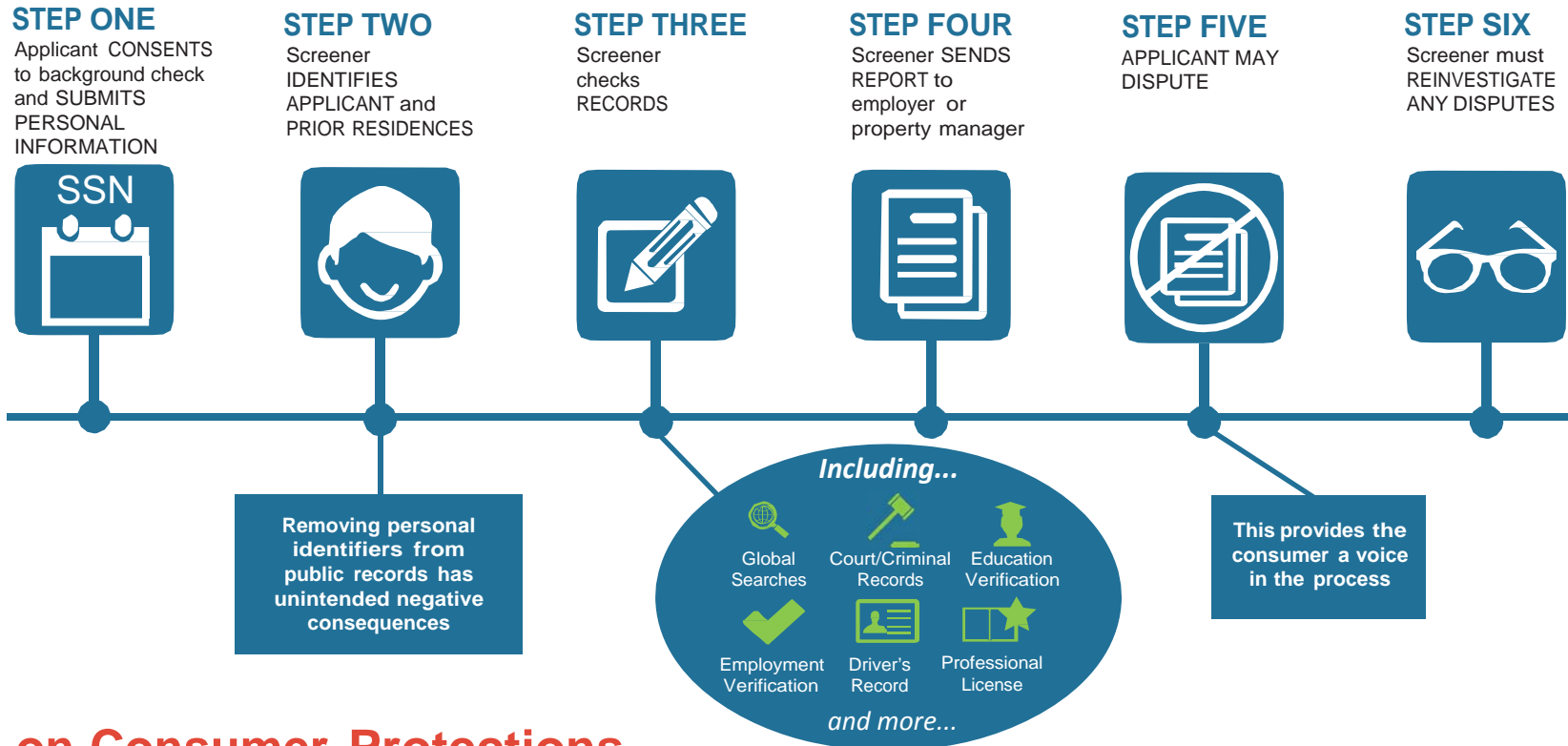


PROFESSIONAL BACKGROUND SCREENING PROCESS



A Note on Consumer Protections

Professional employment and tenant screeners operate in a controlled, regulated and transparent process pursuant to the Fair Credit Reporting Act (FCRA). The FCRA has several requirements for screeners, including, but not limited to, the following...



Follow reporting limitations in FCRA and state hiring laws



Use "reasonable procedures to assure maximum possible accuracy"



Reinvestigate at no cost to the applicant if there is a dispute

Employers and property managers contract with professional background screeners to ensure applicant screening is compliant with laws and regulations and designed to promote safety in our communities based on the position sought. Once the employer has contracted with a professional screener and certified that they will comply with laws and regulations and have a permissible purpose to request a background check, the employer defines the types of background checks they would like completed and the point in time when the background check will be conducted during the placement process. Then, the above steps occur.