

## End User Certification of Use For Employment Insight Reports

In compliance with the Federal Fair Credit Reporting Act as amended by the Consumer Credit Reporting Reform Act of 1996 (the "Act") \_\_\_\_\_ ("End User") hereby certifies to Consumer Reporting Agency that it will comply with the following provisions:

- 1.) End User will ensure that prior to procurement or causing the procurement of a consumer report for employment purposes (an Employment Insight Report):
  - a) A clear and conspicuous disclosure has been made in writing to the consumer at any time before the report is procured or caused to be procured, in a document that consists solely of the disclosure, that a consumer report may be obtained for employment purposes, and
  - b) The consumer has authorized in writing the procurement of the report by the End User
  
- 2.) In using a consumer report for employment purposes, before taking any adverse action based in whole or in part on the report, the End User shall provide to the consumer to whom the report relates
  - a) A copy of the report; and
  - b) A description in writing of the rights of the consumer under the Act, a copy of which is attached hereto ("Summary of Consumer Rights")

The information from the consumer report will not be used in violation of any applicable federal or state employment opportunity law or regulation.

End User hereby acknowledges receipt of the Summary of Consumer Rights.

\_\_\_\_\_  
Name of End User

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date