

**DISCLOSURE OF INTENT TO OBTAIN CONSUMER REPORT,  
INVESTIGATIVE CONSUMER REPORT, AND/OR CONSUMER CREDIT REPORT**

By this document, Love's Travel Stops and Country Stores (the "Company") discloses to you that a Consumer Report and/or an Investigative Consumer Report may be obtained about you for employment purposes as part of the Company's pre-employment background investigation and/or at any time during your potential employment with the Company. Under the federal Fair Credit Reporting Act ("FCRA"), you also have a right to request a detailed disclosure of the nature and scope of any investigation requested for an Investigative Consumer Report. However, since California's Investigative Consumer Reporting Act ("ICRAA") requires a similar disclosure without a request, please be advised that the nature and scope of any investigation requested for an Investigative Consumer Report will be information gathered through any means, including, but not limited to, personal interviews with neighbors, friends, associates, acquaintances, or others, relating to your character, general reputation, personal characteristics, mode of living, work habits, performance and experience, along with reasons for termination of past employment, or criminal/civil/driving record history. When a Consumer Report or an Investigative Consumer Report is obtained, it will be obtained from First Advantage P.O. Box 105292 Atlanta, GA 30348, 1-800-845-6004 <http://www.fadv.com/privacy-policy/>.

Attached to this document is a summary of your rights under the ICRAA (California Civil Code §1786.22). You have the right to request a summary of your rights under the FCRA.

*If and only if* the box to the left is checked, the Company may obtain a Consumer Credit Report about you for employment purposes as part of the Company's pre-employment background investigation and/or at any time during your potential employment with the Company. The Company may obtain a Consumer Credit Report about you for the following reason(s):

- The position for which you are applying or being considered is managerial;
- The position for which you are applying or being considered is in the State Department of Justice;
- The position for which you are applying or being considered is that of a sworn peace officer or other law enforcement position;
- The Company is required by law to disclose or obtain the information contained in the report;
- The position for which you are applying or being considered involves regular access, for a purpose other than the routine solicitation and processing of credit card applications in a retail establishment, to someone's bank or credit card account information, social security number, and date of birth;
- If you are offered the position for which you are applying or being considered, you would be: (1) a named signatory on the bank or credit card account of the Company; (2) authorized to transfer money on behalf of the Company; or (3) authorized to enter into financial contracts on behalf of the Company;

- The position for which you are applying or being considered involves access to the Company's confidential or proprietary information, including a formula, pattern, compilation, program, device, method, technique, process or trade secret; and/or
- The position for which you are applying or being considered involves regular access to cash totaling \$10,000 or more of the Company, a customer, or client, during the workday.

When a Consumer Credit Report is obtained, it will be obtained from First Advantage P.O. Box 105292 Atlanta, GA 30348, 1-800-845-6004 <http://www.fadv.com/privacy-policy/>.

### **AUTHORIZATION**

I have received the Company's disclosure of its intent to obtain reports about me as described above. I expressly authorize the Company to obtain a Consumer Report, an Investigative Consumer Report, and/or a Consumer Credit Report (if the box above regarding the Company obtaining Consumer Credit Reports is checked) about me for employment purposes as part of the Company's pre-employment background investigation and/or at any time during my employment with the Company.

## **Summary of Your Rights under California Civil Code §1786.22**

An investigative consumer reporting agency (“Agency”) will supply files and information that you have a right to inspect during normal business hours and on reasonable notice.

All files the Agency maintains on you will be made available for your visual inspection, as follows:

- In person, if you appear in person and furnish proper identification. A copy of the file will also be available to you for a fee not to exceed the actual costs of copying.
- By certified mail, if you make a written request, with proper identification, for copies to be sent to a specified address. However, agencies complying with a request for such a mailing will not be liable for disclosures to third parties caused by mishandling of mail after the mail leaves the Agency.
- A summary of all information contained in your file and required to be provided to you under the California Civil Code will be provided by telephone, if you have made a written request, with proper identification for telephone disclosure, and the toll charge, if any, for the telephone call is prepaid by or charged directly to you.

“Proper identification” includes documents such as a valid driver’s license, social security account number, military identification card, and credit cards. Only if you cannot identify yourself with such information may the Agency require additional information concerning your employment and personal or family history in order to verify your identity.

The Agency will provide trained personnel to explain any information furnished to you pursuant to §1786.10.

The Agency will provide a written explanation of any coded information contained in your file. This written explanation shall be distributed whenever a file is provided to you for visual inspection.

You may be accompanied by one other person of your choice when you come to inspect your file. This person must furnish reasonable identification. The Agency may require you to furnish a written statement granting permission to the Agency to discuss your file in your companion’s presence.