

Workplace Location Waiver

The Undersigned (“User”) wishes to utilize the services of DRIVER IQ/CARCO Group, Inc. (“DRIVER IQ/CARCO”), a consumer reporting agency, to provide consumer reports, to include criminal records as part of their background screening program. In response to the increased frequency of regulations, statutes, and ordinances commonly referred to as “Ban the Box” or criminal record fair chance acts at the city, town, or municipal level, DRIVER IQ/CARCO has enabled its technology and systems to collect from the User the employment or workplace location of the individual for which the User wishes to obtain a background screening report and the User has declined to avail itself of this DRIVER IQ/CARCO capability.

Therefore, the User certifies with respect to any consumer reports or information obtained from DRIVER IQ/CARCO, that User will comply with the current or future various “Ban the Box” or fair chance ordinances and the like, as they may be amended or recodified from time to time, with respect to the request or use by User of an individual’s criminal conviction, history, or records for employment purposes and that User will not otherwise discriminate against an applicant or employee with regard to hiring, compensation, or the terms, conditions or privileges of employment based on the criminal history of the applicant or employee in contravention to these laws, regulations, ordinances, or acts to the extent applicable. Furthermore, the User will conform to the requirements of such “Ban the Box” or Fair Chance Act, or the like statutes, laws, regulations, or ordinances in utilizing the services of DRIVER IQ/CARCO and shall indemnify and hold harmless DRIVER IQ/CARCO and its affiliates, agents, officers, directors, shareholders, and employees from and against any and all liabilities, claims, damages, demands, suits, judgments, losses, costs, or expenses (including, without limitation, reasonable attorneys’ fees and disbursements) resulting from any conduct, act, or lack thereof. Indemnification under this provision shall survive the termination or expiration of the Agreement.

_____ Authorized Client Signature	_____ DRIVER IQ/CARCO Account Number
_____ Date	_____ Name of Company
_____ Authorized Client Printed Name	_____ Street Address
_____ Authorized Client Printed Title	_____ City State Zip