



# Subscriber Agreement for Investigative Consumer Reports

## HIRE~SAFE®

a division of

### Data Research Network, Inc.

8788 Elk Grove Blvd. Suite O Elk Grove, California 95624

T: 916•226•2550    research@hire-safe.com    F: 916•226•2552

Please complete, sign and return all parts of this agreement. **Data Research Network, Inc.** will then assign your customer number. The security and dissemination of this unique number is the responsibility of the person signing this agreement. **Data Research Network, Inc.** will neither release information nor conduct searches unless the subscriber number is provided.

#### YOUR SUBSCRIBER ID NUMBER

#### SUBSCRIBER INFORMATION

NAME			
ADDRESS		SSN / TIN	
CITY, STATE, ZIP			
TELEPHONE		EMAIL	
SECONDARY CONTACT		EMAIL	
TELEPHONE		MISC INFO	

This Subscriber Agreement (the "Agreement") is entered into effective as of the date set forth below, by and between **HIRE-SAFE**, a division of **Data Research Network, Inc.**, hereinafter known as **DRN**, and the above **SUBSCRIBER** and/or its designated agent(s), hereinafter known as **SUBSCRIBER**. Furthermore, **SUBSCRIBER** certifies that the requested report(s) are for their personal and/or professional use only and that no misrepresentation to **DRN** has occurred or any other forms of Identity Theft.

**SUBSCRIBER** hereby certifies that the use of all information provided by **DRN** under this Agreement (Investigative Consumer Report) shall be in accordance with the *Fair Credit Reporting Act*, Public Law 91-508. **SUBSCRIBER** agrees to abide by the provisions of the *Fair Credit Reporting Act* and understands that the information received from **DRN** shall be received as a "consumer report from a consumer reporting agency" within the meaning of the Act. **SUBSCRIBER** further agrees that all information requested will be for exclusive use only for employment purposes or in connection with legitimate business needs as outlined in section 604 of the *Fair Credit Reporting Act*. **SUBSCRIBER** understands that Reports may be requested only by its designated agents, and that employees are not to obtain reports except in the exercise of their official duties. Willful acquisition of a Consumer Report under false pretenses is punishable by law. **THE FCRA PROVIDES THAT ANY PERSON WHO KNOWINGLY AND WILLFULLY OBTAINS INFORMATION ON A CONSUMER FROM A CONSUMER REPORTING AGENCY UNDER FALSE PRETENSES SHALL BE FINED UNDER TITLE 18, OR IMPRISONED NOT MORE THAN TWO YEARS, OR BOTH.** If the employment process is suspended or terminated because of information provided in the Consumer Report, **SUBSCRIBER** shall comply with the provisions of the *Fair Credit Reporting Act*, including but not limited to, those provisions requiring **SUBSCRIBER** to disclose information to a prospective employee or applicant. This includes providing to the applicant/employee a copy of the report and a copy of *A Summary of Your Rights under the Fair Credit Reporting Act*.

Further, **SUBSCRIBER** acknowledges that the depth of information provided by **DRN** may vary from source to source. Therefore, **SUBSCRIBER** further acknowledges that **DRN** shall not be a guarantor of information accuracy or completeness. **SUBSCRIBER** agrees that final verification of an individual's identity and proper use of report contents shall be **SUBSCRIBER'S** sole responsibility.

**DRN** is recognized as an authorized Agent of **SUBSCRIBER** for the purpose of investigating, researching, preparing and reporting the information requested by **SUBSCRIBER** and shall be paid for its' service on a per job rate or such other basis as the parties shall agree.

Court ordered testimony and the making of depositions shall not be considered part of the Report research and payable as follows; Expert Testimony Services shall be compensated at the expert's agreed upon rate of \$850.00 per full day or \$575.00 per half day, plus travel expenses and paid to the expert upon demand by **SUBSCRIBER** to said expert. Any amount or expense incurred above the retainer fee of \$1,000.00 shall be due and payable immediately upon notice. If desired by the parties the financial terms of this specific agreement shall be as follows: \_\_\_\_\_

If the **SUBSCRIBER** provides **DRN** with information concerning the work to be undertaken, then **DRN** may reasonably rely on the accuracy of such information without need to ascertain its truthfulness unless the information, on its face, appears untrue and unreasonable. Any act undertaken by **DRN** in reliance upon the information supplied by the client which acts are later deemed to be unlawful, or which subject the researcher and/or **DRN** to being named as a defendant in litigation or any penalties that may arise therefore, shall be indemnified by the **Client** and/or **SUBSCRIBER** and **DRN** shall be held harmless from any such results. **DRN** agrees to provide timely dissemination of available information in a manner consistent with standard business practices.

**SUBSCRIBER** agrees to pay **DRN** its charges for all services provided under this Agreement and any Addendum thereto, within fifteen (15) days of receipt of invoice. Accounts past their due date will be assessed finance charges at 21.00% annual percentage rate (1.75% on a monthly billing cycle) and a \$35.00 late fee per billing cycle. Requests submitted for research by **SUBSCRIBER** to **DRN** cannot be completely halted once they are submitted to **DRN** and work product commences.

In consideration of **SUBSCRIBER'S** performance of its obligations under this Agreement, **DRN** agrees to provide the following services as requested by **SUBSCRIBER**:

1. Conduct public records searches for employment/affiliation suitability information on applicants, in addition to, but not limited to: criminal records, driving records, credit reports, drug testing and other verifications as may be requested by **SUBSCRIBER**.
2. Provide written documentation to **SUBSCRIBER** of information discovered, and perform additional inquiries as requested by **SUBSCRIBER**, subject to additional fees priced at a per-inquiry rate. **SUBSCRIBER** agrees to pay for all searches conducted on their behalf at their current rate at the time that the search commences. Additional services (state or county surcharges, third-party fees for employment reference verifications, education verification, etc.) are priced per inquiry plus, if any, fees charged by the jurisdictions queried.

As a condition to ordering and obtaining Investigative Consumer Reports from **DRN**, **SUBSCRIBER** agrees as follows:

A. That **SUBSCRIBER** will use such report solely for employment purposes and for no other purpose. Employment purposes include the evaluation of the subject of the report for employment, promotion, reassignment, or retention as an employee. The subject of the Report ("Applicant") includes any consumer who is an applicant, Independent Contractor, potential employee or employee. **SUBSCRIBER** agrees that all reports received from **DRN** are only for a one-time use, and that **SUBSCRIBER** shall at all times hold the report in strict confidence, and not disclose it to any third parties involved in the current employment decision.

B. Prior to ordering the report, or causing the report to be ordered:

- (1) **SUBSCRIBER** has made clear and conspicuous written disclosure to the Applicant, **in a document consisting solely of the disclosure**, that a report may be obtained for employment purposes; and
- (2) **SUBSCRIBER** has obtained the Applicant's written authorization to obtain the report; such authorization may be in the same document as the disclosure.

C. Prior to taking any adverse action based in whole or in part based upon the report, **SUBSCRIBER** will provide the following to the Applicant.

- (1) A copy of the Report; and
- (2) A written description of the rights of the Applicant under the *Fair Credit Reporting Act* ("FCRA") as prescribed by the *Federal Trade Commission* ("*FCRA Summary of Rights*"). **DRN** has provided **SUBSCRIBER** a copy of the *FCRA Summary of Rights*, and it can be obtained from **DRN** website (<http://www.hire-safe.com>) or the FTC's website (<http://www.ftc.gov>).

D. Before **SUBSCRIBER** takes any adverse action against the Applicant based in whole or in part on the report, **SUBSCRIBER** shall give the Applicant a **reasonable amount of time** after the copy of the report and *FCRA Summary of Rights* have been received to dispute the accuracy and completeness of the information in the report.

E. If **SUBSCRIBER** takes any adverse action with respect to the Applicant based in whole or in part on any information in the report; **SUBSCRIBER** will provide the Applicant with **all** of the following:

- (1) Notice of the adverse action;
- (2) **DRN** name, address, and telephone number;
- (3) A statement that **DRN** did not make the decision to take the adverse action and is unable to provide the Applicant the specific reasons why the adverse action was taken;
- (4) Notice of the Applicant's right to obtain a free copy of the report from **DRN** if, within 60 days after receipt of the notice, he or she requests a copy from **DRN**, and
- (5) Notice of the Applicant's right under the *Fair Credit Reporting Act* to dispute with **DRN** the accuracy or completeness of any information in the report.

F. **SUBSCRIBER** certifies to as follows with respect to each investigative consumer report ordered:

- (1) Not later than 3 days after the date of requesting such report from **DRN**, **SUBSCRIBER** will mail or otherwise deliver a written disclosure to the Applicant containing the following information:
  - (i) A statement that clearly and accurately discloses that an investigative consumer report on the Applicant may be made and such report may contain information as to his or her character, general reputation, personal characteristics and mode of living (as applicable); and
  - (ii) A statement informing the Applicant of his or her right to request in writing additional disclosures about the nature and scope of the investigations and a written summary of rights (*FCRA Summary of Rights*).
- (2) Upon written request by the Applicant within a reasonable period of time following the Applicant's receipt of the disclosure referred to in subsection "C" above, **SUBSCRIBER** shall make a complete and accurate written disclosure of the nature and scope of the investigation **SUBSCRIBER** has requested. **SUBSCRIBER** will mail or otherwise deliver the nature and scope disclosure to the Applicant not later than 5 days after the date on which the request for such disclosure was received from the Applicant or such investigative consumer report was first requested, whichever is later.
- (3) If **SUBSCRIBER** operates in California or orders a report on a California resident, in addition to the other certifications herein **SUBSCRIBER** hereby certifies for each California report ordered from **DRN** that:

- (i) **SUBSCRIBER** will identify **DRN** including the name, address, and telephone number;
  - (ii) **SUBSCRIBER** will have a disclosure with a box that can be checked by the Applicant to indicate that he/she wants to obtain a free copy of the credit report; and
  - (iii) **SUBSCRIBER** will provide the Applicant a summary of his or her rights under *California Civil Code Section 1786.22*.
- (4) **SUBSCRIBER** is aware that in addition to the *FCRA* and other federal laws, state laws may be applicable to your ordering and use of consumer and/or investigative consumer reports, and agrees to comply with all applicable federal and state laws.
- (5) **SUBSCRIBER** agrees that all certifications and agreements herein are of a continuing nature and are intended to apply to **each** consumer and/or investigative consumer report that **SUBSCRIBER** orders from **DRN**. **SUBSCRIBER** agrees to keep all documentation signed by the Applicant required herein for at least 3 years after the date of the report to which such documentation relates and to provide **DRN** copies upon request.

G. Additionally, **DRN** has access to a database of information provided by other subscribers to the products, other third parties and independently assembled, that consists of addresses, telephone numbers, Social Security Numbers and other data (not individually identifiable) as may from time to time be added, used or potentially useable in unsatisfactory credit experiences (hereinafter called "The Products"). **DRN** agrees to make The Products available to **SUBSCRIBER** upon request under the terms and conditions set forth herein. **DRN** does not guarantee the accuracy or reliability of The Products, and a match, or lack of a match is not intended in itself, to guarantee reliability. Accordingly, **SUBSCRIBER** agrees to use such information at its own risk.

H. In accordance with the *FCRA* and Experian™ policies, exact procedures are required for the distribution of the Consumer Credit Report products to **SUBSCRIBER**. **DRN** is required to conduct an onsite visit of **SUBSCRIBER'S** principle location in order to provide the Consumer Credit Report product to **SUBSCRIBER**. **DRN** charges a one-time non-refundable fee of \$95.00 to cover the cost of the site visit. The Consumer Credit Report product will not be available to **SUBSCRIBER** until such time that the onsite visit is completed and approved by **DRN**.

I. **SUBSCRIBER** agrees that it shall use the Consumer Credit Report product only for its exclusive use, and to hold the information in strict confidence and not to disclose it to any unnecessary third parties without signed permission or documented legal cause and/or purpose. The Consumer Credit Report product shall be requested only by the **SUBSCRIBER'S** designated and authorized representatives. Employees will be forbidden to attempt to obtain the Consumer Credit Report product on themselves, associates, or any other person except in the exercise of their official duties.

J. The nature of **SUBSCRIBER'S** business is: \_\_\_\_\_

K. The information that **DRN** provides to **SUBSCRIBER** may contain consumer identification information governed by the *Gramm-Leach Bliley Act* ("GLBA"). In accordance with *GLBA*, *FCRA* and Experian© policies, **SUBSCRIBER** certifies that it intends to use **DRN** services and/or one or more of The Products and/or the Consumer Credit Report for the appropriate reasonable purpose(s) checked below, and for no other purpose:

**NOTE: Check all that apply. AT LEAST ONE MUST BE CHECKED.**

- Employment Application Verification / Tenant Application Screening
- Locating customers/debtors/beneficiaries/policy holders/association members /witnesses/suspects/missing persons
- Investigating or preventing actual or potential fraud, fraudulent applications, or fraudulent claims
- Other appropriate purpose: \_\_\_\_\_

L. **SUBSCRIBER** will not use any information in the report in violation of any applicable Federal or State equal employment opportunity law or regulation.

**CONSUMER CREDIT REPORT**

**SUBSCRIBER** shall use each Consumer Credit Report only for a one-time use and shall hold the report in strict confidence, and not to disclose it to any third parties; provided, however, that **SUBSCRIBER** may, but is not required to, disclose the Report to the subject of the report only in connection with an adverse action based on the report.

**CERTIFICATION OF COMPLIANCE**

*California Civil Code Section 1785.14(a)*, as amended, states that a Consumer Credit Reporting Agency (**DRN**) does not have reasonable grounds for believing that a Consumer Credit Report will only be used for a permissible purpose unless all of the following requirements are met:

In compliance with *Section 1785.14(a)* of the *California Civil Code*, **SUBSCRIBER**, as the "End User" of the product, hereby certifies to the Consumer Reporting Agency (**DRN**) as follows:

**SUBSCRIBER IS NOT** a retail seller, as defined in *Section 1802.3* of the *California Civil Code* ("Retail Seller") and **DOES NOT** issue credit to consumers who appear in person on the basis of applications for credit submitted in person ("Point of Sale"). **SUBSCRIBER** will instruct its employees and agents to inspect a photo identification of the consumer at the time an application is submitted in person. **SUBSCRIBER** also certifies that it will only use the appropriate **SUBSCRIBER** code number designated by Consumer Reporting Agency for accessing consumer reports for California Point of Sale transactions conducted by Retail Seller.

If **SUBSCRIBER** is not a Retail Seller who issues credit in Point of Sale transactions, **SUBSCRIBER** agrees that if it, at any time hereafter, becomes a Retail Seller who extends credit in Point of Sale transactions, **SUBSCRIBER** shall provide written notice of such to Consumer Reporting Agency prior to using credit reports with Point of Sale transactions as a Retail Seller, and shall comply with the requirements of a Retail Seller conducting Point of Sale transactions, as provided in this certification.

## ACCESS SECURITY REQUIREMENTS

The following measures are designed to reduce unauthorized access of consumer credit reports. In accessing consumer credit services, you agree to follow these measures:

1. You must protect your account number and password so that only key personnel employed by your company know this sensitive information. Unauthorized persons should never have knowledge of your password. Do not post this information in any manner within your facility. If a person who knows the password leaves your company or no longer needs to have it due to a change in duties, the password should be changed immediately.
2. System access software, whether developed by your company or purchased from a third party vendor, must have your account number and password "hidden" or embedded and be known only by supervisory personnel. Assign each user of your system access software a unique logon password. If such system access software is replaced by different access software and therefore no longer in use or, alternatively, the hardware upon which such system access software resides is no longer being used or is being disposed of, your password should be changed immediately.
3. Do not discuss your account number and password by telephone with any unknown caller, even if the caller claims to be an employee of your credit provider.
4. Restrict the ability to obtain credit information to a few key personnel.
5. Place all terminal devices used to obtain credit information in a secure location within your facility. You should secure these devices so that unauthorized persons cannot easily access them.
6. After normal business hours, be sure to turn off and lock all devices or systems used to obtain credit information.
7. Secure hard copies and electronic files of consumer reports within your facility so that unauthorized persons cannot easily access them.
8. Shred or destroy all hard copy consumer reports when no longer needed.
9. Erase and overwrite or scramble electronic files containing consumer information when no longer needed and when applicable regulation(s) permit destruction.
10. Make all employees aware that your company can access credit information only for the permissible purposes listed in the Permissible Purpose Information section of your membership application. You or your employees may not access their own reports. Nor should you or your employees access the report of a family member or friend unless it is in connection with a credit transaction or for some other permissible purpose.

## SCOPE OF CRIMINAL RECORD SEARCH

**SUBSCRIBER** understands that accurate and legal employment criminal record investigation requires that all names and/or counties of record be searched for indisputable due diligence reporting. Each additional name and/or county court search fee is billed separately.

## RECORD RETENTION

The Federal Equal Opportunities Act states that a creditor must preserve all written or recorded information connected with an application for 25 months. In keeping with the ECOA, Experian™ requires that you retain the credit application and, if applicable, a purchase agreement for a period of not less than 25 months. When conducting an investigation, particularly following a consumer complaint that your company impermissibly accessed their credit report, Experian™ will contact you and will request a copy of the original application signed by the consumer or, if applicable, a copy of the sales contract.

## NATIONAL CRIMINAL PROFILE REPORT

The National Criminal Profile Report is an instant criminal database search against all available providing sources. Included within this proprietary report are various state and District of Columbia criminal records, Sex Offender Registry searches from all participating jurisdictions, incarceration records, state Department of Justice criminal records and other public domain records which may not be 100 percent accurate or complete. The National Criminal Profile Report does not contain criminal records from every county in the USA and does not represent a comprehensive or complete criminal report on an individual.

The criminal records contained within of the National Criminal Profile Report often do not contain secondary identifiers on the subject such as date-of-birth, sex or race. All records found within the National Criminal Profile Report will first be reviewed for accuracy against the known subject identifying information available to **DRN** at the time the report is created. Because mis-identifications may occur when trying to identify a particular person based solely upon name and other identifiers, extreme care must be exercised in the review and use of the information contained within the National Criminal Profile Report.

If the subject name and secondary identifier match is located within the criminal record found in the National Criminal Profile Report, **SUBSCRIBER** expressly provides consent to **DRN** that an on-site county courthouse record search will be conducted to verify the accuracy of the criminal record and to maintain compliance with the *Fair Credit Reporting Act* and/or state law. Separate court search fees will apply. Any subject criminal record found within the National Criminal Profile Report that does not contain a secondary identifier (i.e. name-match-only results) will be considered insufficiently identified to report to **SUBSCRIBER** for employment and/or housing suitability purposes.

If employment/housing is denied based upon the information provided by the National Criminal Profile Report, the **Adverse Action Process as defined and required by the FCRA** and/or state law must be provided to the subject within seven (7) days. **SUBSCRIBER** agrees to hold harmless and indemnify **DRN** if **SUBSCRIBER** does not comply with the requirements of the *FCRA Section 613* and/or applicable state law.

The subject of an adverse report may contact **DRN** for assistance in correcting disputed results. In contacting **DRN** they will receive a written notice setting forth the terms and conditions of their right to receive all disclosures provided under federal and/or state law.

**“Under Section 621 (a) (2) (A) of the FCRA, any person that violates any of the provisions of the FCRA may be liable for a civil penalty of not more than \$2,500 per violation.”**

**DRN** does not represent or warrant that its services will prevent any loss, that its services may not be circumvented or that its services will provide the protection or information for which the services were intended in good faith. The use of and reliance on any information provided by **DRN** is at **SUBSCRIBER’S** own risk and discretion. **DRN** will use subjectively commercially reasonable efforts to fulfill its obligation under this Agreement. **HOWEVER, DRN DOES NOT GUARANTEE OR WARRANT AND HEREBY DISCLAIMS ANY WARRANTY THAT THE INFORMATION PROVIDED TO SUBSCRIBER IS CORRECT, COMPLETE, CURRENT, AND MERCHANTABILITY OR FIT FOR A PARTICULAR PURPOSE, OR THAT THE INFORMATION WILL BE AVAILABLE OR DELIVERED TO SUBSCRIBER AT ANY SPECIFIC TIME.**

**DRN** reserves the right to maintain confidentiality of its data acquisition and verification methodologies.

**SUBSCRIBER** and **DRN** agree that unless **DRN** has committed gross negligence or engaged in intentional wrongdoing in the preparation and transmission of the Report, **DRN’S** total liability to **SUBSCRIBER** shall be limited to the return of fees paid to **DRN** for the Report and then only to the extent that the information contained in the Report is found to be the primary basis upon which **SUBSCRIBER** incurred injury or damage resulting from the furnishing of the Report by **DRN**. **DRN** shall not be responsible for any damages, costs or expenses resulting from mistakes, omissions, errors, delays or other defects in the information provided, or for any performance defect due to circumstances beyond the control of **DRN**. **SUBSCRIBER** and **DRN** agree that **DRN** shall not be liable to **SUBSCRIBER** for any other damages, costs or expenses whatsoever except as expressly agreed to elsewhere in the Agreement or Addendum, and that **NEITHER PARTY SHALL BE LIABLE TO THE OTHER PARTY FOR PUNITIVE, EXEMPLARY OR CONSEQUENTIAL DAMAGES.**

**SUBSCRIBER** agrees to defend, indemnify and hold harmless **DRN**, and its owners, officers, directors, shareholders, employees, agents, contractors, affiliates and attorneys from all liabilities, claims, losses, causes of action, (including attorney’s fees and costs) or any kind or nature, arising out of or in connection with the performance of the services or information to be provided by **DRN** under this Agreement, or any Addendum thereto, unless **DRN** has committed gross negligence or engaged in intentional wrongdoing in the preparation and transmission of the Report.

This Agreement, and any Addendum attached hereto, are intended by the parties as a final expression of their agreement and as a complete and exclusive statement of the terms thereof and supersedes all prior representations, understandings or agreements of the parties. This Agreement can only be modified in writing, signed by the parties or their duly authorized agents. No waiver of a breach of any term or condition of this Agreement shall be construed to be a waiver of any succeeding breach. **SUBSCRIBER** acknowledges receipt of a copy of this Agreement. If **DRN** is required to bring an action to enforce any term of this Agreement or any Addendum hereto, then **SUBSCRIBER** agrees to pay all reasonable attorney’s fees and costs incurred in connection with such action. This Agreement may be canceled by either party with thirty (30) day’s written notice to the other party. With just cause, such as delinquency or violation of the terms of this Agreement or a legal requirement, or a material change in existing legal requirements which adversely affects this Agreement, **DRN** may, upon its election, discontinue serving the **SUBSCRIBER** and cancel this Agreement immediately.

This Agreement may not be assigned in whole or in part by **SUBSCRIBER** without the express written consent of **DRN**, which shall not be unreasonably withheld. Notwithstanding the foregoing, this Agreement shall inure to the benefit of successors or assigns.

This Agreement is deemed to be made, executed and performed in the State of California. This Agreement shall be governed by and shall be construed in accordance with the laws of the State of California, without reference to principle of conflicting laws. The parties to this Agreement consent to jurisdiction and venue in the State and Federal courts located in the State of California, County of Sacramento.

IN WITNESS WHEREOF, the parties agree to the terms of this Agreement as stated herein.

Accepted for **SUBSCRIBER**:

Accepted for **Data Research Network, Inc**:

\_\_\_\_\_  
SIGNATURE of **SUBSCRIBER**

\_\_\_\_\_  
SIGNATURE for DATA RESEARCH NETWORK, INC.

\_\_\_\_\_  
PRINTED NAME / TITLE

8788 Elk Grove Blvd. Suite O  
Elk Grove, California 95624  
T: 916•226•2550 F: 916•226•2552  
research@hire-safe.com

\_\_\_\_\_  
DATE

California Private Investigative Agency #25313

# Credit Card Billing Information

As a part of our quick approval and payment protection plan, we require your credit card information. Instead of completing a lengthy credit account application form, we have created this quick account approval system.

**Please choose from the following options (check your choice).**

- Please invoice and hold the credit card number as a payment guarantee. \*  
I also authorize Data Research Network, Inc. to charge the card **30 days** from the invoice due date if payment is not satisfied.
- Please charge the credit card and send me a detailed receipt. \*  
Data Research Network, Inc. is authorized to charge my credit card for services that I have requested for my company.

**Credit Card Information:** (check your choice)

VISA    MASTER    AMEX    DISCOVER

**Credit Card Number:** \_\_\_\_\_ **Exp.** \_\_\_\_ / \_\_\_\_

**Name on Card:** \_\_\_\_\_ **CVV:** \_\_\_\_\_

**Card Billing Address:** \_\_\_\_\_

Street

City

State

Zip

**Name of Company:** \_\_\_\_\_

**Tax ID(EIN) or SSN:** \_\_\_\_\_

\* The card number and your company information will be verified within few hours. In order to verify your credit card and company information, credit information will be accessed and verified. Fraudulent card information will be reported to law enforcement agencies as well as credit reporting bureaus immediately.

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I hereby agree to the Subscriber Agreement which I have signed and submitted as well as the above terms and conditions. I also authorize Data Research Network, Inc. to charge the payment according to the choice I made from options above.

**Cardholder Signature:** \_\_\_\_\_ / \_\_\_\_ / \_\_\_\_  
Date

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Data Research Network, Inc.  
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Elk Grove, California 95624  
916•226•2550   research@hire-safe.com   fax: 916•226•2552