

# CONFIDENTIAL APPLICANT REPORT



Employment Screening Resources  
7110 Redwood Blvd., Suite C  
Novato, CA 94945  
Phone: (415) 898-0044  
Fax: (415) 493-2435  
<http://www.esrcheck.com>

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## Applicant Information

Name: Doe, John  
SS#: \*\*\*-\*\*-6789  
Position:  
Dept Code:  
Status: COMPLETED  
Delivery: Internet

## Requested By

Success With People  
2276 Vineyard Road  
Novato, CA 94947  
Phone: 415-892-9580  
Fax: 877-514-0200  
E-Mail: [david@successwithpeople.com](mailto:david@successwithpeople.com)

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**NOTICE: 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 proprietary records that are subject to error. 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.**

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Received: 01/16/2007  
Completed: 01/16/2007

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01/17/2007  
2007011650451984

Turnaround time excludes holidays and weekends. Reports may be subject to delays caused by third parties.

# CONFIDENTIAL APPLICANT REPORT



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 Status: COMPLETED  
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Success With People  
 2276 Vineyard Road  
 Novato, CA 94947  
 Phone: 415-892-9580  
 Fax: 877-514-0200  
 E-Mail: david@successwithpeople.com

11 of 11 Orders have been completed. (100.00%)

This report contains FLAGGED Orders.

## Order Summary

<u>Verification Type</u>	----- Order Verification Status -----			
Detail	Order ID	Pending / In Progress	Completed	<b>FLAGGED</b>
<b><u>Civil Searches - Upper</u></b>				
USA, CA, SONOMA, SANTA ROSA	8917064	[ ]	[x]	<b>[x]</b>
USA, CA, MARIN, NOVATO	8917155	[ ]	[x]	[ ]
<b><u>Felony Misdemeanor Criminal</u></b>				
USA, CA, SONOMA	8916852	[ ]	[x]	<b>[x]</b>
USA, CA, MARIN	8917243	[ ]	[x]	[ ]
<b><u>Sexual Offender Search</u></b>				
USA, CA, SONOMA, SANTA ROSA	8916627	[ ]	[x]	[ ]
<b><u>National Criminal</u></b>				
	8916532	[ ]	[x]	[ ]
<b><u>Education Verification</u></b>				
BOSTON COLLEGE	8918711	[ ]	[x]	[ ]
<b><u>Employment Verification</u></b>				
SUPER TECHNOLOGY	8918859	[ ]	[x]	[ ]
<b><u>Professional License</u></b>				
Professional Civil Engineer, CA, ENGINEERBOARD FOR PROFESSIONAL ENGINEERS AND LAND SURVEYORS, C11111, 01/01/1980	8919482	[ ]	[x]	[ ]
<b><u>MVR</u></b>				
CA LicNo: 123456789	8919054	[ ]	[x]	[ ]

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 Completed: 01/16/2007

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# CONFIDENTIAL APPLICANT REPORT

From: Employment Screening Resources  
To: Success With People

Name: Doe, John  
SS#: \*\*\*-\*\*-6789  
Profile No: 2007011650451984

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## **Social Security Trace**

8916533

[ ]

[x]

[ ]

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From: Employment Screening Resources  
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Name: Doe, John  
SS#: \*\*\*-\*\*-6789  
Profile No: 2007011650451984

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## Order Detail

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### Civil Searches - Upper

Santa Rosa, Sonoma County, CA

Order: 8917064

### FLAGGED ORDER

Result:

Order Completed: 1/16/2007 2:32:00PM (Eastern)

#### Civil Records Results:

The civil case information is provided pursuant to the employer's request. ESR renders no opinion as to whether this case is job related or is a valid predictor of job performance. The preceding case(s) are taken from public records that contain a party to the lawsuit that matches the applicant's name. It is important to understand that unless otherwise noted, this is a NAME MATCH ONLY. In providing an employer with civil cases matching the applicant's name, ESR is providing a public records search and is not offering an opinion as to whether a civil case in fact is associated with an applicant. When screening courthouse records for civil files, there are often no identifiers such as social security number or date of birth to establish whether the name in the court's file is the same person as the applicant. In addition, the court records will usually contain the nature or type of case, but often does not have details. When there is a civil case, ESR recommends the following. First, based upon what is known about the applicant, a determination should be made whether the case is likely to involve the applicant. Secondly, a determination should be made as to whether the general nature of the case is likely to have any bearing on a job decision. If an employer is concerned about a case and wants more details, ESR can arrange on the employer's behalf to have a court researcher pull, review and copy the clerk's docket. This normally gives the history of the case as well as a copy of the civil complaint. This will usually indicate the nature of the lawsuit, and give more information about the parties. ESR can also review these matters with an employer. Your customer representative can advise you as to the cost of obtaining and copying the court files. However, if the absence of identifiers in the public records does not allow an employer to determine if the public record is associated with the applicant, ESR can arrange to assist an employer in retaining the services of an investigator in order to conduct interviews to obtain additional information.

Case#: CIVMSC00-00500

Plaintiff: GENERAL MOTORS ACCEPTANCE CORPORATION Defendant: JANE DOE, JOHN DOE

Cause: CONTRACT/BREACH OR WARRANTY

Disposition: ON 01-01-04,

DISMISSAL ENTERED WITHOUT PREJUDICE AS TO ENTIRE ACTION.

-----  
Case#: CIVMSN00-00501

Plaintiff: AVERAGE JOE

Defendant: JOHN DOE

Cause: CIVIL HARASSMENT

Disposition: 01-11-05,

DISMISSED WITHOUT PREJUDICE

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Name: Doe, John  
SS#: \*\*\*-\*\*-6789  
Profile No: 2007011650451984

Novato, Marin County, Ca

Order: 8917155

Result:

Order Completed: 1/16/2007 2:34:00PM (Eastern)

There were no Civil Upper records found in the jurisdiction(s) searched for the past 7 years.

Felony Misdemeanor Criminal

SONOMA County, CA

Order: 8916852

FLAGGED ORDER

Result:

Order Completed: 1/16/2007 2:22:00PM (Eastern)

John Doe-Success With People

Results Summary and Case Detail

Years Searched Upper Court: 7

Years Searched Lower Court: 7

Extra Years: 0

Total Result: Hit

Result Notes:

Record Abstract (case 1 of 1)

Name Found: John Doe

Date of Birth Found: 01/01/1950

SSN Found: 123-45-6789

AKA1 Found:

AKA2 Found:

Address Found:

Other Identifiers Found:

Identification Discrepancies:

Case Number: 12345

Offense Date: Jun-01-2004

Arrest Date:

File Date: Nov-01-2004

Disposition Date: Dec-01-2004

Charges:

1: Theft by CheckClass B -(M)

Disposition: Deferred adjudication (not a conviction).

Sentence: 1 day deferred adjudication probation; \$339.58 fine/costs/restitution.

General Disposition:

General Sentence:

Other:

Marin County, Ca

Order: 8917243

Result:

Order Completed: 1/16/2007 2:39:00PM (Eastern)

There were no reportable criminal findings in the jurisdiction searched for the past 7 years.

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Name: Doe, John  
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Profile No: 2007011650451984

## Sexual Offender Search

Country USA Order: 8916627  
State CA City Santa Rosa  
County Sonoma

Result: Order Completed: 1/16/2007 4:25:00PM (Eastern)

Sexual offender registration information is subject to limitations beyond the control of ESR since each state varies in what information is assembled and released. Many states limit the reporting of sexual offender registration to more serious offenses and in some states, there can be limits based upon when record keeping began. In addition, not all sexual offenders register as required by law. For these reasons, a sexual offense database search may not accurately report all offenders and should be used in conjunction with other tools. In California, sexual offender information should only be utilized if the position involves access or contact with an identifiable group at risk.

NO RECORD FOUND.

## National Criminal

Order: 8916532

Result: Order Completed: 1/16/2007 2:06:00PM (Eastern)

Result: No Records Found - 0

Jurisdictions Searched: AK AOC ,AK Sex Offender ,AL DOC ,AL Sex Offender ,AR AOC ,AR DOC ,AR Sex Offender ,AZ Maricopa Superior Archive ,AZ Maricopa Felony ,AZ Maricopa Misdemeanor ,AZ AOC ,AZ Pima ,Maricopa County Superior Court ,AZ Mohave ,AZ DOC ,Manually Collected Data ,AZ Maricopa Superior ,AZ Sex Offender ,CA Fresno Index ,CA Orange ,CA Sacramento ,CA Riverside ,CA Los Angeles ,CA Santa Clara ,CA San Bernardino ,CA Santa Barbara ,CA Santa Cruz ,CA Alameda ,CA Butte ,CA Contra Costa Municipal ,CA Contra Costa Superior ,CA Indio ,CA Marin Municipal ,CA Marin Superior ,CA San Diego Municipal ,CA San Diego Superior ,CA San Luis Obispo ,CA Ventura ,CA San Mateo ,CA Sex Offender ,CO Sex Offender ,CT Judicial Information System ,CT DOC ,CT DOC ,CT Traffic ,CT Sex Offender ,CT Out of State Sex Offender ,DC DOC ,DC Sex Offender ,DE Sex Offender ,FL Pinellas ,FL DOC ,FL AOC ,Lee County Sheriffs Office ,Monroe County FL Clerk Circuit ,FL Osceola ,FL Miami Dade ,FL Brevard ,FL Charlotte ,FL Orange ,FL Bay ,FL Duval ,FL Hillsborough ,FL Palm Beach ,FL Hernando ,FL Indian River ,FL Lee ,FL Pasco ,FL Suwannee ,FL Highlands ,FL Alachua ,FL Broward ,FL Sex Offender ,GA DOC ,GA Bureau of Investigations ,GA Decatur Arrest Records ,GA Sex Offender ,GU Sex Offender ,HI Sex Offender ,IA DOC ,IA DOC ,IA AOC ,IA Sex Offender ,ID DOC ,ID Sex Offender ,IL DOC ,IL Cook ,IL Cook ,IL Sangamon ,IL Peoria ,IL Sex Offender ,IN DOC ,IN Sex Offender ,IN Sex Offender SHERIFF ,KS DOC ,KS DOC ,KS Sedgwick ,KS Sedgwick Archive ,KS Sex Offender ,KY DOC ,KY Lexington Fayette ,KY Sex Offender ,LA Sex Offender ,Manually Collected Data ,MA Sex Offender ,MD DOC ,MD Sex Offender ,ME DOC ,ME Sex Offender ,MI DOC ,MI OTIS ,MI Wayne ,MI Sex Offender ,MN DOC ,MN DPS ,MN Sex Offender ,MO DOC ,MO Sex Offender ,MO Cape Girard Sex Offender ,MO Cole Sex Offender ,MO Barton Sex Offender ,MO Jefferson Sex Offender ,MO Newton Sex Offender ,MO Laclede Sex Offender ,MO St Louis Sex Offender ,MS Hinds ,MS DOC ,MS Sex Offender ,MT DOC ,MT Sex Offender ,NC AOC ,NC Archived DOC ,NC DOC ,NC Sex

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From: Employment Screening Resources  
To: Success With People

Name: Doe, John  
SS#: \*\*\*-\*\*-6789  
Profile No: 2007011650451984

Offender AOC ,NC Sex Offender ,ND AOC ,ND Sex Offender AOC ,ND Sex Offender ,NE DOC ,NE Sex Offender ,NH DOC ,NH Sex Offender ,NJ AOC ,NJ DOC ,NJ Archive DOC ,NJ Sex Offender ,NM DOC ,NM Sex Offender ,NV Archive DOC ,NV DOC ,NV Sex Offender ,NY DOC ,NY Sex Offender ,AppAlert Federal Criminal Data ,AppAlert OFAC ,OH Portage ,OH Greene ,E. Cleveland, OH Court Crim ,Medina County, OH Court Crim ,OH DOC ,OH Sex Offender ,OK DOC ,OK AOC ,OK Sex Offender ,OR DOC ,OR AOC ,OR Sex Offender ,PA DOC ,PA Supplemental Courts ,PA Traffic ,PA AOC ,PA Sex Offender ,Proprietary Offender Data ,RI Judicial Technology Center ,RI Sex Offender ,SC DOC ,SC Sex Offender ,SD Sex Offender ,SD Aberdeen Sex Offender ,SD Sioux Falls Sex Offender ,TN DOC ,TN Davidson Sheriff ,TN AOC ,TN Nashville ,TN AOC ,TN Sex Offender ,TX Bexar Felony ,TX Bexar Misdemeanor ,TX Travis Misdemeanor ,TX Travis Felony ,Victoria, TX Criminal ,TX Ft Bend Felony ,TX Ft Bend Misdemeanor ,TX Montgomery ,TX Potter Misdemeanor ,TX Potter Felony ,TX Denton ,TX El Paso ,TX Harris Felonies ,TX Harris Misdemeanor ,TX Dallas ,TX Gregg ,TX Jefferson ,TX Dept of Public Safety ,TX Sex Offender ,UT DOC ,UT AOC ,UT Sex Offender ,VA Circuit ,VA General District ,VA Fairfax ,VA Traffic ,VA Sex Offender ,VT Sex Offender ,WA DOC ,WA Courts of Ltd Jurisdiction ,WA AOC SCOMIS ,WA Sex Offender ,WI DOC ,WI AOC ,WI Sex Offender ,WV Sex Offender ,WY Sex Offender

## ALL Searches

Information contained herein is derived solely from public records, which may not be 100 percent accurate or complete. Users should consult state and federal laws, including the Fair Credit Reporting Act, before using this information in making business decisions based on the results. The provider of this information is not liable from claims for damages arising from the use of this data, beyond the cost of the search(es) performed by users. Because mis-identifications may occur when trying to identify a particular person, based solely upon name and other identifiers, extreme care must be exercised in the review and use of the information available through this site. This information should not be used in legal proceedings. It is recommended that users of this database obtain the original document from the jurisdiction for the purpose of legal proceedings.

MMV08-L1128

## Education Verification

School Name	Boston College	Order:	8918711
School State	MA	Degree Claimed	BA
Dates Attended	1999	Major	English

Result: Order Completed: 1/16/2007 3:43:00PM (Eastern)  
COMPLETE: See School Reported column for possible discrepancy(ies).

## Call History (all times are Pacific):

1/11/2007 2:12:57 PM CB: ; CB: Order Received. Validating Contact Information.  
1/12/2007 6:14:52 AM DN: ; DN: Routed to TPVS Contact Degreechk.com.  
1/12/2007 12:05:18 PM HF: IN PROGRESS; HF: [] Contact the NSC. Due to network issue with the NSC Internet Service Provider, we are unable to process the request. We will continue our attempts at a later time.  
1/15/2007 12:12:07 PM HF: IN PROGRESS; HF: [] Per the NSC, Ref Num: 00000000. We are unable to provide an immediate online response.  
1/16/2007 10:57:18 AM LC: COMPLETE; LC: []

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From: Employment Screening Resources  
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Name: Doe, John  
SS#: \*\*\*-\*\*-6789  
Profile No: 2007011650451984

Status: COMPLETE  
Verifier Name: Natl Student Clearing House  
Verifier Title: 0000000

	Applicant Reported	School Reported
	-----	-----
Dates Attended:	1999	05/24/99
Degree:	BA	Same
Major:	English	English
GPA:		Not Available

Employment Verification

Employer Company Name	Super Technology	Order: 8918859
Employer Contact	Average Jane	Employer State CA
Employer City	Santa Rosa	Employer Phone Number 707-100-1000

Result: Order Completed: 1/16/2007 3:52:00PM (Eastern)  
COMPLETE: See Employer Reported column for possible discrepancy(ies).  
There is a possible discrepancy between what the applicant reported and what the employer reported. There is a possibility of a record keeping error by the employer, or the difference is minimal or there was a difference of terminology between the employer and applicant. If further information is necessary, the applicant can be asked by the employer to produce copies of relevant documentation.

Call History (all times are Pacific):  
1/10/2007 10:31:25 AM CB: IN PROGRESS; CB: Order Received. Validating Contact Information.  
1/10/2007 11:31:02 AM LC: PENDING-NEW; LC: Routed to RESEARCH Per previous order: Please fax to 707-100-1001. F/U at 707-100-1000.  
1/10/2007 11:36:19 AM SJ: Release Requested; SJ: Per previous orders, faxing to 707-100-1000, attn: HR, TAT unknown. Original listed contact Average Jane.  
1/10/2007 12:40:55 PM MS: IN PROGRESS; MS: Auto Entry: Release sent (707-100-1001)  
1/10/2007 12:44:34 PM LC: IN PROGRESS; LC: [707-100-1000] Fax was just sent. We will confirm receipt later.  
1/11/2007 11:37:04 AM LC: IN PROGRESS; LC: [707-100-1000] 1st attempt to confirm receipt of fax. Called 707-100-1000 and LVM for Human Resources.  
1/12/2007 11:13:34 AM DN: IN PROGRESS; DN: [707-100-1000] 2nd attempt to confirm receipt. Left vm for HR, 707-100-1000.  
1/15/2007 11:02:16 AM LC: IN REVIEW; LC: [707-100-1000] 3rd attempt to confirm receipt of fax. Called 707-100-1000 and LVM for HR. We have not received any response either verbally or in writing to our faxed request. Therefore, we are unable to

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Name: Doe, John  
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Profile No: 2007011650451984

confirm the provided information. If and when we do receive a response, we will forward the results to your office.

1/15/2007 1:35:23 PM TY: IN PROGRESS; TY: [707-100-1000] Routing back to Researcher to make an attempt with the original contact.

1/16/2007 9:25:25 AM HF: IN PROGRESS; HF: [707-100-1000] Called provided number 707-100-1000 and line rings continuously with no answer. Called 707-100-1000 and per HR fax was received and stated they faxed us the results. Source also stated she will call us back today and let us know when and what number results were sent.

1/16/2007 9:53:50 AM DN: COMPLETE; Verifier Name: Simple Sam. Verifier Title: HR Representative DN: [707-100-1000] Per call back from HR, the applicant was a temporary employee, and was not an actual employee of Temp Technologies. Advised to call Temp Technologies at 707-100-1005 to obtain VOE.

Status: COMPLETE  
Verifier Name: Simple Sam  
Verifier Title: HR Representative

	Applicant Reported	Employer Reported
	-----	-----
Start Date:	4/2003	04/00/03
End Date:	3/2004	03/00/04
Title:	HR Generalist	Same
Salary:	\$30/hour	Not Available
Reason for Leaving:		Not Available
Rehire:	---	Not Available

## Professional License

License Type	Professional Civil Engineer	Order: 8919482
Issuing State/Jur	CA	License Number C11111
Issuing Authority	EngineerBoard for Professional Engineers and Land Surveyors	Date Issued 01/01/1980

Result: Order Completed: 1/16/2007 4:13:00PM (Eastern)  
All factual information provided by the applicant has been verified by the issuing authority.

01/09/2007 1:48:34 PM Order Received. Validating Contact Information.

01/10/2007 9:35:10 AM COMPLETE [] Verification by the California Board for Professional Engineers and Land Surveyors Website at:  
[http://www.dca.ca.gov/pels/l\\_lookup.htm](http://www.dca.ca.gov/pels/l_lookup.htm).

Date of Issue: 01/01/1980  
Expiration Date: 01/01/2010  
License Status: Valid  
Verifier Name: State of California

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From: Employment Screening Resources  
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Name: Doe, John  
SS#: \*\*\*-\*\*-6789  
Profile No: 2007011650451984

Method: Website

MVR

State CA Drivers License Number 123456789  
Term 3Y Name As on DL (if different)  
Result: Order Completed: 1/16/2007 4:02:00PM (Eastern)

CALIFORNIA Driver Record - B000 Order Date: 11/15/2007

Host Used: Overnight Reference: 8000000  
License: 123456789  
Report Clear: YES Name: DOE, JOHN  
Address:  
City, St:  
As of:

Sex : Weight: DOB : AGE:  
Eyes: Height: Iss Date: 10/27/2004  
Hair: Exp Date: 12/09/2009

Approx. Year Lic. First Issued: 1965 STATUS: VALID

Violations/Convictions And Failures to Appear And Accidents

TYPE VIOL	CONV	ACD	AVD	V/C	DESCRIPTION	LOCATION	TICKET	PLATE	PT
** NONE TO REPORT **									

Suspensions/Revocations

ACTIONS	ORD/DATE	EFF/DATE	CLR/DATE	END/DATE	CODE	AVD	DESCRIPTION
*** NO ACTIVITY ***							

License and Permit Information

License: PERSONAL Issue: 10/27/2004 Expire: 12/09/2009 Status: VALID  
Class: C ANY HOUSECAR AND 2 AXLE VEHICLES < 26,001 GVWR  
Restriction: REST 01- MUST WEAR CORRECTIVE LENSES WHEN DRIVING.

Miscellaneous State Data

\*\*\* NONE TO REPORT \*\*\*

FOR STATED BUSINESS PURPOSES ONLY	Underwriting:	Policy	Initials:
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From: Employment Screening Resources  
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Name: Doe, John  
SS#: \*\*\*-\*\*-6789  
Profile No: 2007011650451984

Date: / /	Issue Date: / /	Control Number: 172VPC 0
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## Social Security Trace

Order: 8916533

### Result:

Order Completed: 1/16/2007 2:06:00PM (Eastern)

The social security trace is an address information location index that is used exclusively to identify previous names and addresses that are associated with a social security number in various databases. The information is gathered by private organizations and comes from multiple sources, and therefore it is not possible to determine exactly which database provided the information. The result of a search may not be used for employment purposes directly, but may only be utilized to assist in determining jurisdictions to search for records, or to suggest additional research.

On occasion, there are no names or addresses associated with a SSN. This can occur when a person has never applied for credit, so there is no history in the credit bureau files, or the SSN does not belong to the applicant. In addition, there may be occasion where there are names or addresses incorrectly associated with a SSN. This can occur for a variety of reasons. If an applicant is concerned about any such discrepancy, they can contact all three major credit bureaus to review their own files. The Social Security Administration will verify the information an applicant gave, but only to an employer directly after a person is hired. An employer may call 800-772-1213 and must provide their Employer Identification Number (EIN).

### 4 Subjects Found.

SSN is valid. Issued in California (Issued In Year 1965)

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#### JOHN DOE

SSN: xxx-xx-6789  
Address: 1234 APPLE LANE  
SANTA ROSA, CA 95409-9486  
SONOMA County  
09/2006 to 01/2007

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#### JOHN DOE

SSN: xxx-xx-6789  
Address: 3205 BROWN AVE  
SANTA ROSA, CA 95407-7704  
SONOMA County  
06/2005 to 07/2005

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#### JOHN DOE

SSN: xxx-xx-6789  
Address: 459 GREEN DR  
SANTA ROSA, CA 95407-7076  
SONOMA County  
03/1988 to 09/2006

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#### JOHN DOE

SSN: xxx-xx-6789

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Name: Doe, John  
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Profile No: 2007011650451984

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Address: 500 YELLOW DR  
NOVATO, CA 95945-7076  
MARIN County  
03/1988 to 05/2004

This product is a locator index that may be used exclusively to identify potential previous names and addresses the applicant may have used and to obtain the applicant's date of birth and verify the applicant's Social Security Number. The results of a search shall not be used directly for the purpose of making employment decisions. However, the results may be used to broaden the scope of employment related background checks to include additional jurisdictions and names beyond those that the applicant disclosed and to narrow the background check by including the applicant's date of birth in those cases where this information is not obtained from the applicant. The results of these expanded background checks may be used for making employment decisions in accordance with the FCRA and applicable state and local statutes. Important: The Public Records and commercially available data sources used in this system may have errors. Data is sometimes entered poorly, processed incorrectly and is generally not free from defect. This system should not be relied upon as definitively accurate.

MMVI18-D1445

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End of Report

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Profile No: 2007011650451984

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Para informacion en espanol, visite [www.ftc.gov/credit](http://www.ftc.gov/credit) o escribe a la FTC Consumer Response Center, Room 130-A 600 Pennsylvania Ave. N.W., Washington, D.C. 20580.

## A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. For more information, including information about additional rights, go to [www.ftc.gov/credit](http://www.ftc.gov/credit) or write to: Consumer Response Center, Room 130-A, Federal Trade Commission, 600 Pennsylvania Ave. N.W., Washington, D.C. 20580.

- You must be told if information in your file has been used against you. Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment - or to take another adverse action against you - must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- You have the right to know what is in your file. You may request and obtain all the information about you in the files of a consumer reporting agency (your "file disclosure"). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
  - a person has taken adverse action against you because of information in your credit report;
  - you are the victim of identify theft and place a fraud alert in your file;
  - your file contains inaccurate information as a result of fraud;
  - you are on public assistance;
  - you are unemployed but expect to apply for employment within 60 days.

In addition, by September 2005 all consumers will be entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See [www.ftc.gov/credit](http://www.ftc.gov/credit) for additional information.

- You have the right to ask for a credit score. Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- You have the right to dispute incomplete or inaccurate information. If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See [www.ftc.gov/credit](http://www.ftc.gov/credit) for an explanation of dispute procedures.

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Name: Doe, John  
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- Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information. Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- Consumer reporting agencies may not report outdated negative information. In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- Access to your file is limited. A consumer reporting agency may provide information about you only to people with a valid need -- usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- You must give your consent for reports to be provided to employers. A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to [www.ftc.gov/credit](http://www.ftc.gov/credit).
- You may limit "prescreened" offers of credit and insurance you get based on information in your credit report. Unsolicited "prescreened" offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt-out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- You may seek damages from violators. If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- Identity theft victims and active duty military personnel have additional rights. For more information, visit [www.ftc.gov/credit](http://www.ftc.gov/credit).

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. Federal enforcers are:

# CONFIDENTIAL APPLICANT REPORT

From: Employment Screening Resources  
 To: Success With People

Name: Doe, John  
 SS#: \*\*\*-\*\*-6789  
 Profile No: 2007011650451984

TYPE OF BUSINESS:	CONTACT:
Consumer reporting agencies, creditors and others not listed below	Federal Trade Commission: Consumer Response Center - FCRA Washington, DC 20580 1-877-382-4357
National banks, federal branches/agencies of foreign banks (word "National" or initials "N.A." appear in or after bank's name)	Office of the Comptroller of the Currency Compliance Management, Mail Stop 6-6 Washington, DC 20219 800-613-6743
Federal Reserve System member banks (except national banks, and federal branches/agencies of foreign banks)	Federal Reserve Board Division of Consumer & Community Affairs Washington, DC 20551 202-452-3693
Savings associations and federally chartered savings banks (word "Federal" or initials "F.S.B." appear in federal institution's name)	Office of Thrift Supervision Consumer Complaints Washington, DC 20552 800-842-6929
Federal credit unions (words "Federal Credit Union" appear in institution's name).	National Credit Union Administration 1775 Duke Street Alexandria, VA 22314 703-519-4600
State-chartered banks that are not members of the Federal Reserve System	Federal Deposit Insurance Corporation Consumer Response Center, 2345 Grand Avenue Suite 100 Kansas City, Missouri 64108-2638 1-877-275-3342
Air, surface, or rail common carriers regulated by former Civil Aeronautics Board or Interstate Commerce Commission	Department of Transportation , Office of Financial Management Washington, DC 20590 202-366-1306
Activities subject to the Packers and Stockyards Act, 1921	Department of Agriculture Office of Deputy Administrator - GIPSA Washington, DC 20250 202-720-7051