

Screening Report for Employment Purposes - Disclosure / Authorization Certification

In accordance with Fair Credit Reporting Act Section 604(b)(2) and comparable state laws, as applicable, requiring disclosure to and authorization by the subject consumer, if ordering a screening report from Liberty Screening Services for employment screening purposes, I have (1) **made a clear and conspicuous disclosure in writing to the subject consumer** that my company will be ordering an employment background investigation using their personal information, and (2) **received the subject consumer's prior written authorization to do so** (or I utilize Liberty's electronic disclosure and consent functionality to make such disclosures and obtain the subject consumer's written authorization).

If I am a DOT employer considering an applicant for certain Secretary of Transportation regulated positions, then in lieu of the foregoing (as applicable), (1) I have made an oral, written or electronic disclosure to the subject consumer that my company will be ordering an employment background investigation about them, and I have provided the subject consumer with a copy of the "Summary of Consumer Rights" notice, and (2) the subject consumer has consented orally, in writing or electronically to procuring their background screen.