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GE Vernova Guidelines for Background Checking

1. These terms and conditions, together with the Services Agreement by and between [GE VERNOVA ENTITY] (“GEV”) and [enter name of Supplier] (“Supplier”) dated as of [enter effective date of the Services Agreement] to which they are attached (“Agreement”) sets forth the terms and conditions under which the Supplier shall provide certain labor services to GEV. This Addendum will amend, supplement and take precedence over any terms in the Agreement. Defined terms used herein but not defined herein shall have the meanings ascribed to them in either the attached Appendices or in the Agreement.
2. To the extent permissible by applicable law, Supplier shall, through the utilization of an authorized background checking agency:
 - a. Verify such Supplier Personnel’s identity (e.g., using social security numbers and credit reporting databases to verify identity gaps);
 - i. if Supplier has previously verified Supplier Personnel’s identify, such as at time of hire, the previous verification may be used to satisfy this requirement.
 - b. Perform a watchlist screen to ensure that no such Supplier Personnel is included on the following government or organization lists, and not place any Supplier Personnel that is identified on such lists:
 - United Nations Consolidated List
 - European Union Consolidated List
 - U.S. Department of Treasury Office of Foreign Assets Control (“OFAC”) list of Specially Designated Nationals (“SDN”) and Blocked Persons
 - U.S. Department of Treasury OFAC Non-SDN Iranian Sanctions List
 - U.S. Department of Treasury OFAC Foreign Sanctions Evaders (“FSE”) List
 - U.S. Department of Treasury OFAC Sanctions Programs (list of sanctioned countries)
 - U.S. Department of State Non-Proliferation Sanctions Lists
 - U.S. Department of Commerce BIS Denied Persons List
 - U.S. Federal Bureau of Investigation (“FBI”) Most Wanted Terrorists
 - U.S. FBI Seeking Information
 - U.S. FBI Top Ten Most Wanted
 - U.S. FBI Most Wanted
 - c. Conduct a background screen as follows:
 - i. perform a criminal record check through an authorized background-reporting agency (including in-person searches of county courthouse records, where such records are available (e.g., United States, Mexico, etc.) covering at least the last seven (7) years or such other period as permitted by local law, including all locations of residence and locations of employment where the Supplier Personnel resided and worked during that period as stated on his/her resume;
 - ii. verify the past seven (7) years of employment (e.g., position or job title held, dates of employment and duties); and

In instances where the entire seven (7) year employment period is not able to be verified after due diligence (e.g., former employer is no longer in business or not responding), the prior employment portion of the background check will be considered complete when the most relevant experience AND at least half of Supplier Personnel's prior employment history for the past seven (7) years is verified. The Supplier is encouraged to ask Supplier Personnel for proof of prior employment when the Supplier Personnel's previous employer is not responding to requests for confirmation of employment. Proof of prior employment may include pay stubs or tax records confirming employment at the company noted.

3. Supplier shall not place any Supplier Personnel with GE Vernova if such Supplier Personnel provided incorrect or misleading information or failed to disclose any material information, including but not limited to any prior criminal conviction on his or her pre-placement or employment application, if that failure to disclose bears on Supplier Personnel's integrity, qualifications for the placement with GE Vernova, or is otherwise relevant to the placement assignment. GE Vernova does not consider minor discrepancies in dates of employment (less than two months) and similar discrepancies to be material.

Supplier may enquire of Supplier Personnel to determine if there is a valid explanation for the discrepancy before making the determination as to whether Supplier Personnel's failure to disclose was intentional and/or material.

4. For any Supplier Personnel with a criminal history, Supplier should conduct an individualized assessment and consider whether the criminal history relates to the Supplier Personnel's suitability for assignment to the position for which he or she is intended. In reaching a placement decision based on criminal background checks, consideration should be given to the following factors:
 - Whether the criminal record is correct;
 - The specific duties of the assignment;
 - The amount of time that has elapsed since the conviction(s);
 - The bearing, if any, of the Supplier Personnel's criminal history on their fitness or ability to perform one or more of the assignment's responsibilities;
 - Any risk to the safety of GE Vernova personnel or the general public;
 - The facts and circumstances surrounding the act(s) or event(s);
 - The number of and type/severity of the offenses for which the individual was convicted;
 - The individual's age at time of the events that led to the conviction;
 - Evidence that the individual has successfully performed similar work post-conviction;
 - Length and consistency of employment history before and after the conviction(s);
 - Rehabilitation efforts, education and training.
 - Employment or character references and other information regarding fitness for the particular position;
 - Whether the individual is bonded under a federal, state or local bonding program, or is subject to any form of probation;
 - Any information provided by Supplier's Personnel regarding their rehabilitation or good conduct.
5. Supplier shall not place Supplier Personnel on a GE Vernova assignment if Supplier determines that Supplier Personnel's criminal history (i) makes Supplier Personnel unsuitable for the assignment, (ii) would make Supplier Personnel a threat to GE Vernova (or its clients') personnel or property, or (iii) placement on the assignment would be a violation of applicable law.

6. GE Vernova may require the Supplier to conduct further verifications and/or searches as may be necessary, to the extent permitted by applicable law, such as, for example verifying the Supplier Personnel's highest level of education and verifying validity of Supplier Personnel's driver license and moving violation history (where relevant to the services that the Supplier Personnel is intended to provide).
7. Supplier shall obtain written authorization/consent prior to conducting a background check where required by law, as well as meet all notification, disclosure and other requirements under local law;
8. Supplier shall maintain, as records, the foregoing screenings/verifications for the duration of the Term, and for three (3) years thereafter.
9. If any screened/verified Supplier Personnel providing the Services to GE Vernova or any GE Vernova Affiliate leaves the employ of Supplier for a period of twelve (12) months or more, and such Supplier Personnel are then rehired by Supplier and reassigned to servicing GE Vernova, or any GE Vernova Affiliate, a new screening/verification must be ordered.
10. At Supplier's request, and with GE Vernova's approval, GE Vernova shall provide the names of its background checking suppliers to Supplier to utilize to conduct the foregoing background checks.
11. Supplier agrees to cooperate with GE Vernova, in good faith, to establish and implement any background verification process that GE Vernova may propose to verify that any or all of the foregoing background checks have been satisfied.