NOTICE REGARDING BACKGROUND INVESTIGATION

PURSUANT TO CALIFORNIA LAW

has requested an "investigative consumer report" on you for the purpose of through Certn (an investigative consumer reporting agency or " ICRA"). In California, an "investigative consumer report " is a background screening report that may contain information regarding your domestic and international background history, including but not limited to, your social security number and identification documents, criminal history, sex offender registry status, credit history, employment history, education history, driving history, professional licenses, drug testing results and other information about you. It may bear upon your character, general reputation, personal characteristics, and/or mode of living. These reports may be used as a factor in making employment decisions. The source of any investigative consumer report (as that term is defined under California law) will be Certn (USA) Inc., 1021 E Lincolnway, #220 Cheyenne, WY 82001, +1 844-987-0690. Information regarding Certn's privacy practices (including information about whether any consumer personal information will be sent outside the U.S. or its territories) may be found here.

Under California Civil Code section 1786.22, you are entitled to review your file which can be obtained from the ICRA as follows:

- In person, by visual inspection of your file during normal business hours and upon reasonable notice. You also may request a copy of the information in person. The ICRA may not charge you more than the actual copying costs for providing you with a copy of your file.

- By requesting a copy be sent to a specified addressee by certified mail. ICRAs complying with requests for certified mailings shall not be liable for disclosures to third parties caused by mishandling of mail after such mailings leave the ICRAs.

- A summary of all information contained in the ICRA's file on you via telephone, if you have made a written request for telephone disclosure and the toll charge, if any, for the telephone call is prepaid by or charged directly to you.

If you cannot identify yourself with Proper Identification, the ICRA may require additional information concerning your employment and personal or family history in order to verify your identity. "**Proper Identification**" includes documents such as a valid driver's license, social security account number, military identification card, and credit cards. The ICRA will provide trained personnel to explain any information furnished to you and will provide a written explanation of any coded information contained in files maintained on you. This written explanation will be provided whenever a file is provided to you for visual inspection.

You may be accompanied by one other person of your choosing, who must furnish reasonable identification. An ICRA may require you to furnish a written statement granting permission to the ICRA to discuss your file in such person's presence.