

DISTRIBUTOR REVIEW

**DISTRIBUTOR CERTIFICATION
CONCERNING BACKGROUND CHECKS**

I, the undersigned Distributor, hereby certify that, in accordance with the Company's Policy concerning Reference Checks and Criminal Background Checks: (1) I have taken, and will continue to take, all reasonable and necessary actions to reduce safety risks to my actual and potential customers; and (2) at a minimum, I have performed, and will continue to perform, a criminal background check on every Dealer and other sales representatives in my sales force, including any lead canvasser, van master, crew leader, field counselor, sales manager, consultant, employee, or any other person who enters a consumer's home for purposes of demonstrating and/or selling Kirby Systems.

Furthermore, if an individual identifies himself/herself as a former Kirby salesperson or "consultant," including a "Kirby" consultant or "divisional" consultant, I will adhere to the Company's Policy concerning Reference Checks and Criminal Background Checks and perform a background check on that salesperson and/or consultant.

I, further certify that I have required, and will continue to require, that each of my Distributor Trainees, if any: (1) must take all reasonable and necessary actions to reduce safety risks to his or her actual and potential customers; and (2) at a minimum, must perform a criminal background check on every Dealer and other sales representative in his or her sales force, including any lead canvasser, van master, crew leader, field counselor, sales manager, consultant, employee, or any other person who enters a consumer's home. I certify that I have taken, and will continue to take, all steps necessary to ensure that each of my Distributor Trainees, if any, has complied with these requirements.

Please submit the name of the background company you are currently using.

Signature

Print Name

Date: _____

Distributor Number: _____