# Arizona Department of Gaming Event Wagering

# New Individual Disclosure Form



Arizona Department of Gaming 100 N. 15th Ave, Suite 202 Phoenix, AZ 85007 (602) 771-4263

#### **Event Wagering Employee**

#### **APPLICATION FEE:**

Initial License Fee: \$250 Renewal License Fee: \$125

# THE FOLLOWING FORMS MUST BE COMPLETED AND RETURNED WITH APPLICATION FEE TO BEGIN PROCESSING

#### **Additional Information:**

- ➤ Event Wagering employee means an employee of an event wagering operator, sports facility, management services provider or limited event wagering operator who is directly involved in the management or control of the conduct of event wagering under this chapter in this state (A.R.S. § 5-1301(5))
- ➤ Event wagering employees include those persons who are primary management officials responsible for event wagering in the State, those persons in the State who accept wagers, redeem tickets, and/or handle monies, and any additional persons the Department determines meet the definition above. **R-19-4-104**
- An applicant for licensure may not withdraw an application without the written permission of the Department. The Department may not unreasonably withhold permission to withdraw an application. A.A.C. R-19-4-105(K)
- ➤ You are advised that this application is an official document and false or incomplete answers could result in criminal prosecution and the denial, or subsequent revocation, of an Event Wagering Operator License.

#### **New Individual Disclosure Form**

#### **APPLICATION FEE:**

Initial License Fee: \$250 Renewal License Fee: \$125

On receipt of a completed application and the required fee, the Department shall conduct the necessary background investigations to determine if the applicant meets the qualifications for licensure. The Applicant agrees to provide access to the following information and/or documents and to provide copies, as requested. This information includes, but is not limited to, the following:

$\checkmark$	
	EW – Individual New
	ADG-902 Release of All Claims
	ADG-903 Individual Release Form
	ADG-907 Criminal History Disclosure
	ADG-907-B Noncriminal Justice Applicant's Privacy Rights
	Fingerprint Cards (1) set
	Updated Photograph
	Certificate of Naturalization or Alien Registration Card (if
	employed in Arizona)
	Ensure all forms requiring notarization have been NOTARIZED
	Initial the bottom of all pages that are required
	Payment – See attached Payment Instructions - Please Provide a
	Copy of Payment Confirmation

**Pursuant to A.R.S §41-1030:** 

- ...D. This section may be enforced in a private civil action and relief may be awarded against the state. The court may award reasonable attorney fees, damages and all fees associated with the license application to a party that prevails in an action against the state for a violation of this section.
- E. A state employee may not intentionally or knowingly violate this section. A violation of this section is cause for disciplinary action or dismissal pursuant to the agency's adopted personnel policy.
- F. This section does not abrogate the immunity provided by section 12-820.01 or 12-820.02.

Applicant Initials	
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<sup>...</sup>B. An agency shall not base a licensing decision in whole or in part on a licensing requirement or condition that is not specifically authorized by statute, rule or state tribal gaming compact. A general grant of authority in statute does not constitute a basis for imposing a licensing requirement or condition unless a rule is made pursuant to that general grant of authority that specifically authorizes the requirement or condition.

### EVENT WAGERING NEW INDIVIDUAL DISCLOSURE FORM

#### **INSTRUCTIONS**

Type or print an answer to every question. Do not leave any spaces blank. If a question does not apply to you, mark the space with 'None'. Do not use N/A. If you do not have enough space, continue writing your answers on page 10 or use a separate sheet. Be sure to mark each answer with the same number as the question. Answer each question with complete and truthful answers and do not leave any information out. Information on the application form will be reviewed and verified. You must place your initials in the lower left hand corner of each page to indicate that you have correctly answered each question on that page. If you do not understand a question, or need help completing the form, please call the Arizona Department of Gaming.

The following information is required for all renewal applicants. If any answer is 'Yes', please attach a written explanation to this form. Please note, any convictions you believe were expunged must be disclosed on this form and have a written statement attached. A set of fingerprint cards must also be returned with this renewal form to start the review process.

Under the Federal Privacy Act, disclosure of social security numbers is voluntary unless a statue specifically requires it or allows states to collect the number. In this instance, disclosure of your social security number is mandatory pursuant to Title 42 United States Code, Sections 405(c)(2)(c), and Sections 653, 654, and 666; and A.R.S. § 25-320(K) in order to aid the Department of Economic Security in locating non-custodial parents or the assets of non-custodial parents.

1. PERSONAL INFORMATION	N	Date:			
Last Name First Name			Mid	ddle Name	
Alias, Nicknames, Maiden Name, Other Name Cl	nanges, Legal or Otherwise E	-Mail Address			
Present Residence Address - Street	City, S	tate and Zip Code			Since (mm/yyyy)
Residence Phone	Personal Cell Phone	Social Security # On	r National ID #	Passport #	
Employer		Occupation			
Present Business Address - Street		State and Zip Code			Since (mm/yyyy)
Business Phone	Business Cell Phone	Ві	isiness Fax		
Date of Birth Place of Birth (City	, County, and State)		Sex	A	Age
Are you a U.S. citizen?	Alien Registration No.	Documentation of eli Expiration Date	gibility for emplo	yment in the U	J.S.
Scars, tattoos or distinguishing marks and/or char	racteristics		Driver's Lice	ense No. & Sta	ite
What is your primary spoken and written languag	e?	Do you speak Engl	lish fluently?	☐ Yes ☐	☐ No

2. MARITAL INFOR	MATION								
☐ Single ☐ Engaged				Separated		vorced		idowed	
A. Complete the information  Date of Marriage	Place of Marri	ou are Ma age (City, Co	ounty, and	<b>Separated or</b> State)	' if your D	ivorce is pe	ending.		
Spouse's Full Name (Maiden)	•				Spouse's So	ocial Security N	lo.		
Date of Birth	Place of Birth	(City, County	y, and State	e)	<u> </u>				
Residence Address - Street			C	ity, County, and S	tate, Zip Code			Since (mm/y	/ууу)
Residence Phone		Personal Ce	ll Phone			Business Phon	ne		
Employer's Names				Occupa	ation				
Employer's Address - Street			Cit	y, County, and Sta	te, Zip Code	Sal	ary/Hourly w	/age	
B. Previous Marriages (If a	ever legally se	enarated di	vorced i	or annulled inc	dicate below	<i>v</i> )			
Name of Spouse (Maiden)	Date Marria (mm/yy	of D age D	ate of ecree n/yyyy)	Nature of (divorced, separa	f Action		ity/County/S	State	# of Children
									<u> </u>
D. C. T. L. A.	64011			• 41 6	1.1				
D. Children under the age Child's Name	of 18 living	g or not I	IVING V Gender		Mhich yo of Birth	ou are res		Other Parent	
			M F						
			M F						
			M F						
		•							

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Type	Name of Sci	nool	Location ( City and Sta	te)	Dates Attended Year to Year	Graduate (Yes or No)
High School					Tear to Tear	
Trade School						
College or University						
Graduate School						
Post Graduate						
Other						
Type of Deg	gree(s)					
T	rade School					
College of	r University					
College of	r University					
Grad	luate School					
Po	ost Graduate					
	Other					
Have you ever If the answer		rces? owing information and	☐ Yes I provide a copy of DD-214 €			
			arge			
While in the court martial?	military service, were yo	ou ever arrested for an o	offense which resulted in sur f the circumstances of any ar	nmary action,		

#### 5. ARRESTS, DETENTIONS, AND LITIGATIONS

The questions below refer to all arrests, detentions, charges, indictments, or summons to answer for any criminal offense or violation (except minor traffic violations), even if you were not convicted. If your answer to any question (A through H below) is yes, you must provide a full explanation of the circumstances on page 10. For example, provide dates, charges, city, state, courts involved, and court copies of disposition, etc.

A.	Have you ever been arreste	ed?	B. Have you ever been convicted of a felony?			
	☐ Yes ☐	No		Yes	□ No	
C.	which you were named as	information, or complaint ev an unindicted co-party? No	er been returned agains	t you, but for v	which you were not arres	ted or in
D.		oned by a city, state, federal, No	or tribal law enforcement	ent agency, con	nmission or committee?	
E.	grand jury, board, or comn	or as a representative of a bu uission ? No	siness, ever been subpo	enaed to appea	r or testify before a feder	ral or state
F.	•	or criminal record expunged on No	or sealed by a court orde	er?		
G.	_	pardon for any criminal offe No	nse, or been granted im	munity in lieu	of testimony?	
Н.	•	al License or State Gaming L No	icense denied, revoked,	or suspended	? (See Section 12)	
I.	•	amily or your spouse's famil No	y ever been convicted o	f a felony or a	gaming offense?	
Ify		n I, you must provide the fol			(6)	<b>.</b>
	Name	Relationship	Charge	Location (	(City, County, State)	Date

	ordual, member of a partnersh on a party to a lawsuit as eithe	ip, limited liability company or own r a plaintiff or defendant?	er, director, or officer of a
☐ Yes	□ No		
you answered yes to c	question J, you must provide t	the following details below. List all	cases without exception.
Case 1 Description of Case			
Plaintiff	Court	City	Date
Defendant	Case No.	County and State	Disposition
Case 2 Description of Case			
Plaintiff	Court	City	Date
Defendant	Case No.	County and State	Disposition
Case 3 Description of Case			
Plaintiff	Court	City	Date
Defendant	Case No.	County and State	Disposition
Case 4 Description of Case			
Plaintiff	Court	City	Date
Defendant	Case No.	County and State	Disposition
Case 5 Description of Case			
	T	Т	T -
Plaintiff	Court	City	Date
Defendant	Case No.	County and State	Disposition

#### 6. RESIDENCES

Beginning with your current residence, list all your residences for the past 10 years.

Month and Year	Street Address	City, County, State and Zip Code
То		City
From		County, State, and Zip Code
То		City
From		County, State, and Zip Code
То		City
From		County State, and Zip Code
То		City
From		County, State, and Zip Code
То		City
From		County, State, and Zip Code
То		City
From		County, State, and Zip Code
То		City
From		County, State, and Zip Code
То		City
From		County, State, and Zip Code
То		City
From		County, State, and Zip Code
То		City
From		County, State, and Zip Code
То		City
From		County, State, and Zip Code
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#### 7. EMPLOYMENT

**Beginning with your current employment**, list your work history, all businesses with which you have been involved, and /or all periods of unemployment, for the last 10 years or since your 18th birthday, whichever comes first. In addition, list all corporations, partnerships, or any other business ventures with which you have been associated as an officer, director, stockholder, or related capacity.

То	Employer Name	Job Title	Is the company involved in the Gaming industry?
From	Mailing Address		☐ Yes ☐ No
	Name of Supervisor	Business Phone	Reason for Leaving
То	Employer Name	Job Title	Is the company involved in the Gaming industry?
From	Mailing Address		☐ Yes ☐ No
	Name of Supervisor	Business Phone	Reason for Leaving
То	Employer Name	Job Title	Is the company involved in the Gaming Industry?
From	Mailing Address		☐ Yes ☐ No
	Name of Supervisor	Business Phone	Reason for Leaving
То	Employer Name	Job Title	Is the company involved in the Gaming Industry?
From	Mailing Address		☐ Yes ☐ No
	Name of Supervisor	Business Phone	Reason for Leaving
То	Employer Name	Job Title	Is the company involved in the Gaming Industry?
From	Mailing Address		☐ Yes ☐ No
	Name of Supervisor	Business Phone	Reason for Leaving
То	Employer Name	Job Title	Is the company involved in the Gaming Industry?
From	Mailing Address		☐ Yes ☐ No
	Name of Supervisor	Business Phone	Reason for Leaving

#### 8. CHARACTER REFERENCES

List five individuals who know you well enough to be a character reference. Do not include relatives, present employer, or employees where you are currently employed.

Name and Where Employed	Street, City, State and Zip	Phone	Years Known	
Name	Residence Address			
Employer	Business Address			
Name	Residence Address			
Employer	Business Address			
Name	Residence Address			
Employer	Business Address			
Name	Residence Address			
Employer	Business Address			
Name	Residence Address			
Employer	Business Address			
9. Have you ever held a privileg limited to, the following?	e or professional license or certif	ication in any sta	te, including but	not
Real Estate Broker or Salesman	Race Horse/Dog Owner	Accountant	Police Officer	
Insurance Salesman	Race Horse/Dog Trainer	Doctor	Security Office	er
Securities Dealer	Race Horse/Dog Manager	Lawyer	Private Investi	gator
Liquor License	Jockey	Nurse	Architect	
General Contractor				

If you answered yes, state what type license, where issued, and years held

10. Have you ever been disciplined by or appeared before any licensing agency or similar authority in or outside the State of Arizona? ☐ Yes ☐ No
If you answered yes, provide the details
<ul> <li>11. Have you ever held a financial interest in a gambling venture, including a race track, dog track, race horse or dog, casino, sportsbook operation, or pari-mutuel operation outside the State of Arizona?</li> <li>☐ Yes ☐ No</li> </ul>
If you answered yes, state what type, when and where held, and give the names and locations of the businesses in which you were involved and the names and addresses of all partners and principals.
12. Have you ever had, or been a participant in a group which has had, a gaming license denied, suspended,
revoked, forfeited or withdrawn by any gaming authority in any jurisdiction or any country?  \[ \sum_{Yes}  \text{No} \] \[ \text{No} \]
If you answered yes to either of the above questions, provide the details
<ul> <li>13. Have you ever been granted a gaming license or been a participant in any group which has been issued a gaming license in or outside the State of Arizona?</li> <li>☐ Yes ☐ No</li> </ul>
If you answered yes, state the type of license, name of the issuing jurisdiction or Indian Tribe, location, and period held
14. Do you have any relatives associated with or employed in the gaming industry? ☐ Yes ☐ No
If you answered yes, state the name, relationship, and association or employment

#### ADDITIONAL INFORMATION

If you answered yes to any questions, provide a full explanation of the circumstances. For example, provide dates, city, state, nature of offense or violation, name of court involved, and disposition.

that this application is tru	
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If be reviewed by appropr	nate State authorities
Signature of Applicant	
day of	, 20
	, <b>-</b>
Notary Public	
iission expires	
f i 1	False or incomplete answer izona Department of Game izona Department of Game is a particular in the content of the content is a particular incomplete answer incomplete and a particular incomplete an

ATTACH A PHOTOGRAPH

TAKEN WITHIN THE

LAST 30 DAYS

#### RELEASE OF ALL CLAIMS

The undersigned has filed with the Arizona Department of Gaming an Application for State Licensure. In consideration of the assurance by the Department of Gaming that no decision on said application will be taken except after a deliberate, intensive and thorough investigation of the undersigned, including but not limited to background, associates, and finances, the undersigned does for myself, my heirs, executors, administrators, agents, representatives, successors and assigns, hereby release and forever discharge the State of Arizona, the Department of Gaming, its members, agents, and employees, from all manner of actions, causes of action, suits, debts, judgments, executions, claims and demands whatsoever, known or unknown, in law or equity, which the undersigned ever had, now has, may have, or claim to have against any or all of said entities or individuals arising out of or by reason of the processing or investigation of or other action relating to the undersigned application.

or only united relating to the underengied approximent		
I, the undersigned, have read this release and undersigned full knowledge of its significance.	tand all its terms. I exec	ute it voluntarily and with
I have executed this Release of All Claims on this	day of	, 20
	Applicant Signature	

#### APPLICANT'S REQUEST TO RELEASE INFORMATION

<ul> <li>such information to a duly appointed agent of the Arizona Department of Gaming, whether or not such information would otherwise be protected from disclosure by any constitutional, statutory or common law privilege.</li> <li>I hereby authorize and request all persons to whom this request is presented having documents relating to or concerning me to permit a duly appointed agent of the Arizona Department of Gaming to review and copy any such documents, whether or not such documents would otherwise be protected from disclosure by any constitutional, statutory, or common law privilege.</li> <li>If the person to whom this request is presented is a brokerage firm, bank, savings and loan, or other financial institution or an officer of the same, I hereby authorize and request that a duly appointed agent of the Arizona Department of Gaming be permitted to review and obtain copies of any and all documents, records or correspondence pertaining to me, including but not limited to past loan information, notes co-signed by me, checking account records, savings deposit records, safe deposit records, passbook records, and general ledger folio sheets.</li> <li>I have filed with the Arizona Department of Gaming an "application" for license. I understand that I am seeking certification and acknowledge that the burden of proving my qualifications for a favorable determination is at all times on me. I accept any risk of adverse public notice, embarrassment, criticism, or other action of financial loss which may result from action with respect to this application.</li> <li>I do, for myself, my heirs, executors, administrators, agents, representatives, successors and assigns (collectively, "Indemnitors"), hereby release and forever discharge the person to whom this request is presented, and his agents and employees (collectively, hereby release and forever discharge the person to whom this request is presented.</li> </ul>		TO					
Applicant's Name  1. I hereby authorize and request all persons to whom this request is presented having information relating to or concerning me to furnish such information to a duly appointed agent of the Arizona Department of Gaming, whether or not such information would otherwise be protected from disclosure by any constitutional, statutory or common law privilege.  2. I hereby authorize and request all persons to whom this request is presented having documents relating to or concerning me to permit a duly appointed agent of the Arizona Department of Gaming to review and copy any such documents, whether or not such documents would otherwise be protected from disclosure by any constitutional, statutory, or common law privilege.  3. If the person to whom this request is presented is a brokerage firm, bank, savings and loan, or other financial institution or an officer of the same, I hereby authorize and request that a duly appointed agent of the Arizona Department of Gaming be permitted to review and obtain copies of any and all documents, records or correspondence pertaining to me, including but not limited to past loan information, notes or signed by me, checking account records, savings deposit records, said deposit records, passbook records, and general loager follo sheets.  4. I have filed with the Arizona Department of Gaming an 'application' for license. I understand that I am seek I accept any risk of adverse public notice, embarrassment, criticism, or other action of financial loss which may result from action with respect to this application.  5. I do, for myself, my heirs, executors, administrators, agents, representatives, successors and assigns (collectively, "Indemnitors"), hereby release and forever discharge the person to whom this request is presented, and his agents and employees (collectively, "Indemnitees") from all mammer of actions, causes of action, suits, debts, judgments, executions, claims, demnators application, laming and provess a productive production of this request to produce t		Leave Blank - To Be Completed By The Department of Gaming					
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hereby release and forever discharge the person to whom this request is presented, and his agents and employees (collectively, "Indemnitees") from all manner of actions, causes of action, suits, debts, judgments, executions, claims, demands whatsoever, known or unknown, in law or equity, which I ever had, now have, may have, or claim to have against the Indemnitees arising out of or by reason of complying with this request.  6. I, for myself and Indemnitors, agree to indemnify and hold harmless the Indemnitees from and against all claims, damages, losses, and expenses, including reasonable attorneys' fees arising out of, or by reason of, complying with this request.  7. A reproduction of this request by photocopy or similar process shall be for all intents and purposes as valid as the original.  8. This authorization expires eighteen (18) months from the date of execution.  I have executed this request/release/authorization on this	4.	acknowledge that the burden of proving my qualifications for a favorable determination is at all times on me. I accept any risk of adverse public notice, embarrassment, criticism, or other action of financial loss which may result from action with respect to this					
expenses, including reasonable attorneys' fees arising out of, or by reason of, complying with this request.  7. A reproduction of this request by photocopy or similar process shall be for all intents and purposes as valid as the original.  8. This authorization expires eighteen (18) months from the date of execution.  I have executed this request/release/authorization on this	5.	hereby release and forever discharge the person to whom this request is presented, and his agents and employees (collectively, "Indemnitees") from all manner of actions, causes of action, suits, debts, judgments, executions, claims, demands whatsoever, known or unknown, in law or equity, which I ever had, now have, may have, or claim to have against the Indemnitees arising out of or by					
8. This authorization expires eighteen (18) months from the date of execution.  I have executed this request/release/authorization on this day of, 20  Applicant Signature  County of On this day of, 20, before me personally appeared (name of signer), whose identity was proven to me on the basis of satisfactory evidence to be the person whose name is subscribed to this document, and acknowledged that he/she executed the same.  Notary Public  Signature of the Arizona Department of Gaming Agent presenting this request:	6.	I, for myself and Indemnitors, agree to indemnify and hold harmless the Indemnitees from and against all claims, damages, losses, and expenses, including reasonable attorneys' fees arising out of, or by reason of, complying with this request.					
I have executed this request/release/authorization on this	7.	A reproduction of this request by photocopy or similar process shall be for all intents and purposes as valid as the original.					
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Signature of the Arizona Department of Gaming Agent presenting this request:							
Date	Sig Ga	nature of the Arizona Department of ming Agent presenting this request:					
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## **Criminal History Record Information Disclosure of Privacy Requirements**

Your fingerprints will be used to check the criminal history records of the FBI.

The use of the FBI criminal history record information will be used to assist in the determination of suitability for the issuance of State Licensing or Licensing for employment in, or providing goods or services to the Arizona Gaming Industry.

You may request procedures for obtaining a copy of your record for a change, correction, or updating of an FBI criminal history record as set forth in Title 28, Code of Federal Regulations (CFR) Section 16.30 through 16.34. Information on how to review and challenge your FBI criminal history record can be found at <a href="https://www.fbi.gov">www.fbi.gov</a>. If requested you will be given thirty (30) days to complete or challenge the accuracy of the information.

To obtain a copy of your Arizona criminal history in order to review/update/correct the record, you can contact the Arizona Department of Public Safety Criminal History Records Unit at (602) 223-2222 to obtain a fingerprint card and a Review and Challenge Packet. Information on the review and challenge process can be found at the DPS website (<a href="www.azdps.gov">www.azdps.gov</a>).

Criminal history record information is solely for the purpose stated and cannot be disseminated outside the Department of Gaming, or other authorized entity.

	J	17		
By my	signature be	elow, I fully	acknowledge that I have read and understand the	his disclosure.
	Print Name		Signature	Date

You may retain a copy of this signed disclosure if desired.

#### NONCRIMINAL JUSTICE APPLICANT'S PRIVACY RIGHTS

As an applicant who is the subject of a national fingerprint-based criminal history record check for a noncriminal justice purpose (such as an application for employment or a license, an immigration or naturalization matter, security clearance, or adoption), you have certain rights which are discussed below. All notices must be provided to you in writing. These obligations are pursuant to the Privacy Act of 1974, Title 5, United States Code (U.S.C.) Section 552a, and Title 28 Code of Federal Regulations (CFR), 50.12, among other authorities.

- You must be provided an adequate written FBI Privacy Act Statement (dated 2013 or later) when you submit your fingerprints and associated personal information. This Privacy Act Statement must explain the authority for collecting your fingerprints and associated information and whether your fingerprints and associated information will be searched, shared, or retained.<sup>2</sup>
- You must be advised in writing of the procedures for obtaining a change, correction, or update of your FBI criminal history record as set forth at 28 CFR 16.34.
- You must be provided the opportunity to complete or challenge the accuracy of the information in your FBI criminal history record (if you have such a record).
- If you have a criminal history record, you should be afforded a reasonable amount of time to correct or complete the record (or decline to do so) before the officials deny you the employment, license, or other benefit based on information in the FBI criminal history record.
- If agency policy permits, the officials may provide you with a copy of your FBI criminal history record for review and possible challenge. If agency policy does not permit it to provide you a copy of the record, you may obtain a copy of the record by submitting fingerprints and a fee to the FBI. Information regarding this process may be obtained at <a href="https://www.fbi.gov/services/cjis/identity-history-summary-checks">https://www.fbi.gov/services/cjis/identity-history-summary-checks</a> and <a href="https://www.edo.cjis.gov">https://www.edo.cjis.gov</a>.
- If you decide to challenge the accuracy or completeness of your FBI criminal history record, you should send your challenge to the agency that contributed the questioned information to the FBI. Alternatively, you may send your challenge directly to the FBI by submitting a request via <a href="https://www.edo.cjis.gov">https://www.edo.cjis.gov</a>. The FBI will then forward your challenge to the agency that contributed the questioned information and request the agency to verify or correct the challenged entry. Upon receipt of an official communication from that agency, the FBI will make any necessary changes/corrections to your record in accordance with the information supplied by that agency. (See 28 CFR 16.30 through 16.34.)
- You have the right to expect that officials receiving the results of the criminal history record check will use it only for authorized purposes and will not retain or disseminate it in violation of federal statute, regulation or executive order, or rule, procedure or standard established by the National Crime Prevention and Privacy Compact Council.<sup>3</sup>

Initials

Updated 07/23/21

<sup>&</sup>lt;sup>1</sup> Written notification includes electronic notification, but excludes oral notification.

<sup>&</sup>lt;sup>2</sup> https://www.fbi.gov/services/cjis/compact-council/privacy-act-statement

<sup>&</sup>lt;sup>3</sup> See 5 U.S.C. 552a(b); 28 U.S.C. 534(b); 34 U.S.C. § 40316 (formerly cited as 42 U.S.C. § 14616), Article IV(c); 28 CFR 20.21(c), 20.33(d) and 906.2(d).