

ADDITIONAL BACKGROUND CHECK DISCLOSURES

ADVERSE ACTION AND DISPUTES NOTICE: The consumer reporting agency ADP Screening and Selection Services, Inc. (ADP SASS) or U.S. Information Search will prepare the background report for Redlands Community College (the "Company"). The consumer agencies are located at the following locations:

U.S. Information Search
615 South College Street
Charlotte, NC 28202
(800) 596-4327
<http://www.usinformationsearch.com>

ADP Screening and Selection Services
301 Remington Street
Fort Collins, CO 80524
(800) 367-5933
www.adpselect.com

Neither consumer reporting agency (CRA) make any decisions to take adverse action. If the Company makes a decision to take adverse action, neither consumer reporting agency (CRA) will be able to provide specific reasons why the adverse action was taken.

You have the right to obtain a free copy of a consumer report on you from the consumer reporting agency which prepared your background report, under various circumstances, including but not limited to where you receive notice that an adverse action has been taken toward you based on the consumer report. In that instance, you have the right to a free copy of the report provided that you make the request within 60 days of the date that you received the notice of adverse action. You have the right to dispute, with a consumer reporting agency, the accuracy or completeness of any information in a consumer report furnished by the agency.

If you live or work for the Company in any of the states below, note the following:

CALIFORNIA: If the Company obtains credit history information on you, it will be because you have applied for a position: (a) that is managerial; (b) that is in the state Department of Justice; (c) that is in law enforcement or is that of a sworn peace officer; (d) for which a credit history is required by law; (e) that involves access to sensitive personal information of a customer, employee, or employer that is not customarily provided in a retail transaction; (f) that involves access to trade secrets; or (g) that involves regular access to cash during the work day totaling \$10,000 or more.

COLORADO: If the Company obtains credit history information on you, it will be because you have applied for a position that is (a) managerial or executive in nature and involves: (i) setting the direction or control of a business or significant portion thereof; (ii) a fiduciary responsibility to the Company; (iii) access to personal information of a customer, employee, or employer that is not customarily provided in a retail transaction; or (iv) the authority to issue payments, collect debts, or enter into contracts; (b) involves contracts with defense, intelligence, national security, or space agencies of the federal government; or (c) or is with a bank or financial institution.

CONNECTICUT: If the Company obtains credit history information on you, it will be because you have applied for a position that: (a) is managerial and involves setting the direction or control of a business, or a significant portion thereof; (b) involves access to personal information of a customer, employee, or employer that is not customarily provided in a retail

transaction; (c) involves a fiduciary responsibility to the employer; (d) is provided an expense account or a corporate debit/credit card; (e) has access to trade secrets; or (f) involves access to significant nonfinancial assets.

MARYLAND: If the Company obtains credit history information on you, it will be because you have applied for a position that: (a) is managerial and involves setting the direction or control of a business, or a significant portion thereof; (b) involves access to personal information of a customer, employee, or employer that is not customarily provided in a retail transaction; (c) involves a fiduciary responsibility to the employer; (d) is provided an expense account or a corporate debit/credit card; or (e) has access to trade secrets.

MASSACHUSETTS: If you submit a request to us in writing, you have the right to know whether the Company ordered an investigative consumer report from ADP Screening and Selection Services (ADP SASS) or U.S. Information Search, which may include any or all of the following pertaining to you, as allowed by law: credit history; public records; a Social Security number verification; driving records; military service; credentials/certifications; and verification of prior employment and education. You may inspect and order a free copy of the report by contacting ADP SASS or U.S. Information Search.

MINNESOTA: If you submit a request to us in writing, you have the right to get from the Company a complete and accurate disclosure of the nature and scope of the consumer report or investigative consumer report ordered, if any, from ADP Screening and Selection Services or U.S. Information Search, which may contain the following information pertaining to you: credit history; public records; a Social Security number verification; driving records; military service; credentials/certifications; and verification of prior employment and education.

NEW JERSEY: If you submit a request to us in writing, you have the right to know whether the Company ordered an investigative consumer report from ADP Screening and Selection Services (ADP SASS) or U.S. Information Search, which may contain the following information pertaining to you: credit history; public records; a Social Security number verification; driving records; military service; credentials/certifications; and verification of prior employment and education. You may inspect and order a free copy of the report by contacting ADP SASS or U.S. Information Search.

NEW YORK: If you submit a request to the Company in writing, you have the right to know whether the Company ordered a consumer report or an investigative consumer report from ADP Screening and Selection Services (ADP SASS) or U.S. Information Search, which may contain the following information pertaining to you: credit history; public records; a Social Security number verification; driving records; military service; credentials/certifications; and verification of prior employment and education. You may inspect and order a free copy of the reports by contacting ADP SASS or U.S. Information Search. By signing the separate document called the Authorization for Background Checks, you agree that you have received a copy of Article 23A of the New York Correction Law (provided with this document).

OREGON: If the Company obtains credit history information on you, it will be because you have applied to a position that involves access to financial information that is not customarily provided in a retail transaction that is not a loan or extension of credit or that requires the Company to obtain credit history as a condition of obtaining insurance or a surety/fidelity bond.

VERMONT: If the Company obtains credit history information on you, it will be because: (a) it is required to do so by law; (b) the position involves access to confidential financial information; (c) the Company is a “financial institution” or “credit union,” as defined by applicable state law; (d) the position is that of a law enforcement officer, emergency medical personnel, or a firefighter, as defined by applicable state law; (e) the position requires financial fiduciary responsibility to the Company or its clients; (f) the Company can show that credit history is a valid and reliable predictor of performance in the specific position for which you are applying; and/or (g) the position involves access to the Company’s payroll information.

WASHINGTON: You have the right to ask ADP Screening and Selection Services or U.S. Information Search for a written summary of your rights under the Washington Fair Credit Reporting Act. If the Company obtains credit history information on you it will be because it is required by law to do so or because the information is substantially job-related and needed for employment purposes.