

California Notice, Authorization & Release

Consumer Report or Investigative Consumer Report

In connection with your application for employment a consumer report or an investigative consumer report may be requested concerning information as to your credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, mode of living, criminal history, work habits, performance and experience, along with reasons for the termination of your past employment from previous employers. This information may be obtained by contacting previous employers, associates, or from other individuals who may have knowledge concerning such matters. This information may be obtained from sources, including private entities and federal, state, and local agencies that maintain records concerning your driving record, credit history, criminal record, civil matters, educational background and previous employers. Moreover, if you are subsequently hired prior to or at any time after your employment commences, employer may request such a consumer report or investigative consumer report as explained above and will notify you at the time that such report is being procured.

Employer will request this report from the following consumer reporting agency:

Moco Incorporated
PO Box 2826
Seattle, WA 98111
Tel: (800) 814-8213
Fax: (800)257-8893
URL: www.moco-inc.com

A consumer report or an investigative consumer report may be obtained for employment purposes, as defined under the Federal Fair Credit Reporting Act (FCRA) and California law. Specifically, this information may be requested for purposes of employment, promotion, reassignment, or retention as an employee.

The FCRA and California law give you specific rights regarding investigative consumer reports. A summary of those rights under the FCRA and California law are summarized in this Notice and Authorization.

Specifically, you have the right to receive further written disclosure as to the nature and scope of the investigation. To do so, you must provide a written request within a reasonable period of time, not to exceed 30 days after the date of this document.

Under California law, you have the right to inspect the files about you maintained by the investigative consumer reporting agency. A summary of the information in your file is available via telephone, subject to confirmation of your identity. The consumer reporting agency must provide trained personnel to explain the information in your file and provide a written explanation of any coded information.

The consumer reporting agency is also required to disclose the identity of other recipients (if any) of the consumer report about you.

Under California law, you have the right to receive a copy of the investigative consumer report.

Please check this box to receive a copy of your investigative consumer report.

If Employer decides to take any employment action based in whole or in part on the information contained in the report, you will be notified of that decision. You have the right to dispute, directly with the agency, the accuracy or completeness



of any information in the report. An inquiry concerning your report or any information contained therein should be directed to the above credit reporting agency.

By your signature below, you authorize employer to obtain a consumer report or investigative consumer report about you; you release all respondents from all liability for any damages on account of their furnishing information to Moco Incorporated or to Employer; and you release Employer, Moco Incorporated and their agents from all liability, claims and lawsuits with respect to the information obtained from any or all of the sources consulted in the investigation.

Signature

Date

Street Address

City, State Zip