



**LAGNIAPPE RESOURCES INC.**  
PROFESSIONAL EMPLOYMENT REFERENCES

**END USER CERTIFICATION FOR PROCUREMENT OF A CONSUMER AND/OR INVESTIGATIVE CONSUMER REPORT**

In compliance with the Federal Fair Credit Reporting Act as amended by the Consumer Credit Reporting Reform Act of 1996 (the "Act") COMPANY NAME (End User) hereby certified to Lagniappe Resources, Inc. (Consumer Reporting Agency) that it will comply with the following provisions:

1. End User will ensure that prior to procurement or causing the procurement of a Consumer and/or Investigative Consumer Report for employment purposes:
  - a. A clear and conspicuous disclosure has been made in writing to the consumer before the report is procured in a document that consists solely of the disclosure that a consumer report may be obtained for employment purposes, and
  - b. The consumer has authorized in writing the procurement of the report by the End User.
  
2. In using a consumer report for employment purposes, before and after taking any adverse action based in whole or in part on the report, the End User shall provide to the consumer to whom the report relates:
  - a. A copy of the report, pre-adverse action intent, adverse action decision, and
  - b. A description in writing of their rights of the consumer under the Act, a copy of which is attached hereto (A Summary of Your Rights Under the Fair Credit Reporting Act)

In addition, when the End User is requesting an Investigative Consumer Report, pursuant to Section 606 of the Fair Credit Reporting Act (FCRA), the End User further certifies:

1. That is made a written disclosure to the applicant/employee that it was obtaining an investigative consumer report, and that such report may include information regarding his/her character, general reputation, personal criminal history and mode of living.
2. That such written disclosure was made to the individual no later than three (3) days after the date on which the investigative consumer report was first requested.
3. That such written disclosure included a statement informing the individual of his/her right to request additional disclosure regarding the nature and scope of the investigation under Section 606(b) of the FCRA and the written summary of the rights of the consumer under the Section 609(c) of the FCRA.
4. That the End User will comply with Section 606(b) of the FCRA. The information from the consumer report will not be used in violation of any applicable federal or state equal employment opportunity law or regulation.

End User hereby acknowledges receipt of the Summary of Your Rights Under the Fair Credit Reporting Act.

\_\_\_\_\_  
Name of End User

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date