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## Ordered:

**Date Ordered:** 07/26/2018

**Report For:**

Reynolds, Robert  
xxx-xx-4225

DOB: 1995-04-23

<b>SSN VALIDATION</b>
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SSN xxx-xx-4375 is Valid  
Issued in **Ohio**

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0 Criminal Records Found

0 Sex Offender Registry Records Found

### Show/Hide Jurisdictions

The Federal FCRA guidelines allow you to make hiring decisions on criminal conviction information going beyond seven years. However, state FCRA laws in California, Kansas, Maryland, Massachusetts, Montana, New Hampshire, New Mexico and Nevada restrict employers to only using the last seven years of criminal record information for hiring decisions.

The following states allow an employer to consider a period longer than seven years if the subject earns or is expected to earn a particular threshold amount:

Colorado: \$75K income exception  
New York: \$25K income exception  
Texas: \$75K income exception  
Washington: \$20K Income exception

Jurisdiction(s) searched: Alabama, Alaska, Arizona , Arkansas, California, Connecticut, Florida, Georgia, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Maine, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, Tennessee, Texas, Utah, Virginia, Washington, Washington DC, Wisconsin, All 50 State Sex Offenders \*\*\*To view all counties covered please visit our website\*\*\*

Notice to Employers operating in California or screening California residents:

California law requires the following notices when obtaining a pre-employment screening report. This report is only provided on the condition that an employer subject to California law agrees to abide by these conditions. Furthermore, by requesting a screening report, an employer certifies compliance with California Civil Code Section 1786.16. (1) The 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. Evidence of identity theft may or may not be identified from this report. (2) The recipient of this report shall give a copy of this report to the subject of the report. (3) Failure to provide a copy of the report as required by law may expose you to liability as specified in Section 1786.50. Section 1786.50 provides for fines and damages in the event a consumer is harmed by an employer not complying with this section. Section 1786.16 refers to certain requirements already in existence, such as obtaining releases.