

Payroll Network, Inc.

FCRA USER CERTIFICATION LETTER

The company indicated below hereby certifies that as a "User" of your Consumer Reports, we will restrict the use of the information in the reports to personnel selection for employment purposes only.

No information in the reports will be given to any other "person" or "user" in compliance with the Fair Credit Reporting Act, as amended by the Consumer Reporting Reform Act of 1996 (the "Act"). We have complied with the Act by disclosing to the Subject the fact that we are requesting a Consumer Report ("Report"). If we choose to take adverse action against the Subject as a result of information from the Report, before taking such adverse action, we shall provide the Subject with a copy of the Report, and a description of the Subject's rights under the Act (if we have not already done so). Additionally, we shall provide the Subject with TeamScreen Solutions name, address and telephone number, as well as the following statement required by the Act:

"Payroll Network Screening Services and TeamScreen Solutions did not make the decision to take the adverse action and is unable to provide you, the Subject, with specific reasons why the adverse action was taken."

We shall also inform the Subject of their right to dispute with Payroll Network Screening Services and TeamScreen Solutions the accuracy or completeness of any information in the Consumer Report. We further certify that we shall not use any information contained in the Report in violation of any applicable Federal or State equal opportunity law or regulation.

Corporate or Company Name

Signature of Authorized Company Representative

Name of Authorized Company Representative

Date

**Please fax completed form to
Payroll Network Screening Services at (301) 770-4666**

**4940 Nicholson Court, Suite 200, Kensington, MD 20895-1003
Tel: 301-770-4200 Fax: 301-770-4666**