

CONFIDENTIAL APPLICANT REPORT



Employment Screening Resources

1620 Grant Ave.
Novato, CA 94945
Phone : (415) 898-0044
Fax: (415) 723-7779

Applicant Information

Name: **Smith, John Michael**
SS#: 123-45-6789
Position:
Dept Code:
Status: **OPEN**
Delivery:

Requested By

ISS Corp
1620 Grant Ave, Suite 7
Novato, CA 94945
Phone: (415) 898-0044
Fax: (415) 680-1627
E-Mail:

8 of 9 Orders have been completed. (88.89%)

HIGHLIGHTED

This report contains **FLAGGED** Orders.

This report contains **SERVICE ALERTS**.

Status: ***INTERIM REPORT***

Admin Central.com employment verification/reference is pending. San Francisco county felony and misdemeanor criminal findings are summarized, See below. There were no criminal findings in the other jurisdiction(s) searched. All other reports are complete and attached.

Alias Felony and Misd.

Country	USA		Order: 294492
State	CA	City	
County	San Francisco	Zip Code	

Result:

There were no criminal findings in the jurisdiction searched under the alias of Michael John Smith.

Country	USA		Order: 294496
State	CA	City	
County	Marin	Zip Code	

Result:

There were no criminal findings in the jurisdiction searched under the alias of Michael J. Smith.

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From: Employment Screening Resources
To: ISS Corp

Name: **Smith, John Michael**
SS#: 123-45-6789
Profile No: 2001102400000312

Education

Name of School **University of California Berkeley** Order: 294464
City, State Berkeley, CA *Degree Claimed* | Bachelor of Science
Dates Attended 1984-1988 *Major* Business Admin.

Result:

Verification Complete

All information provided by the applicant is correct and has been verified.

Employment

Name of Firm **Admin Central.com** Order: 294471
City, State San Francisco, CA *Start Date* 1/95
Job Title Business Manager *End Date* 12/98

Status: 10/25/01 (9 a.m.) LK: Left a second detailed vm for HR and applicant requesting W2^^a^^s.
10/24/01 (10 a.m.) LK: Left a detailed vm for HR.

Result:

Name of Firm **Business Dev.com** Order: 294488
City, State San Francisco, CA *Start Date* 1/99
Job Title V.P. Business Development *End Date* Present

Result:

Verification/Reference Complete

All information provided by the applicant is correct and has been verified.

1. What was/is the applicant's job and the nature of his/her duties?

As the Vice President of Business Development he was responsible for the management of the sales force whose responsibilities were to develop new business by way of lead generation, contract negotiations and account management.

2. How would you describe his/her job performance including strengths and weakness?

He's outstanding - his leadership abilities, knowledge of his work are

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notable. He's very detail-oriented and dedicated.

3. If you were responsible for the hiring process, would you consider him/her eligible for rehire?

Yes, most definitely.

4. How did he/she get along with his/her associates?

Well - he's very people-oriented and has strong leadership skills.

5. Did he/she show initiative in their job?

Absolutely.

9/24 - 2:35PM - Spoke with Frank Puccio, obtained reference/corrected dates, title/salary ok.

Felony and Misd. Criminal

San Francisco County, CA

FLAGGED ORDER

Result:

10/26 PM

Findings are summarized below for San Francisco

Name on file: John Michael Smith

Identifiers: DOB

CASE#: 110721-8

Description: 1) PC 148 - resist public officer
2) PC 647(f) - public intoxication

Violation Date: 03/14/98

Disposition Date: 08/21/98

Type: Misdemeanor

Results: Convicted

Probation: None Listed

Jail Term: 10 Days

Fine: None Listed

Restitution: None Listed

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Result:

CALIFORNIA Driver Record - B4309

Order Date: 10/19/2001

Reference: 294437

License: B1234567

Name: SMITH, JOHN MICHAEL
Address:
City, St:
As of:

Sex :	Weight:	DOB :	AGE:
Eyes:	Height:	Iss Date: 06/25/1998	
Hair:		Exp Date: 02/06/2002	

Approx. Year Lic. First Issued: 1984 STATUS: VALID

Violations/Convictions And Failures to Appear And Accidents

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

Suspensions/Revocations

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

License and Permit Information

License: PERSONAL Issue: 02/25/1984 Expire: 02/06/2002 Status: VALID
Class: C ANY HOUSECAR AND 2 AXLE VEHICLES < 26,001 GVWR

Miscellaneous State Data

*** NONE TO REPORT ***

FOR STATED BUSINESS	Underwriting:	Policy	Initials:
PURPOSES ONLY			

Received: 10/24/2001
Completed:

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	Date: / /	Issue Date: / /	Control Number: 03PAWV
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End of Report

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Appendix A to Part 601

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) is designed to promote accuracy, fairness, and privacy of information in the files of every "consumer reporting agency" (CRA). Most CRAs are credit bureaus that gather and sell information about you -- such as if you pay your bills on time or have filed bankruptcy -- to creditors, employers, landlords, and other businesses. You can find the complete text of the FCRA, 15 U.S.C. 1681-1681u, at the Federal Trade Commission's web site (<http://www.ftc.gov>). The FCRA gives you specific rights, as outlined below. You may have additional rights under state law. You may contact a state or local consumer protection agency or a state attorney general to learn those rights.

- **You must be told if information in your file has been used against you.**

Anyone who uses information from a CRA to take action against you -- such as denying an application for credit, insurance, or employment -- must tell you, and give you the name, address, and phone number of the CRA that provided the consumer report.

- **You can find out what is in your file.**

At your request, a CRA must give you the information in your file, and a list of everyone who has requested it recently. There is no charge for the report if a person has taken action against you because of information supplied by the CRA, if you request the report within 60 days of receiving notice of the action. You also are entitled to one free report every twelve months upon request if you certify that (1) you are unemployed and plan to seek employment within 60 days, (2) you are on welfare, or (3) your report is inaccurate due to fraud. Otherwise, a CRA may charge you up to eight dollars.

- **You can dispute inaccurate information with the CRA.**

If you tell a CRA that your file contains inaccurate information, the CRA must investigate the items (usually within 30 days) by presenting to its information source all relevant evidence you submit, unless your dispute is frivolous. The source must review your evidence and report its findings to the CRA. (The source also must advise national CRAs -- to which it has provided the data -- of any error.) The CRA must give you a written report of the investigation, and a copy of your report if the investigation results in any change. If the CRA's investigation does not resolve the dispute, you may add a brief statement to your file. The CRA must normally include a summary of your statement in future reports. If an item is deleted or a dispute statement is filed, you may ask that anyone who has recently received your report be notified of the change.

- **Inaccurate information must be corrected or deleted.**

A CRA must remove or correct inaccurate or unverified information from its files, usually within 30 days after you dispute it. However, the CRA is not

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required to remove accurate data from your file unless it is outdated (as described below) or cannot be verified. If your dispute results in any change to your report, the CRA cannot reinsert into your file a disputed item unless the information source verifies its accuracy and completeness. In addition, the CRA must give you a written notice telling you it has reinserted the item.

The notice must include the name, address and phone number of the information source.

• You can dispute inaccurate items with the source of the information.

If you tell anyone -- such as a creditor who reports to a CRA -- that you dispute an item, they may not then report the information to a CRA without including a notice of your dispute. In addition, once you've notified the source of the error in writing, it may not continue to report the information if it is, in fact, an error.

• Outdated information may not be reported.

In most cases, a CRA may not report negative information that is more than seven years old; ten years for bankruptcies.

• Access to your file is limited.

A CRA may provide information about you only to people with a need recognized by the FCRA -- usually to consider an application with a creditor, insurer, employer, landlord, or other business.

• Your consent is required for reports that are provided to employers, or reports that contain medical information.

A CRA may not give out information about you to your employer, or prospective employer, without your written consent. A CRA may not report medical information about you to creditors, insurers, or employers without your permission.

• You may choose to exclude your name from CRA lists for unsolicited credit and insurance offers.

Creditors and insurers may use file information as the basis for sending you unsolicited offers of credit or insurance. Such offers must include a toll-free phone number for you to call if you want your name and address removed from future lists. If you call, you must be kept off the lists for two years. If you request, complete, and return the CRA form provided for this purpose, you must be taken off the lists indefinitely.

• You may seek damages from violators.

If a CRA, a user or (in some cases) a provider of CRA data, violates the FCRA, you may sue them in state or federal court.

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FOR QUESTIONS OR CONCERNS REGARDING: PLEASE CONTACT:

CRAs, creditors and others not listed below
Federal Trade Commission
Consumer Response Center - FCRA
Washington, DC 20580
202-326-3761

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 Programs
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
703-518-6360

State-chartered banks that are not members of the Federal Reserve System
Federal Deposit Insurance Corporation
Division of Compliance & Consumer Affairs
Washington, DC 20429
800-934-FDIC

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