

CONFIDENTIAL

Printed: 03/17/17

Background Report

Completed: 03/17/17

Provided To: [REDACTED]

Requested By: HR / Alice Smith

Provided By: 215/239/100

Subject: [REDACTED]

SS #: XXX-XX-2132

Address: [REDACTED]

Reference: 12-14-2017-02

Position: Fail

SUMMARY

Report Type	Description
Social Trace	VALID
Court Search(es)	FELONY CONVICTION
Other Research	FELONY CONVICTION

Service	Grade
SSN / Identity Validation	Pass
Statewide/County Court Search	Record
SecurHomeland Criminal Database	Record
Federal Criminal Search	Pass
OFAC Terrorist Watch List Search	Pass
Sex Offender Registry Database Search	Pass

Failure Description(s)
 FELONY ASSAULT WITH A DEADLY WEAPON

ALIASES SEARCHED: NONE

SOCIAL TRACE

SS# IS VALID, ISSUED IN TEXAS, BETWEEN 01/1985 AND 12/1985

*** END OF SSN TRACE SECTION ***

Attention: The SSN Trace provides the counties and states that the candidate may have resided, which allows us to conduct our comprehensive background screening.

This information is not use to FAIL a subject, unless the SSN is invalid, belongs to a deceased person, listed in a True Name Fraud Alert, or belongs to another subject.

COURT RECORD RESULTSHILLSBOROUGH, FL

Search Type: Felony and Misdemeanor, UNLIMITED - FULL
Court Searched: County Seat
No Conviction History

STATEWIDE, FL

Search Type: Felony and Misdemeanor, FULL CRIMINAL SEARCH
Court Searched: County Seat
No Conviction History

SCHENECTADY, NY

Search Type: Felony and Misdemeanor, FULL CRIMINAL SEARCH
Court Searched: County Seat
No Conviction History

STATEWIDE, NY

Search Type: Felony and Misdemeanor, FULL - ALL RECORDS
Court Searched: STATEWIDE CRIMINAL COURTS
No Conviction History

FAYETTE, TX

Search Type: Felony and Misdemeanor, UNLIMITED - FULL

CASE #: 20090D01337

COURT NAME: STATE OF TEXAS - FAYETTE COUNTY - CIRCUIT COURT

NAME: SAMPLE REPORT

DOB: EXACT MATCH

OFFENSE: FELONY ASSAULT WITH A DEADLY WEAPON (STATUTE: 28.03(4)(A))

OFFENSE TYPE: FELONY

ARREST DATE: 04-01-2010

DISPOSITION: GUILTY/CONVICTED

DISPOSITION DATE: 06-29-2012

SENTENCE: 2 YEARS INCARCERATION; 3 YEARS PROBATION

RECORD REINVESTIGATED AND CONFIRMED

IDENTIFIERS: NAME AND DOB EXACT MATCH

SOURCE: CLERK OF COURT

STATEWIDE, TX

Search Type: Felony and Misdemeanor, UNLIMITED - FULL

REFER TO FAYETTE COUNTY RECORD(S) HEREIN.

SECURHOMELAND NATIONAL COPS

*** SecurHomeland Criminal Convictions, Sex Offender and Watch List Search ***

RECORD FOUND

REFER TO THE CRIMINAL HISTORY SECTION OF THIS REPORT, AS THE SAME CONVICTION WAS FOUND IN SECURHOMELAND, WHICH WAS REVERIFIED WITH THE CLERK OF THE COURT PURSUANT TO THE FCRA.

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FEDERAL CRIMINAL CONVICTIONS

No Conviction History

IREVIEWNOW

The subject completed iReviewNow, the exclusive patented intellectual property of iReviewNow, LLC.

The subject stated the following information was carefully reviewed, true and correct, and authorized it to be incorporated into the background report.

- 1. The subject responded the report was accurate and complete.
- 2. The subject did not dispute any information in the report.

The User of the report opted to use the iReviewNow Individualized Assessment Component in accordance with certain EEOC guidelines or state mandates.

- 1. The subject wrote the following in clarification to the charges against him:

"I was at a bar with some friends and had too much to drink. A guy approached my girlfriend and I hit him with a beer bottle. The police arrested me, though I explained that the other guy started the fight. They said that because the guy had to get stitches that I was going to jail. I went to court and pled guilty. I was sentenced to 2 years in prison, and got out on good behavior after 18 months. I completed my probation and passed every alcohol and drug test."

- 2. The subject was asked to explain from his perspective why he should be considered by the User of this report. He wrote:

"I took responsibility for my stupidity and crime. I realized in prison that I could no longer drink alcohol, and have never taken another drink since. I completed an anger management program while on probation. I have since married and have a one year old son. I learned my laciness and have never been in trouble since. A hard lesson to learn, but one I intend to tell my son when he grows up. I have since graduated with a BA in Criminal Justice from the University of Texas. I am an ordained minister and work part-time as a chaplain at the County Jail."

9. The subject agreed that allowing him/her to review the SecurTest Report using iReviewNow, answer the questions, correct any errors, offer explanations, and participate in verifying information was fair.

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© iReviewNow is the exclusive property of iReviewNow, LLC and its inventor, Steven C. Millwee. It is the only patented system that helps users and subjects of consumer reports, such as background reports, determine the accuracy, reliability and utility of the reports, while allowing the consumer, applicant or employee to become part of the process in seeing the report in real-time with instant ability to Accuratzize® the information. Copyright Protected 2005-2017. All Rights Reserved. US Patents 7,979,908, 8,646,101, and 9,183,363 are the patents of iReviewNow, LLC.
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ACTION STEPS

Date	Action
03/12/2017	Report Issued
03/12/2017	Report transmitted to iReviewNow.com for the subject to preview (Pre Pre Adverse Action) the report.
03/13/2017	Subject responded using iReviewNow that the report was accurate and complete.
03/13/2017	Subject completed the iReviewNow Individualized Assessment Component, pursuant to EEOC guidelines and state mandates that may apply.
03/15/2017	1st Adverse Action Letter of User, Report, and FCRA rights transmitted to subject by iReviewNow.
03/15/2017	Subject completed iReviewNow saying the report was accurate and complete in response to the Pre-Adverse Action Notice.
03/17/2017	Post Adverse Action Letter Sent of User to subject.

DISCLAIMER

SecurTest is a licensed user of iReviewNow.com. Check your email for the report number and click on the link in the email. You may also view your report when it is transmitted per your consent to <http://www.ireviewnow.com>. You will need to create a User Profile with a password and PIN number only known to you. The terms and conditions in the use of iReviewNow.com are set forth at iReviewNow.com. You must use iReviewNow to ensure your report is accurate and complete or dispute in inaccuracies found in the report where you agreed to use iReviewNow.

The terms Record Found, No Record Found, Pass, Fail, HR Review, Review, Eligible, and Ineligible (or similar terms) are not listed in the report to be used to make hiring, retention, or access decisions. These terms help you understand the criteria of the User in helping them review your background report.

The content of the report specifically identifies information that a User of the report has identified certain types of convictions or records that may require

internal review by the User. These terms are used as a summary description based on the User's criteria. The User or Employer must apply federal and state laws to final decisions, often based on the age of the conviction, seriousness of the offense, requirements of the job, and other factors. As an example, "Record Found" means criminal record(s) were found, while "No Record Found" means no criminal record(s) were found based on the package ordered or search criteria based on the User's specifications. There may be criminal records that did not result in a conviction or the court withheld adjudication. Also there may be criminal records that are not reported by the courts or sources of records. In this example, "Review" means records were found that require the User to review their policies and applicable legal mandates to determine whether the candidate meets their criteria.

If you, the subject or consumer named in this report, are receiving a copy of this report, your FCRA Rights Summary, and a letter known as the 1st or Pre Adverse Action Letter, remember no adverse action has yet been taken by the User r of this Report. The Executive Summary and listed codes, causes, or numbers are reported to assist you, the subject/consumer, to better understand the areas of the report that may cause the User in reviewing your report.

USA Users of Consumer or Background Reports. Pursuant to the terms and conditions of using SecurTest background reports, "employers" have agreed to follow all applicable laws, including, but no limited to the Fair Credit Reporting Act, such as:

www.securtest.com/resources/ftcfcra.pdf
www.securtest.com/resources/fcrausers.pdf

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Notice: Consumer Rights and Notifications, pursuant to the FCRA and various state laws, are incorporated in the report to the consumer, where possible adverse information is contained in the report. The report is automatically transmitted to the consumer in accordance with the End User Agreement.

For California consumers: This 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, and information generated as a result of identity theft, including evidence of criminal activity, may be inaccurately associated with the consumer who is the subject of the report. If the consumer seeks to obtain a copy of this report or to review his or her file, we will provide the consumer a written notice in simple, plain English and Spanish of his or her right to receive all disclosures required by California law.

If you are a California Resident, you have the right under Section 1786.22 of the California Civil Code to contact SecurTest during normal business hours to obtain your file for your review. You may obtain such information as follows:

1. In person at our SecurTest headquarters located at 2001 Drayton Drive, Tallahassee, FL 32311. You will need to furnish proper identification prior to receiving your file. You may have someone accompany you and should inform such person that they will also have to present reasonable identification. If you want SecurTest to disclose to or discuss your information with this third party, you may be required to provide a written statement granting SecurTest permission to do so.
2. By certified mail, if you make a written request (and provide proper identification) to have your file sent to a specified addressee.
3. By telephone, if you have previously made a written request and provided proper identification.

SecurTest has trained personnel to explain any information that is furnished to you and to explain any information that is coded.

4. SecurTest also uses the patented iReviewNow.com System, which is the only invention designed to help consumers (subjects of background reports) obtain

real-time access to their files (reports), dispute inaccuracies (if any), explain information that may negatively impact an employer or other user of our reports, and explain steps you have taken to improve yourself since any negative life-event occurred. Go to www.iReviewNow.com for more information.

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Go to www.securtest.com/yourrights.php for a detailed list of your rights.
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The consumer or subject of this report may go to www.ireviewnow.com to ensure the accuracy of the report. This allows the subject the ability to instantly self-"Accuratize" the report in compliance with the consumer authorization.

Where the User has opted to use the Individualized Assessment Component of iReviewNow, the subject can explain the criminal history, rehabilitation steps taken, and provide invaluable context.

iReviewNow is the only patented FCRA/EEO compliant system that mitigates claims of inaccurate reports while treating the subject of the report with the highest degree of transparency and respect.

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NOTICE IF REPORT PREPARED FOR THE UNITED STATES OF AMERICA and its various branches of government.

Where this report was prepared pursuant to a background investigation for the United States of America, through its various branches of government, certain rights, such as those provided by the FCRA or EEOC, may or may not apply. Moreover, the federal government, its agents or contractors, may require that we report all criminal conviction or other information regardless of when the event occurred. As an example, we may be required to report criminal convictions that are greater than 7 years.

Terms and Conditions. Specific terms and conditions specifically apply if you are or were a candidate for various government access control programs, as you specifically consented to those terms and conditions for SecurTest to perform the background investigation and we relied upon your consent before performing the investigation and preparing this report. This report for these government programs also require us to report all criminal records without restriction or limitation, such as reporting records older than 7 years.

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Before Taking an Adverse Action if you are an Employer or End-User as defined by the FCRA in the USA, you must follow these steps and other legal mandates.

Before you reject a job application, reassign or terminate an employee, deny a promotion, or take any other adverse employment action based on information in a consumer report, you must give the applicant or employee:

- (1) a notice that includes a copy of the consumer report you relied on to make your decision; and
- (2) a copy of A Summary of Your Rights Under the Fair Credit Reporting Act, which the company that gave you the report should have given to you.
- (3) access to iReviewNow, where you have agreed to use such.

Where the subject or consumer named in this report, is receiving a copy of this report, FCRA Rights Summary, and a letter known as the 1st or Pre Adverse Action Letter, remember to take no adverse action until the consumer has a reasonable time to review and dispute this report.

Giving the person the notice in advance gives the person the opportunity to review the report and tell you if it is correct. Pre-Adverse Action means the employer or user is considering taking adverse action, but is waiting for the candidate to comment on the accuracy of the report, and any additional information that may help making a final decision. In some instances, federal and state laws set mandatory criteria that may cause a candidate to be ineligible. A copy of the report, FCRA

Rights, and iReviewNow must be transmitted to the subject with a pre-adverse action letter by the User/Employer, if not using the automated iReviewNow or where the candidate does not have an email address. You must wait a reasonable period, generally five days, for the subject to respond before taking any adverse action.

After You Take an Adverse Action if you are employer in the USA

If you take an adverse action based on information in a consumer (background) report, you must give the applicant or employee written notice. Where you use iReviewNow, this post adverse action letter can be transmitted electronically.

An adverse action notice tells people about their rights to see information being reported about them and to correct inaccurate information. The notice must include: the name, address, and phone number of the consumer reporting company that supplied the report; a statement that the company that supplied the report did not make the decision to take the unfavorable action and can't give specific reasons for it; and a notice of the person's right to dispute the accuracy or completeness of any information the consumer reporting company furnished, and to get an additional free report from the company if the person asks for it within 60 days.

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This report was prepared by:

SecurTest, Inc.
2001 Drayton Drive
Tallahassee, FL 32311
(800) 445-8001(p)
(866) 580-4851(f)
compliance@securtest.com

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End Of Report
