

STATE NOTICES

NEW YORK Applicants or employees only: You have the right to inspect and receive a copy of any investigative consumer report requested by the **Company** by contacting Creative Services, Inc. at Creative Services, Inc. 64 Pratt Street, Mansfield MA 02048, Phone: 508-339-5451.

NEW YORK Applicants or employees: You acknowledge receipt of [Article 23-A](#) of the New York Correction Law.

WASHINGTON Applicants or employees: You have the right to request from Creative Services, Inc. a written summary of your rights and remedies under the Washington Fair Credit Reporting Act. For your convenience, you may also find a copy [here](#).

NEW JERSEY Applicants or employees: You have the right to request from Creative Services, Inc. a written summary of your rights and remedies under the New Jersey Fair Credit Reporting Act. For your convenience, you may also find a copy [here](#).

CALIFORNIA Applicants or employees: You acknowledge receipt of the [NOTICE REGARDING BACKGROUND INVESTIGATION PURSUANT TO CALIFORNIA LAW](#). Under California law you are entitled to visually inspect all files maintained about you by an investigative consumer reporting agency, ("ICRA"), such as Creative Services, Inc., upon request. Please read the attached document for more information about your rights.

CALIFORNIA Applicants or employees: You acknowledge receipt of the [NOTICE REGARDING BACKGROUND INVESTIGATION and USE OF CREDIT INFORMATION PURSUANT TO CALIFORNIA LAW](#)

OREGON Applicants or employees: Information describing your rights under federal and Oregon law regarding consumer identity theft protection, the storage and disposal of your credit information, and remedies available should you suspect or find that the Company has not maintained secured records is available to you upon request.

MASSACHUSETTS Consumers: You have the right to receive a copy of your investigative consumer report requested by the Company, upon its completion, by contacting Creative Services, Inc. at Creative Services, Inc. 64 Pratt Street, Mansfield MA 02048, Phone: 508-339-5451.

VERMONT Applicants or employees: 9 V.S.A. §§ 2480e and 2480g requires a clear and adequate written disclosure of the circumstances under which a credit report or credit reports may be obtained and the purposes for which the credit report or credit reports may be obtained. You also acknowledge receipt of the [Vermont Fair Credit Report Act Notice](#).