3) (F) (ii).

To determine a consumer’s eligibility for a license or other benefit granted by a governmental instrumentality required by law to consider an applicant’s financial responsibility or status. Section 604(a) (3) (D).

For use by state and local officials in connection with the determination of child support payments, or modifications and enforcement thereof. Sections 604(a) (4) and 604(a) (5).

- B. If consumer report information is used for employment purposes, and Client is the end user of the report, Client further certifies pursuant to section 604(b) that:

Client has made the consumer a clear and conspicuous disclosure in writing (unless the consumer applies for employment by mail, telephone, or computer, in which case the disclosure may be made by oral, written, or electronic means) that a consumer report may be obtained.

Client has obtained prior written authorization (unless a consumer applies for employment by mail, telephone, or computer, in which case the authorization may be made by oral, written, or electronic means) from the consumer.

If adverse action is to be taken against the consumer, a copy of the report and a Summary of Consumer's Rights will be provided to the consumer by the Client prior to such adverse action being taken.

The information obtained will not be used in violation of any federal or state equal opportunity law or regulation. CLS Enterprises of Lockport, Inc., certifies that it has made available to the Client a copy of the Summary of Consumer Rights either attached to the consumer report or centrally accessible on the internet at www.ftc.gov/os/statutes/2summary.htm

- C. If the consumer report will be resold by the Client, Client shall pursuant to Section 607(e) of the FCRA take the following steps:

Disclose the identity of the end-user to the source consumer reporting agency.

Disclose the identity to the source CRA each permissible purpose for which the report will be furnished to the end-user.

Establish and follow reasonable procedures to ensure that reports are re-sold only for permissible purposes, including procedures to obtain the identity of all end-users; certifications from all users of each purpose for which reports will be used; and certifications that reports will not be used for any purpose other than the purpose(s) specified to the reseller. Resellers must take reasonable efforts to verify this information before selling reports.

Client hereby certifies that they have read and understand the Federal Driver Protection Act, the Fair Credit Reporting Act, and the Notice to Users of Consumer Reports and that no report shall be ordered from CLS Enterprises except in strict compliance with these Acts and any and all other applicable federal or state laws.

Authorized Client Signature

Printed Name

Title

Company Name

Company Address

Date
