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May 21, 2018

Eric Spencer
State Election Director
Arizona Secretary of State Michele Reagan
1700 W. Washington Street, Floor 7
Phoenix, Arizona 85007
espencer@azsos.gov

Re: Initiative Petition C-04-2018 Ineligible Petition Circulators

Dear Mr. Spencer:

This office represents Arizonans for Affordable Electricity (“AFAE”). We write on behalf of AFAE to inform you of potential illegal activities on the part of Clean Energy for a Healthy Arizona (the “Committee”) as part of its effort to collect signatures for their ballot measure initiative petition, C-04-2018. As we have referenced in our previous correspondence, the Committee engaged the services of Field Works, a Washington, D.C. based entity to collect petition signatures. In its signature collection efforts, it has been reported that Field Works has employed felons as registered paid circulators. As you know, felons are prohibited from circulating initiative petitions absent a restoration of their civil rights and employing felons as petition circulators creates a public safety concerns all Arizonans.¹ Due to these concerns, AFAE determined it was necessary to bring this matter to your office’s attention immediately.

¹ See A.R.S. § 19-114(A); Office of the Secretary of State, *Petition Circulation Training Guide*, 2.1 Who May Circulate Petitions (May 2018).

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As the Committee and the registered circulators come under the jurisdiction of the Arizona Secretary of State's Office,² AFAE respectfully requests that your office review the Committee's compliance with Arizona law and order the Committee and Field Works to immediately cease and desist their practice of employing ineligible petition circulators. In addition, any signatures collected by ineligible circulators should not be counted.³

Felons Are Ineligible to Circulate Initiative Petitions.

Under A.R.S. § 19-114(A), an individual that registers to circulate an initiative petition must be qualified to register to vote in Arizona.⁴ A.R.S. § 16-101(A)(5) states that every resident of the state is qualified to register to vote if [in addition to meeting other requirements], he has *not* been convicted of a felony, unless restored to civil rights.⁵ Indeed, A.R.S. § 16-101(A) "could not be more clear: a person who has been convicted of a felony is not qualified to register to vote unless that person's civil rights have been restored."⁶ Therefore, to register to circulate initiative petitions, "the circulator's civil rights must have been restored by the state in which he or she was convicted."⁷ Signatures gathered by ineligible circulators should be invalidated.⁸

² See State of Arizona, *Election Procedures Manual* (2018) (Manual, which is promulgated by the Secretary of State's Office, carries the force of law); see also Office of the Secretary of State, *Petition Circulation Training Guide* (May 2018) (petition circulators required to register with the Secretary of State).

³ See State of Arizona, *Elections Procedures Manual*, 1.4.5 Effect of Felony Conviction on Qualification to Register to Vote (2018); *id.* at 1.14.1.2 Cancellation of Registrants Convicted of a Felony.

⁴ See A.R.S. § 19-114(A); Office of the Secretary of State, *Petition Circulation Training Guide*, 2.1 Who May Circulate Petitions (May 2018).

⁵ See A.R.S. § 16-101(A)(5).

⁶ See *Parker v. City of Tucson*, 233 Ariz. 422, 430, 314 P.3d 100, 108 (App. 2013).

⁷ See *Parker*, 233 Ariz. at 431. See also State of Arizona, *Elections Procedures Manual*, 1.4.5 Effect of Felony Conviction on Qualification to Register to Vote (2018); *id.* at 1.14.1.2 Cancellation of Registrants Convicted of a Felony.

⁸ See Office of the Secretary of State, *Initiative and Referendum Guide*, 1.2.5 Collecting Petition Signatures (May 2018); Office of the Secretary of State, *Petition Circulation*

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A political action committee (“PAC”) that intends to circulate initiative petitions in Arizona must “strictly comply with [applicable] constitutional and statutory requirements.”⁹ Employing felons as registered petition circulators does not comply with Arizona law.¹⁰

As you know, Field Works, on behalf of the Committee, has registered hundreds of individuals as petition circulators for C-04-2018. AFAE has been informed that several of those registered circulators are convicted felons.¹¹ By way of example but not limitation, AFAE has obtained the criminal case history for a Field Works circulator, John Wayne Warden (“Mr. Warden”), circulator registration number AZ87995.¹² Mr. Warden was convicted of theft and kidnapping in 1994.¹³

Perhaps more alarming in this context, another registered Field Works petition circulator, Charles Sahadi, circulator registration number AZ51262, has been convicted of aggravated vehicular homicide and forgery.¹⁴ Upon information and belief, these individuals employed by Field Works have not had their civil rights restored.¹⁵ It is apparent that Field Works neither inquires about the legal eligibility of its petition circulators nor requires self-disclosure about eligibility to vote in the State of Arizona, pursuant to A.R.S. § 19-114(A).¹⁶

Training Guide, 3.1.2 Grounds for Petition Sheet Rejection (May 2018); State of Arizona, *Elections Procedures Manual*, 5.1.1.6 Gathering Petition Signatures (2018).

⁹ A.R.S. § 19-102.01(A).

¹⁰ See *Parker*, 233 Ariz. at 433 (employing felons as petition circulators “established a lack of [even] substantial compliance” with initiative statutes); See A.R.S. § 19-114(A); Office of the Secretary of State, *Petition Circulation Training Guide*, 2.1 Who May Circulate Petitions (May 2018).

¹¹ See Declaration of A. Chavez, attached as Exhibit A.

¹² See Ex. A, ¶¶ 6 – 11.

¹³ *Id.*

¹⁴ Ex. A, ¶¶ 7, 12.

¹⁵ *Id.* at ¶ 8.

¹⁶ See *id.* at ¶¶ 9 – 12.

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Field Works' Practices Raise Public Safety Concerns.

The nature of gathering signatures for any petition involves a circulator approaching unsuspecting members of the public.¹⁷ While AFAE does not intend to imply that all convicted felons create a present danger, public safety was one of the primary concerns behind the passage of A.R.S. § 19-114. Arizonans should be comfortable that the person approaching them with an air of authority and requesting petition signatures has not been convicted of kidnapping or homicide.¹⁸

AFAE is alarmed that the Committee has failed to properly oversee Field Works' employ of felons in gathering signatures for petition C-04-2018. Indeed, it is this concern that drives AFAE to raise the issue with your office now. It would have been irresponsible to continue the violation of such an important public safety issue.

Conclusion

AFAE respectfully requests that your office exercise its authority to ensure that registered circulators are not convicted felons and take other appropriate action pursuant to Arizona law.

Thank you for your attention to this matter. Please let me know if we can provide any additional information.

Very truly yours,

Snell & Wilmer



Brett W. Johnson
Andrew M. Sniegowski

¹⁷ See Office of the Secretary of State, *Petition Circulation Training Guide*, 2.5 Collecting Petition Signatures (May 2018).

¹⁸ See *id.* (describing instructions and interactions between circulators and signers).

Exhibit A

DECLARATION

I, Andrew Chavez, hereby declare the following information to be true and correct:

1. I am over the age of 18 and a resident of Phoenix, Arizona.
2. Except where indicated, I state the following of my own knowledge and if called upon to do so, could testify competently to the following.
3. I am the owner of AZ Petition Partners, LLC ("Petition Partners").
4. As part of my duties at Petition Partners, I am involved in interviewing and vetting potential candidates for employment as petition circulators.
5. Because Arizona law requires that petition circulators be qualified electors, it is Petition Partners' standard practice to run background checks on all potential employees.
6. Petition Partners recently considered the following individuals for employment as petition circulators: (i) Terrence Lundy; (ii) John Warden; (iii) Charles Sahadi; (iv) Geoffrey Hennings; and (v) Abraham Kromah.
7. In reviewing these individuals' background checks, it was discovered that all of these individuals have been convicted of felonies. True and correct copies of the background checks are attached as Exhibit 1.
8. Consistent with my standard practice, I asked these individuals whether their civil rights had been restored. All of them stated they had not. Therefore, it is my understanding that these individuals are not qualified electors and not eligible to serve as petition circulators.
9. Upon information and belief, Terrence Lundy, John Warden, Charles Sahadi, Geoffrey Hennings, and Abraham Kromah are all registered petition circulators working with Field Works, LLC in support of Petition Serial Number C-04-2018.
10. Mr. Lundy's Circulator Registration number is AZ45135.
11. Mr. Warden's Circulator Registration number is AZ87995.
12. Mr. Sahadi's Circulator Registration number is AZ51262.
13. Mr. Hennings' Circulator Registration number is AZ63551.
14. Mr. Kromah's Circulator Registration number is AZ73478.

I declare under penalty of perjury that the facts in this statement are true and correct to the best of my knowledge and belief.

Executed: May 18, 2018

Signed: 

Exhibit 1



NATIONAL CRIMINAL RECORDS REPORT

Applicant name	TERRENCE L LUNDY
Date of birth	10/22/1975
Social security number (SSN)	██████████
Jurisdictions searched	ALL

Report dated: 04/26/2018
Order ID: 2786945

Reported by Arizona Admin Office of Courts, AZ

LUNDY, TERRENCE LAMAR
Offender ID: 38322404

Sex MALE
Race BLACK
Address 1625 WEST MISSOURI AVENUE
 PHOENIX AZ

Case No:	S-0700-CR-2013454631
Charge	MARIJUANA VIOLATION
Charge class	FELONY
Filed	11/18/2013
Disposition	GUILTY
Disposition date	11/20/2013
Party Description	DEFENDANT
Case Category	CRIMINAL
Case Id	66148571
Case Disposition Date	20140106

Count

1

Reported by Maricopa County - Superior Court , AZ

LUNDY, TERRENCE LAMAR

Offender ID: LUNDTERR-CR2013454631-001

Address 1625 WEST MISSOURI AVENUE

Case No: CR2013454631

Charge UNSPECIFIED

Filed 11/18/2013

Defendant
Number 001

Case Type EARLY DISPOSITION COURT

The data provided is based on data obtained from the Clerk of the Superior Court in Maricopa County, Arizona as of 12-03-2013. The Clerk of the Superior Court in Maricopa County, Arizona provides no Disclaimer warranties, express or implied, that the data provided is accurate, current, correct, or complete. It is expressly understood that it is the responsibility of users, subscribers, customers, clients, or other third parties to whom the data is supplied to verify the data obtained under this agreement with the official court records.

Reported by Cuyahoga County - Lakewood Municipal Court , OH

LUNDY, TERRENCE

Offender ID: LUNDYTERRENCE-2008CRB02214

Address 3079 WEST 106TH STREET
CLEVELAND OH 44102

Case No: 2008CRB02214

Charge OBSTRUCTION OF OFFICIAL BUSINE

Arresting agency //LCO

Disposition	GUILTY PLEAD NO CONTEST
Disposition date	12/16/2008
Statute Code	525.07
Offense Code	OBSTRUCTION OF OFFIC
Count	1

Notice to employers: If you intend to take adverse action as a result of this report, including but not limited to failure to hire, you must provide the subject of this report a copy of the report along with our contact information and a summary of their rights under the Fair Credit Reporting Act.

Notice to employers operating in California: California law requires the following notices when obtaining a pre-employment screening report. This report is only provided on the condition that an employer subject to California law agrees to abide by these conditions. Furthermore, by requesting a screening report, an employer certifies compliance with California Civil Code Section 1786.16.

1. The report does not guarantee the accuracy or truthfulness of the information as to the subject of the investigation, but only that it is accurately copied from public records. Evidence of identity theft may or may not be identified from this report.
2. The recipient of this report shall give a copy of this report to the subject of the report.
3. Failure to provide a copy of the report as required by law may expose you to liability as specified in Section 1786.50. Section 1786.50 provides for fines and damages in the event a consumer is harmed by an employer not complying with this section. Section 1786.16 refers to certain requirements already in existence, such as obtaining releases.

Minnesota End-Users and Consumers: SentryLink is required to inform you that each criminal history record identified in the report was collected on or before 04/26/2018. The information may include criminal records that have been expunged, sealed, or otherwise have become inaccessible to the public since that date.

Disclaimer: Information contained herein is derived solely from public records, which may not be 100% accurate or complete. Users should not assume that this data provides a complete or accurate history of any person's criminal history. Users should consult state and federal laws before using this information in making decisions on hiring or firing of employees.

SentryLink, LLC assumes no liability for any claims for damages arising from the use of this data beyond the actual cost of the searches performed.



NATIONAL CRIMINAL RECORDS REPORT

Applicant name	JOHN W WARDEN
Date of birth	05/07/1961
Social security number (SSN)	[REDACTED]
Jurisdictions searched	ALL

Report dated: 05/01/2018
Order ID: 2790846

Reported by Arizona Admin Office of Courts , AZ

WARDEN, JOHN WAYNE
Offender ID: 37521857

Sex MALE
Address 549 W 9TH PL #C
 MESA AZ

Case No:	S-0700-CR-1993093489
Charge	KIDNAP
Charge class	FELONY
Filed	12/09/1993
Disposition	GUILTY
Disposition date	06/23/1994
Party Description	DEFENDANT
Case Category	CRIMINAL
Case Id	66074822
Case Disposition Date	19940623
Count	1

Case No: S-0700-CR-1993093489
Charge THEFT
Charge class FELONY
Filed 12/09/1993
Disposition GUILTY
Disposition date 06/23/1994
Party Description DEFENDANT
Case Category CRIMINAL
Case Id 66074822
Case Disposition Date 19940623
Count 2

Reported by Arizona Admin Office of Courts . AZ

WARDEN, JOHN WAYNE

Offender ID: 38410369

Sex MALE
Address 510 EAST WAGNER
PHOENIX AZ 85050

Case No: S-0700-CR-2006153307
Charge THEFT
Charge class FELONY
Filed 08/29/2006
Disposition GUILTY
Disposition date 12/05/2006
Party Description DEFENDANT
Case Category CRIMINAL
Case Id 65886851
Case Disposition Date 20061205
Count 1

Case No: S-0700-CR-2006153307
Charge TRAFFICKING IN STOLEN PROPERTY
Charge class FELONY

Filed	08/29/2006
Disposition	GUILTY
Disposition date	12/05/2006
Party Description	DEFENDANT
Case Category	CRIMINAL
Case Id	65886851
Case Disposition Date	20061205
Count	2

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Notice to employers operating in California: California law requires the following notices when obtaining a pre-employment screening report. This report is only provided on the condition that an employer subject to California law agrees to abide by these conditions. Furthermore, by requesting a screening report, an employer certifies compliance with California Civil Code Section 1786.16.

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Minnesota End Users and Consumers: SentryLink is required to inform you that each criminal history record identified in the report was collected on or before 05/01/2018. The information may include criminal records that have been expunged, sealed, or otherwise have become inaccessible to the public since that date.

Disclaimer: Information contained herein is derived solely from public records, which may not be 100% accurate or complete. Users should not assume that this data provides a complete or accurate history of any person's criminal history. Users should consult state and federal laws before using this information in making decisions on hiring or firing of employees.

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Provider reference: 7 AZ



NATIONAL CRIMINAL RECORDS REPORT

Applicant name	CHARLES D SAHADI
Date of birth	05/21/1963
Social security number (SSN)	289745049
Jurisdictions searched	ALL

Report dated: 05/10/2018

Order ID: 2800350

Reported by Maricopa County - Justice Courts , AZ

SAHADI, CHARLES D JR

Offender ID: TR2006139540SAHACHARDJU

Case No:	TR2006139540
Charge	DRIVE W/LIC SUSPENDED FTA/FTP
Charge class	Misdemeanor
Offense date	06/29/2006
Filed	07/07/2006
Disposition	11 - PLEA OF GUILTY OR RESPONSIBLE; SENTENCE IMPOSED
Disposition date	10/05/2006
Case Type	CRIMINAL TRAFFIC
Charge Count	1
Status Date	20061005
Statute Code	28-3473C
Case Status	ADJUDICATED
Number Of Charges	1

Reported by Maricopa County - Justice Courts , AZ

SAHADI, CHARLES DAVID JR

Offender ID: TR2009132485SAHACHARDAVI

Case No: TR2009132485
Charge DUI-LIQUOR/DRUGS/VAPORS/COMBO
Charge class First Degree Misdemeanor
Offense date 12/10/2008
Filed 05/14/2009
Disposition 11 - PLEA OF GUILTY OR RESPONSIBLE; SENTENCE IMPOSED
Disposition date 06/22/2009
Case Type CRIMINAL TRAFFIC
Charge Count 1
Status Date 20090622
Statute Code 28-1381A1
Case Status ADJUDICATED
Number Of Charges 2

Reported by Ohio Dept of Corrections , OH

SAHADI, CHARLES

Offender ID: SAHACHAR-A21993400

Sex MALE

Race WHITE

Charge AGG VEH HOMICIDE
County of conviction LUCAS
Offender ID Number A21993400

Statute Code 2903.06 3
Definite Years 1Y 6M
Status RELEASED
Institution DEPARTMENT RECORD WAREHOUSE
Admission Date 19900323
Release Date 19910530
Gun Time Years 0 YEARS
Charge FORGERY
County of conviction LUCAS
Offender ID Number A21993400
Statute Code 2913.31 3
Definite Years 6M
Status RELEASED
Institution DEPARTMENT RECORD WAREHOUSE
Admission Date 19900323
Release Date 19910530
Gun Time Years 0 YEARS

Reported by Franklin County - Municipal Court - OH

SAHADI, CHARLES D

Offender ID: SAHACHAR-2000CRB014738

Sex MALE
Race WHITE
Height 5' 10"
Weight 190
Hair color BROWN
Eye color BROWN
Weight 190
Address 977 RIDGECREST
GAHANNA OH 43230

Case No: 2000 CRB 014738
Charge DISORDERLY CONDUCT

Charge class	4TH DEGREE MISDEMEANOR
Offense date	06/11/2000
Filed	06/12/2000
Plea	GUILTY
Disposition	GUILTY AMENDED CHR
Disposition date	10/18/2000
Statute Code	2913.03(A)
Original Charge	UNAUTHORIZED USE OF MOTOR VEHICLE - JOY RIDING
Case Status	CLOSED
Original Degree of Offense	MISDEMEANOR 1ST DEGREE
Status Date	20000614
Plea Date	20001018
Case Disposition	GUILTY TO AMEND CHARGE
Decision	GUILTY
Decision Date	20001018
Case Disposition Date	20001018
Count	1

Reported by Wood County - Perrysburg Municipal Court, OH

SAHADI, CHARLES D JR

Offender ID: SAHACHAR-CRB0500624

Address 914 COLBURN ST
TOLEDO OH 43609

Case No:	CRB0500624A
Charge	DOMESTIC VIOL
Plea	NO CONTEST
Disposition	FOUND GUILTY
Disposition date	06/21/2005
Statute Code	2919.25C
Disposition Details	CREDIT TIME SERVED
Jail Days	30

Reported by Wood County - Perrysburg Municipal Court, OH

SAHADI, CHARLES D JR

Offender ID: SAHACHAR-TRD0503494

Address 914 COLBURN ST
TOLEDO OH 43609

Case No: TRD0503494
Charge DRIV W/O LIC
Plea NO CONTEST
Disposition FOUND GUILTY
Disposition date 06/21/2005
Statute Code 4510.12
Jail Days 90
Jail Days Suspended 90

Notice to employers: If you intend to take adverse action as a result of this report, including but not limited to failure to hire, you must provide the subject of this report a copy of the report along with our contact information and a summary of their rights under the Fair Credit Reporting Act.

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Provider reference: 7 AZ



NATIONAL CRIMINAL RECORDS REPORT

Applicant name	GEOFFREY M HENNINGS
Date of birth	04/08/1969
Social security number (SSN)	397781381
Jurisdictions searched	ALL

Report dated: 05/13/2018

Order ID: 2802044

Reported by Arizona Admin Office of Courts , AZ

HENNINGS, GEOFFREY MICHAEL

Offender ID: 31940579

Sex MALE

Address 325 W 5TH ST 228
 MESA AZ 85201

Case No: M-0447-SP-2013006336

Charge UNSPECIFIED

Filed 06/06/2013

Party Description DEFENDANT

Case Category TRAFFIC

Case Id 62046725

Case Disposition Date 20131018

Reported by Arizona Admin Office of Courts , AZ

HENNINGS, GEOFFREY MICHAEL

Offender ID: 32016643

Sex MALE

Address 325 W 5TH ST 228
MESA AZ 85201

Case No: M-0945-PR-201303858

Charge UNSPECIFIED

Filed 06/27/2013

Party Description DEFENDANT

Case Category TRAFFIC

Case Id 62093764

Case Disposition Date 20131105

Reported by Arizona Admin Office of Courts, AZ

HENNINGS, GEOFFREY MICHAEL

Offender ID: 36039487

Sex MALE

Race WHITE

Address 1050 W. 8TH AVE #280
MESA AZ 852103477

Case No: J-0404-TR-2016000805

Charge UNSPECIFIED

Filed 04/18/2016

Party Description DEFENDANT

Case Category TRAFFIC

Case Id 64766730

Case Disposition Date 20160620

Reported by Arizona Admin Office of Courts, AZ

HENNINGS, GEOFFREY MICHAEL

Offender ID: 38777336

Sex MALE

Address 9221 S 45TH PL
PHOENIX AZ 85044

Case No: S-0700-CR-1997092240

Charge ENDANGERMENT

Charge class FELONY

Filed 06/05/1997

Disposition GUILTY

Disposition date 05/04/1998

Party Description DEFENDANT

Case Category CRIMINAL

Case Id 66138360

Case Disposition Date 19980710

Count 2

Reported by Maricopa County - Gilbert Municipal Court, AZ

HENNINGS, GEOFFREY MICHAEL

Offender ID: HENNGEOF2008TR32635DU

Sex MALE

Race WHITE

Height 5' 10"

Weight 180

Weight 180

Address 1038 E CARSON DR
TEMPE AZ 85282

Case No:	2008TR32635DU
Charge	EXTREME DUI, BAC 0.15% OR
Offense date	09/15/2008
Filed	11/14/2008
Disposition	GUILTY-RESP (11)
Disposition date	06/20/2011
Jail Days	15.
Probation Months	60
Sentence Description	MADD
Issue Date	20080915
Statute Code	28-1382.A

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Provider reference: 7 AZ



NATIONAL CRIMINAL RECORDS REPORT

Applicant name	ABRAHAM KROMAH
Date of birth	08/15/1972
Social security number (SSN)	039561631
Jurisdictions searched	ALL

Report dated: 05/15/2018

Order ID: 2804885

A middle name has not been submitted for this individual. No adverse action may be taken on the basis of this report prior to confirmation (via a social security number trace or other means) that this individual was resident in the jurisdiction in which relevant criminal records were reported.

Reported by Rhode Island Admin Office of Courts, RI

KROMAH, ABRAHAM

Offender ID: KROMABRA-15402501252

Case No:	15402501252
Charge	OWNER OPERATING W/O INSURANCE
Charge class	TRAFFIC MOVING
Offense date	05/12/2015
Filed	05/20/2015
Plea	GUILTY ABSENTIA
Disposition	GUILTY
Disposition date	09/10/2015

Case Type VIOLATION
Count 1
Defendant ID Number 3192337
Citation Number 15402501252
Statute Code 31-47-9
Case Status CLOSED
Year Of Birth 1972
Plea Date 20150812

Reported by Rhode Island Admin Office of Courts , RI

KROMAH, ABRAHAM

Offender ID: KROMABRA-P1-2009-0851C

Case No: P1-2009-0851C
Charge CONSPIRACY VIOL CNTRL SUBS ACT
Charge class FELONY
Offense date 05/30/2008
Filed 03/09/2009
Disposition FOUND GUILTY BY JURY
Disposition date 09/29/2011
Case Type FELONY - INDICTMENT
Count 3
Defendant ID Number 4665980
Statute Code 21-28-4.08
Case Status SUPREME COURT
Year Of Birth 1972

Reported by Rhode Island Admin Office of Courts , RI

KROMAH, ABRAHAM

Offender ID: KROMABRA-P2-2006-0466B

Case No:	P2-2006-0466B
Charge	MAINT/FREQ NARCOTIC NUISANCE
Charge class	FELONY
Offense date	01/05/2006
Filed	02/08/2006
Disposition	NOLO CONTENDERE PLEA TO AMENDED CHARGE
Disposition date	01/23/2008
Case Type	FELONY
Count	1
Defendant ID Number	4665980
Statute Code	CONV
Case Status	CLOSED
Year Of Birth	1972

Notice to employers: If you intend to take adverse action as a result of this report, including but not limited to failure to hire, you must provide the subject of this report a copy of the report along with our contact information and a summary of their rights under the Fair Credit Reporting Act.

Notice to employers operating in California: California law requires the following notices when obtaining a pre-employment screening report. This report is only provided on the condition that an employer subject to California law agrees to abide by these conditions. Furthermore, by requesting a screening report, an employer certifies compliance with California Civil Code Section 1786.16.

1. The report does not guarantee the accuracy or truthfulness of the information as to the subject of the investigation, but only that it is accurately copied from public records. Evidence of identity theft may or may not be identified from this report.
2. The recipient of this report shall give a copy of this report to the subject of the report.
3. Failure to provide a copy of the report as required by law may expose you to liability as specified in Section 1786.50. Section 1786.50 provides for fines and damages in the event a consumer is harmed by an employer not complying with this section. Section 1786.16 refers to certain requirements already in existence, such as obtaining releases.

Minnesota End-Users and Consumers: SentryLink is required to inform you that each criminal history record identified in the report was collected on or before 05/15/2018. The information may include criminal records that have been expunged, sealed, or otherwise have become inaccessible to the public since that date.

Disclaimer: Information contained herein is derived solely from public records, which may not be 100% accurate or complete. Users should not assume that this data provides a complete or accurate history of any person's criminal history. Users should consult state and federal laws before using this information in making decisions on hiring or firing of employees.

SentryLink, LLC assumes no liability for any claims for damages arising from the use of this data beyond the actual cost of the searches performed.

Provider reference: 7 AZ