



Subject: Emerging roadblocks in California

Dear Valued Client,

We would like to inform you about recent developments in the State of California that may impact your access to background screening data.

California Courts have begun redacting personally identifiable information (PII) from court computer systems, enforcing Court Rule 2.507 which prohibits “allowing the public to search an electronic index by inputting an individual’s known date of birth (DOB) or driver’s license number.”

How It Impacts You

- Not only is DOB redacted, but the ability to search by DOB or other PII is limited.
- Court clerks are assisting with verifying IDs, but this process is causing delays on completing name match only leads.
- California counties of Stanislaus, Solano, and Shasta are experiencing extreme delays from the backlog caused by COVID-related court closures.
- Los Angeles County, California’s largest county by population, issued a new policy on August 20, 2021, under which clerks will NOT verify full date of birth.

Some employers may consider making employment offers contingent on the background check results, except where statute, regulation, or risk factors require that an acceptable background check be completed prior to extension of an offer or start date.

Our industry trade association, the Professional Background Screening Association (PBSA), of which we are an accredited member, is collaborating with other organizations to chart a path forward in an effort to make DOB searchable again. However, any potential solution will not be immediate, and the challenges employers face searching California records will continue indefinitely. Please follow the attached link for more details regarding this action.

<https://thepbsa.org/government-relations/michigan-dob-redaction-information/>

Thank you for your understanding and continued partnership. We will keep you informed as we learn more about enforcement updates that may impact you.

Sincerely,
The Driver iQ Team