

# Social Media Background Check



Company Name	Company X
Address	123 W Street
City/State	New York, NY
Phone	800-123-4567
Date Ordered	03/08/2017
Date Completed	03/09/2017
Report Number	1

## SUBJECT INFORMATION

Name	Nicole A. Doe
Street Address	123 1 <sup>st</sup> Avenue
City/State	New York, NY 10001
Phone	347-123-4567
Email	Nicole.doe@gmail.com



## EMPLOYMENT INFORMATION

Current Employer	Starbucks
City State	New York, NY
Position	Barista
Prior Employer	McDonalds
City State	New York, NY
Position	Assistant Manager

## EDUCATION INFORMATION

Institution	Lincoln High School
Type	High School
City State	New York, NY
Year Graduated	2014

Publicly available online content for Nicole A. Doe was reviewed by Social Intelligence Corp. A summary Nicole A. Doe presence is below.



Social Intelligence discovered the following information on Nicole A. Doe.

Hit Classification	Negative
Filter	Sexually Explicit Material
Sub-Filter	Text
Category	Micro-blogging
Source	Twitter
Matched Bys	First Name, Last Name, Image

*Material appearing to reflect negatively on the subject was discovered. The subject posted using sexually explicit language.*

Home Moments Notifications Messages Search Twitter

**Nicole Doe**  
@nicoledoe

TWEETS 693 FOLLOWING 404 FOLLOWERS 140 LIKES 7,145

Follow

Tweets Tweets & replies Media

**Nicole Doe** @nicoledoe 7 May 2015  
Replying to @Philly  
@Philly Tip [REDACTED] ?

**Nicole Doe** @nicoledoe 11 Apr 2015  
@\_justgiselle Haha I hope I don't have one but I'll pick up the [REDACTED] just in case

**Nicole Doe** @nicoledoe 30 Oct 2014  
Tiger is in the top 10 (officially #7) he is back finally.....must be banging [REDACTED] so he can sink those putts

Hit Classification	Negative
Filter	Potentially Unlawful Activity
Sub-Filter	Photos, videos or references to drugs (Other)
Category	Social Network Profiles
Source	Facebook
Matched Bys	First Name, Last Name, Home Address, Image

*Material appearing to reflect negatively on the subject was discovered. The subject posted a comment referring to methamphetamine.*

Facebook profile for Nicole Doe. The profile picture and name are highlighted with green boxes. The 'Lives in' field shows 'New York, New York' highlighted with a green box. A post from Nicole Doe, dated February 9, is visible. The post text reads: "I just found out that my job will be ending as of March 31st. 5 years of my life and they just throw it out the window. [REDACTED] fantastic!!!". Below the post, a comment from Nicole Doe is highlighted with a red box: "I need a donut or some Meth. Probably a donut would be a better choice."

Hit Classification

Filter

Sub-Filter

Category

Source

Matched By

Negative

Potentially Violent Behavior

Potentially aggressive verbiage

Micro-Blogging

Pinterest

First Name, Last Name, Image

*Material appearing to reflect negatively on the subject was discovered. The subject posted using potentially aggressive language.*



Search



Follow board

## Funny Stuff

340 Pins

28 Followers



LOL

58

someecards.com



Nicole Doe  
Funny Stuff

1.4k

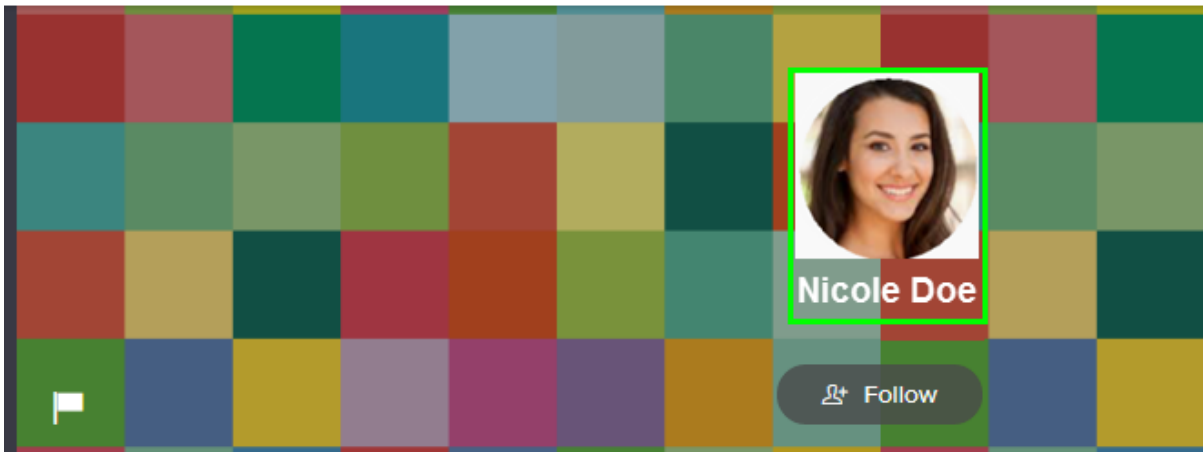


Nicole Doe  
Funny Stuff

Hit Classification	Negative
Filter	Potentially Unlawful Activity
Sub-Filter	Solicitation
Category	Other
Source	Ask.fm
Matched Bys	First Name, Last Name, Image

*Material appearing to reflect negatively on the subject was discovered. The subject referred to solicitation.*

**askfm**



A profile card for Nicole Doe on Ask.fm. It features a grid of colorful squares in the background. On the right side, there is a circular profile picture of a woman with dark hair, labeled "Nicole Doe" below it. Below the name is a "Follow" button with a plus icon. On the left side of the grid, there is a small white flag icon.

435  
Answers

250  
Likes

**Nicole Doe** | Latest answers

**When was the last time you broke the law?**

Last night when I worked the corner

over 1 year ago

3

**What's the best thing you can purchase for \$5?**

Sex

over 1 year ago

3

Hit Classification

Filter

Sub-Filter

Category

Source

Matched By

Negative

Racism and/or Demonstrations of Intolerance

Potentially derogatory verbiage against or towards a protected group of people

Photo and Video Sharing

Instagram

First Name, Last Name, Image

*Material appearing to reflect negatively on the subject was discovered. The subject posted using derogatory language.*



Instagram

Search

Get the app

Log in



nicole\_doe\_1

Follow

Nicole Doe

491 posts

518 followers

460 following





SIC provides the information contained in this report to End-User to be used solely for a permissible employment purpose as defined in the Fair Credit Reporting Act. If the End-User intends to take adverse action based in whole or in part on the contents of this report, the End-User must provide the consumer with notices that it is taking adverse action and those notices must comply with the FCRA and state law. All information contained in this report is provided pursuant to the terms of the End-User Agreement. End-User further understands that it uses any and all information provided by SIC at its own risk and End-User is solely liable for complying with all federal, state, and local laws.

The information contained in this report is confidential and may only be accessed by authorized employees of End-User, provided to the consumer about who it relates, or provided as otherwise required by law

### **CALIFORNIA LAW REQUIRES THAT THE FOLLOWING BE GIVEN TO CALIFORNIA APPLICANTS/EMPLOYEES:**

"This report does not guarantee the accuracy or truthfulness of the information as to the subject of the investigation, but only that it was accurately copied from public records. 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."

You may view the file maintained on you by Social Intelligence during normal business hours. You may also obtain a copy of this file, upon submitting proper identification and paying the costs of duplication services, by appearing at Social Intelligence's offices in person, during normal business hours and on reasonable notice, or by mail; you may also receive a summary of the file by telephone upon written request with proper identification. Social Intelligence has trained personnel available to explain your file to you, including any coded information. If you appear in person, you may be accompanied by one other person, provided that person furnishes proper identification. If you would like additional information regarding your disclosure rights, you can request this information from Social Intelligence.

Telephone | 8772309082

Mail | 735 State St Suite 600, Santa Barbara, CA 93101

"Este informe no garantiza la certeza ni la veracidad de la información en cuanto al sujeto de la investigación, pero sólo que fue copiado exactamente de archivos públicos. La información engendró a consecuencia del robo de la identidad, inclusive la evidencia de la actividad criminal, puede ser asociado inexactamente con el consumidor que es el sujeto del informe".

Los Consumidores de California: Usted puede ver el archivo mantenido en usted por Social Intelligence durante horas de oficina normales. Usted puede obtener también una copia de este archivo, a someter identificación y pagar apropiados los costos de servicios de duplicación, apareciendo en oficinas de Social Intelligence en la persona, durante horas de oficina normales y en la nota razonable, o por el correo; usted puede recibir también un resumen del archivo por teléfono sobre el pedido escrito con identificación apropiada. Social Intelligence ha entrenado el personal disponible para explicarle su archivo a usted, inclusive información codificada. Si usted aparece en la persona, usted puede estar acompañado de uno otra persona, con tal de que persona proporcione identificación apropiada.



## Consumer Rights Under California Civil Code 1786.22

### FOR CALIFORNIA RESIDENTS ONLY

(a) An investigative consumer reporting agency shall supply files and information required under Section 1786.10 during normal business hours and on reasonable notice.

(b) Files maintained on a consumer shall be made available for the consumer's visual inspection, as follows:

(1) In person, if he appears in person and furnishes proper identification. A copy of his file shall also be available to the consumer for a fee not to exceed the actual costs of duplication services provided.

(2) By certified mail, if he makes a written request, with proper identification, for copies to be sent to a specified addressee. Investigative consumer reporting agencies complying with requests for certified mailings under this section shall not be liable for disclosures to third parties caused by mishandling of mail after such mailings leave the investigative consumer reporting agencies.

(3) A summary of all information contained in files on a consumer and required to be provided by Section 1786.10 shall be provided by telephone, if the consumer has made a written request, with proper identification for telephone disclosure, and the toll charge, if any, for the telephone call is prepaid by or charged directly to the consumer.

(c) The term "proper identification" as used in subdivision (b) shall mean that information generally deemed sufficient to identify a person. Such information includes documents such as a valid driver's license, social security account number, military identification card, and credit cards. Only if the consumer is unable to reasonably identify himself with the information described above, may an investigative consumer reporting agency require additional information concerning the consumer's employment and personal or family history in order to verify his identity.

(d) The investigative consumer reporting agency shall provide trained personnel to explain to the consumer any information furnished him pursuant to Section 1786.10.

(e) The investigative consumer reporting agency shall provide a written explanation of any coded information contained in files maintained on a consumer. This written explanation shall be distributed whenever a file is provided to a consumer for visual inspection as required under Section 1786.22.

(f) The consumer shall be permitted to be accompanied by one other person of his choosing, who shall furnish reasonable identification. An investigative consumer reporting agency may require the consumer to furnish a written statement granting permission to the consumer reporting agency to discuss the consumer's file in such person's presence.

*Para información en español, visite [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) o escriba a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.*

## ***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.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

- **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 identity 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, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) 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.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) for an explanation of dispute procedures.
  
- **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.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore).
- **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 1-888-567-8688.
- **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.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore).

#### For Canada and UK Only

**Canada:** The following information was collected from publicly-available social media sources. Sterling Talent Solutions does not guarantee its accuracy or relevance for the purpose for which it was requested. Social media may contain information related to protected status under federal or provincial human rights laws. You are responsible for compliance with your obligations under applicable law in the collection and use of this information.

**UK:** The following information was collected from publicly-available social media sources. Sterling Talent Solutions does not guarantee its accuracy or relevance for the purpose for which it was requested. Social media may contain information considered sensitive personal data under the Data Protection Act 1998 or a protected characteristic under the Equality Act 2010. You are responsible for compliance with your obligations under applicable law in the collection and use of this information.

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. For information about your federal rights, contact:

**TYPE OF BUSINESS:**

**CONTACT:**

1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates.

a. Consumer Financial Protection Bureau  
1700 G Street NW  
Washington, DC 20552

b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:

b. Federal Trade Commission: Consumer Response Center –  
FCRA  
Washington, DC 20580  
(877) 382-4357

2. To the extent not included in item 1 above:

a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks

a. Office of the Comptroller of the Currency  
Customer Assistance Group  
1301 McKinney Street, Suite 3450  
Houston, TX 77010-9050

b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and Insured State Branches of Foreign Banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act

b. Federal Reserve Consumer Help Center  
P.O. Box 1200  
Minneapolis, MN 55480

c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations

c. FDIC Consumer Response Center  
1100 Walnut Street, Box #11  
Kansas City, MO 64106

d. Federal Credit Unions

d. National Credit Union Administration  
Office of Consumer Protection (OCP)  
Division of Consumer Compliance and Outreach (DCCO)  
1775 Duke Street  
Alexandria, VA 22314

3. Air carriers

Asst. General Counsel for Aviation Enforcement & Proceedings

Aviation Consumer Protection Division

Department of Transportation

1200 New Jersey Avenue, SE

Washington, DC 20590

Office of Proceedings, Surface Transportation Board

Department of Transportation

395 E Street S.W.

Washington, DC 20423

4. Creditors Subject to Surface Transportation Board

Nearest Packers and Stockyards Administration area supervisor

Associate Deputy Administrator for Capital Access

United States Small Business Administration

409 Third Street, SW, 8th Floor

Washington, DC 20416

6. Small Business Investment Companies

Securities and Exchange Commission

100 F St NE

Washington, DC 20549

7. Brokers and Dealers

Farm Credit Administration

1501 Farm Credit Drive

McLean, VA 22102-5090

8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations