ADVERSE ACTION NOTICE - REASON SPECIFIED Non-California

Client Logo

(if Client inserts here)

Date

Dear **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**:

We are writing to inform you that [End User] (“the Company”) is unable to engage, or continue to engage, you as an employee or independent contractor.

This decision was based, in whole or in part, on information contained in a consumer report and/or investigative consumer report, including the following specific criminal history items contained in the report:

* [Identify specific criminal history items].

A copy of this report was previously given to you. The agency that provided the report, **Accurate Background, LLC**, is located at **200 Spectrum Center Dr. Suite 1100, Irvine, CA 92618** or **800-216-8024 (**[**www.accurate.com**](http://www.accurate.com)**)**. This agency did not make this employment decision and is unable to supply you with specific reasons why the decision was made. You have the right to obtain a free copy of the report if you submit a written request to the agency identified above no later than 60 days after you receive this notice. You also have the right to dispute the accuracy or completeness of any information in the report by contacting Accurate directly.

Please find the following, enclosed or through the link below:

[URL]

1. Consumer Report
2. A Summary of Your Rights Under the Fair Credit Reporting Act
3. California Notice of Rights by an Investigative Consumer Reporting Agency

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| **Illinois applicants, employees, residents only (this section applies only if the adverse decision is based on criminal history information):** Please contact the Company to challenge or request us to reconsider our decision. In addition, you have a right to file a complaint with the Illinois Department of Human Rights and/or the Chicago Commission on Human Relations, as applicable. |
| **Gainesville, Florida applicants and employees only (this section applies only if the adverse decision is based on criminal history information):** This notice is provided in accordance with the City of Gainesville Code of Ordinances, Chapter 14.5, Section 14.5-181, which regulates the process and timing of criminal background checks conducted on job applicants. |
| **Philadelphia or Erie County (PA) applicants and employees only (this section applies only if the adverse decision is based on criminal history information):** You have 10 business days to provide information concerning the accuracy of the criminal history information in your consumer report or additional information you wish the Company to consider. The Company will consider all additional information provided by you. A copy of your consumer report is included with this letter. |

Sincerely,

[End User]