

State Notices

California applicants or employees only: By continuing the background check process, you acknowledge receipt of the DISCLOSURE REGARDING BACKGROUND INVESTIGATION PURSUANT TO CALIFORNIA LAW.

Minnesota applicants or employees only: You have the right in most circumstances to submit a written request to the consumer reporting agency for a complete and accurate disclosure of the nature and scope of any consumer report the Company ordered about you. The consumer reporting agency must provide you with this disclosure within five business days after its receipt of your request or the report was requested by the Company, whichever date is later.

New York applicants or employees only: Upon request, you will be informed whether or not a consumer report was requested by Employer, and if such report was requested, informed of the name and address of the consumer reporting agency that furnished the report. By continuing the background check process, you acknowledge receipt of Article 23-A of the New York Correction Law. Article 23-A Notice is available on CSI's website at www.creativeservices.com.

New York City applicants only: You acknowledge and authorize the Employer/Company to provide any notices required by federal, state or local law to you at the address(es) and/or email address(es) you provided to the Employer/Company.

Washington State applicants or employees only: You have the right to request from the consumer reporting agency (CRA) a written summary of your rights and remedies under the Washington Fair Credit Reporting Act. These rights are also available at CSI's website at www.creativeservices.com.

Vermont applicants or employees: 9 V.S.A. §§ 2480e and 2480g requires a clear and adequate written disclosure of the circumstances under which a credit report or credit reports may be obtained and the purposes for which the credit report or credit reports may be obtained. By continuing the background check process, you also acknowledge receipt of the Vermont Fair Credit Report Act Notice also available at CSI's website at www.creativeservices.com.

Consumer Report Notice

You have the right, upon written request made within a reasonable time, to request whether a consumer report has been run about you and to request a copy of your report. The searches for this background check will be conducted by the Creative Services, Inc. (CSI), 64 Pratt Street, Mansfield, Massachusetts 02048, (800) 536-0093 or (508) 339-5451.

CSI's Privacy Policy can be found on CSI's website at creativeservices.com or obtained by request to the address or phone number directly above.