



The Background Check Company

ACCOUNT SERVICE AGREEMENT

SECTION A: TERMS & CONDITIONS

This Service Agreement is executed by and between One Source The Background Check Company, a Nebraska corporation and Consumer Reporting Agency hereinafter referred to as "CRA" and hereinafter referred to as "End User" and collectively referred to as the "Parties".

Scope of Agreement. This Agreement applies to any information services which End User may desire to receive from CRA and which CRA offers to End User. Such information services shall herein be collectively referred to as "Services".

Consumer Report Information. CRA makes certain consumer report information available to its End Users who have a permissible purpose for receiving such information in accordance with the Fair Credit Reporting Act (15 U.S.C. §1681 et seq.) including, without limitation, all amendments thereto ("FCRA"). Such consumer report information shall herein be collectively referred to as "Consumer Report" or "Reports".

Compliance with Applicable Laws. End User understands that federal government, individual states and municipalities may have laws that regulate, ban, or restrict the use of this information and it is up to the End User to identify and comply with such laws. End User certifies awareness of the Fair Credit Reporting Act (15 U.S.C. §1681 et seq.) including, without limitation, all amendments thereto ("FCRA"). The FCRA creates responsibilities and obligations for the End User. End User understands these obligations and agrees to abide by them.

FCRA Penalties. THE FCRA PROVIDES THAT ANY PERSON WHO KNOWINGLY AND WILLFULLY OBTAINS INFORMATION ON A CONSUMER FROM A CRA UNDER FALSE PRETENSES SHALL BE FINED UNDER TITLE 18 OF THE UNITED STATES CODE OR IMPRISONED NOT MORE THAN TWO YEARS, OR BOTH.

End User Certifications. End User certifies that it shall request Reports solely for End User's exclusive one-time use and use such information solely for the permissible purpose(s) set forth below in Permissible Purposes and for no other purpose, subject however to the additional restrictions set forth herein. If requested by CRA, and in addition to the general certification set forth herein, End User agrees to, and shall, individually certify the permissible purpose for each Consumer Report it requests. Such individual certification shall be made by End User pursuant to instructions provided from time to time by CRA.

Permissible Purpose(s):

1. In connection with a credit transaction involving the consumer on whom the information is to be furnished and involving the extension of credit to, or review or collection of an account of the consumer; or
2. In connection with the underwriting of insurance involving the consumer, or
3. Pursuant to the written authorization of the consumer who is the subject of the Consumer Report. End User certifies that each such written authorization will expressly authorize End User to obtain the Consumer Report, and will contain at a minimum the subject's name, address, social security number (where available) and signature. Nothing in this certification, or elsewhere in this Agreement, is intended to allow End User to purchase Consumer Report for the purpose of selling or giving the Consumer Report, or information contained in or derived from it, to the subject of the Consumer Report, or to any other third party, and End User expressly agrees to refrain from such conduct; or
4. For employment purposes, in which case End User shall request only CRA services expressly designed for employment purposes ("Employment Report").
 - a. If ordering credit history services for Employment Reports:
 - i. End User has a need for consumer credit information in connection with the evaluation of individuals for employment, promotion, reassignment or retention as an employee ("Consumer Report for Employment Purposes").
 - ii. End User shall request Consumer Report for Employment Purposes pursuant to procedures prescribed by CRA from time to time only when it is considering the individual inquired upon for employment, promotion, reassignment or retention as an employee, and for no other purpose.; or
5. To use the Consumer Report as a potential investor or servicer, or current insurer, in connection with a valuation of, or an assessment of, the credit or prepayment risks associated with an existing credit obligation; or
6. To use the Consumer Report in connection with End User's legitimate business need in connection with a business transaction that is initiated by the consumer, including, but not limited to, tenant screening; or



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7. To use the Consumer Report in connection with End User's legitimate business need for the information to review an account to determine whether the consumer continues to meet the terms of the account.

End User may be required to obtain different account codes for each scope of business for which it will procure Reports.

California Certification. If End User is a retailer who uses a Consumer Report in connection with in-person credit applications, subject to the California Consumer Credit Reporting Agencies Act and all amendments thereto, then End User shall instruct its employees responsible for receiving in-person credit applications from California consumers, including point of sale applications, to inspect the applicant's photo identification prior to requesting a Consumer Report. End User shall identify to CRA, on the affected inquiry when it requests a Consumer Report for an in-person credit application. Furthermore, End User agrees to provide California Notice of Rights in English and Spanish.

Vermont Certification. End User agrees to comply with Vermont law when requesting a Consumer Report on a Vermont resident. End User expressly agrees to obtain the consumer's consent before requesting a Consumer Report to the extent and in the manner required by Vermont law.

Credentialing. End User agrees to comply with CRA's obligation to complete due diligence of required credentialing prior to being given access to order and view reports. CRA will work with End User to provide options as it relates to credentialing whenever possible.

On-site Inspections. End User agrees to complete an on-site inspection as part of the account activation process and prior to accessing credit reports. As a regulated consumer reporting agency compliance requirement, as an industry best practice and for the additional protection and security of each consumer's personal data and the security of all One Source The Background Check Company End Users, One Source shall perform an on-site inspection of each End User's business premises and perform other such due diligence to credential End User. Please note that the on-site inspection must be scheduled an estimated 3-5 business days in advance of anticipated account activation. On-site inspections may be performed by a third party vendor. Inspectors may take photos as part of the documentation process, not to include confidential business processes or practices. Residential locations will be subject to annual inspections. In the event the End User's principal place of business changes, an additional on-site inspection of the new location must be performed within sixty (60) days of CRA becoming aware of such change. In the cases of re-inspection, End User may incur additional fees for re-inspection. Cancelled inspections may incur cancellation fees.

Disclosure and Authorization. End User certifies that it will not request a Consumer Report for the certified permissible purpose, when required by law, unless:

1. A clear and conspicuous disclosure is first made in writing to the consumer before the Consumer Report is obtained, in a document that consists solely of the disclosure that a Consumer Report may be obtained for said permissible purpose;
2. The consumer has authorized in writing the procurement of the Consumer Report; and
3. Information from the Consumer Report will not be used in violation of any applicable federal or state law, equal employment opportunity law or regulation.

Retention and Destruction. End User will maintain copies of all written authorizations for a minimum of five (5) years from the date of inquiry and make such written authorizations available to CRA upon request. End User understands the retention and destruction practices outlined by the FACTA (Fair and Accurate Credit Transactions Act of 2003) Disposal Rule. CRA will maintain all information used for consumer reports for a term of no less than two (2) years.

Confidentiality. All Reports shall be used in a strictly confidential manner. Except as required by law, no information from Reports will be revealed to any other person, except for those whose duty requires they review the information in relation to the permissible purpose for which the Consumer Report was ordered.

The Consumer Report shall be requested by, and disclosed by End User only to End User's designated and authorized employees having a need to know and only to the extent necessary to enable End User to use the Consumer Report in accordance with this Agreement.



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Restricted Access and Security Measures. End User shall maintain reasonable and appropriate technical security measures. End User agrees to restrict access both in authorization of users and physical security to those with a need to know. Devices used to obtain Reports and Reports, if printed, will be kept in a secure manner. CRA requires that each user have their own username and password. Personally Identifiable Information will only be transmitted in secure, encrypted methods. In the event an Authorized User is no longer responsible for accessing the information, or if End User suspects an unauthorized person has accessed the system, the End User is required to notify the CRA immediately.

Prohibition on Resale or Reuse of Reports. End User shall not obtain or use consumer reports for any other purpose other than the permissible purpose certified. End User shall not directly or indirectly, sell, transfer, lease, rent, or disclose the contents of or distribute Reports in whole or in part, alone or in conjunction with End User's own data to any third party, other than to the consumer or in conjunction with a required disclosure. End User shall use Reports solely as an End User, for a single, one time use.

Scores. End User will request Credit Scores only for End User's exclusive use. End User may store scores solely for End User's own use in furtherance of End User's original purpose for obtaining the scores. End User shall not use the scores for model development or model calibration and shall not reverse engineer the score. All scores provided hereunder will be held in strict confidence and may never be sold, licensed, copied, reused, disclosed, reproduced, revealed or made accessible, in whole or in part, to any Person, except (i) to those employees of End User with a need to know and in the course of their employment; (ii) to those third party processing agents and other contractors of End User who have executed an agreement that limits the use of the scores by the third party only to the use permitted to End User and contains the prohibitions set forth herein regarding model development, model calibration, reverse engineering and confidentiality; (iii) when accompanied by the corresponding reason codes, to the consumer who is the subject of the score; (iv) to government regulatory agencies; or (v) as required by law. Note: scores are not allowed for the permissible purpose of employment.

Audit Rights. During the term of this Agreement and for a period of three (3) years thereafter, CRA and/or its suppliers, vendors, or their designated representative may conduct reasonable periodic audits of End User's compliance with this Agreement. CRA agrees to provide reasonable notice and coordinate during normal business hours. End User may be required to provide documentation as to their permissible purpose. End User agrees to cooperate fully and promptly in the conduct of any audit as well as promptly correct any discrepancy revealed by such audit.

Receipt of Required Notices. End User acknowledges receipt of and certifies has read all required notices required by the FCRA including the *Notice to Users of Consumer Reports*, *Obligations of Users under the FCRA*, *A Summary of Your Rights Under the FCRA* and *Remedying the Effects of Identity Theft*.

Legal Counsel. End User acknowledges CRA is not legal counsel and shall seek End User's own legal counsel regarding specific legal responsibilities. End User shall base its screening processes, guidelines and decisions on its own policies and procedures. End User acknowledges that any consultation, training, and forms provided by CRA are provided for informational purposes only.

Identity Confirmation. End User is responsible for verification of an applicant/individual's identity.

Pre-adverse Action. Required for any Consumer Report for Employment Purposes, recommended for all Consumer Reports. Before taking adverse action in whole or in part based on the Consumer Report, End User shall provide the consumer with a copy of the Consumer Report and shall provide the consumer with a copy of the consumer's rights, in the format approved by the Consumer Financial Protection Bureau ("CFPB"), supplied by CRA as noted in section Receipt of Required Notices, with each Consumer Report. End User is required to wait a reasonable amount of time before taking adverse action. Reasonable amount of time to be determined by End User. CRA agrees to provide sample letter at the bottom of each completed Consumer Report and copy of consumer rights.

Adverse Action. End User is strictly prohibited from taking adverse action on an incomplete Consumer Report. For purposes of this Agreement, the term "adverse action" shall have the same meaning as that term is defined in the FCRA. End User further certifies that End User will provide to the consumer to whom the report relates, within 3 business days of taking such action, an oral, written or electronic notification:



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1. that adverse action has been taken based, in whole or in part, on a Consumer Report received from CRA;
2. of the name, address and telephone number of the CRA that furnished the consumer report (including a toll-free telephone number 800.608.3645);
3. that the CRA did not make the decision to take the adverse action and is unable to provide to the consumer the specific reasons why the adverse action was taken; and
4. that the consumer may, upon providing proper identification, request a free copy of a report and may dispute with the CRA the accuracy or completeness of any information in a report.

If the consumer requests a copy of a Consumer Report from End User, within 3 business days of receiving the consumer's request, together with proper identification, the End User must send or provide to the consumer a copy of a report and a copy of the consumer's rights. CRA agrees to provide sample letter at the bottom of each completed Consumer Report and copy of consumer rights.

Representations. CRA gathers information for Reports through a number of databases that have been developed and are maintained by government agencies, private corporations and other fallible human sources and therefore cannot guarantee or warrant the accuracy or completeness of the information. CRA will investigate disputed information in accordance with FCRA requirements and complete the investigation free of charge. CRA will report back as far as allowed unless there are legal, client, or vendor restrictions. Seven (7) years minimum is the industry standard.

Mutual Indemnification. The Parties to include their officers, directors, employees, agents, vendors, and suppliers (collectively "Indemnifying Party") shall indemnify, defend and hold the other Party ("Indemnifying Party") harmless from and against any third party claims, demands, suits, judgements, costs, expenses, damages, and liabilities, including, without limitation, negligence, reasonable attorneys' fees (collectively, Claims), to the extent caused by the Indemnifying Party's failure to comply with the FCRA or other applicable laws. With respect to CRA's liability for any Claim alleging inaccurate or incomplete information, End User shall, prior to taking adverse action based on the Consumer Report, provide CRA with a reasonable opportunity to investigate the disputed information in accordance with CRA's FCRA imposed investigation obligations and deadlines.

If End User engages CRA to perform professional reference checks, End User further agrees to defend, indemnify, and hold CRA harmless from and against all Claims with respect to the content of reference questions that have been customized at End User's request. Each Party's total aggregate liability under this section shall not exceed the Limitation of Liability.

Limitation of Liability. The Parties expressly understand and agrees that in no event will total liability to the other Party for any damages, losses, expenses, and claims and/or claim expenses including attorneys' fees exceed the cost of the Consumer Report obtained by End User from CRA.

Fees and Payment. End User agrees to pay all fees, related expenses and required taxes agreed upon in pricing schedule within 30 days of invoice. CRA reserves the right to assess late fees for no payment after 30 days and may submit End User to collection agency after 120 days. All fees and interest incurred during past due payments may be subject to additional charges at CRA's discretion. CRA reserves the right to withhold access to information if payment is not received. The Parties have the right to dispute charges in good faith, prior to a Party filing suit or terminating the agreement.

Marketing. End User hereby grants CRA the right to use End User's name/logo or likeness in CRA's marketing materials to include but not limited to website, print marketing, and digital marketing.

Force Majeure. The obligations of the Parties to perform under this Agreement (other than payment obligations) shall be excused during a reasonable period of delay caused by matters beyond the affected Party's reasonable control, including, without limitation, changes in law, closure or unavailability of universities, courthouses or other sources, power or internet service failure, third party system or service integration failure, war, fire, flood, or other natural disaster.

End User's Business. End User certifies that the nature of End User's business is as described by End User in End User's application materials. End User is required to further disclose if they are specifically a private detective, private detective agency, private investigative company, bail bondsman, attorney, law firm, credit counseling firm, financial counseling



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firm, credit repair clinic or any type of company involved in credit repair activity, pawn shop (except companies that do only Title pawn), check cashing company (except companies that do only loans, no check cashing), genealogical or heir research firm, dating service, massage service, tattoo service, business that operates out of an unrestricted location within a residence, an individual seeking information for their private use, an adult entertainment service of any kind, company that locates missing children, company that handles third party repossession, underwriting insurance, company seeking information in connection with time shares, subscriptions (magazines, book clubs, record clubs and the like), company or individual involved in spiritual counseling, judgment recovery entities (other than bona fide third party collection agencies), insurance claims, asset location service, foreign company or agency of a foreign government, law enforcement agency, news agency or journalist, or business involving weapons.

Assignment. Neither Party shall reassign this Agreement without prior written consent of the other Party; provided, however, that CRA shall have the right to assign or otherwise transfer this Agreement in connection with a merger, acquisition, corporate reorganization, public stock offering, or sale of all or substantially all of its assets.

Governing Law. This Agreement will be interpreted, construed and enforced according to the laws of the State of Nebraska without regard to its principles of conflicts of law.

Term. This Agreement does not obligate End User to utilize services of CRA. This agreement shall be automatically renewed at the end of one (1) year from the date of signing for successive terms unless either Party gives written notice of its intention not to renew thirty (30) days before expiration of the current term. The pricing of any renewed service will be our then-current rates unless CRA agrees to a different rate at that time. Any other changes to the agreement after the initial term, including mid-contract price adjustments may be made with a 30-day written notice.

Termination. With just cause, such as violation of the terms of End User’s contract or a legal requirement, or a material change in existing legal requirements that adversely affects End User’s Agreement, CRA may, upon its election, discontinue serving the End User and cancel the agreement immediately.

Entire Agreement. This Agreement sets forth the entire understanding of the parties and supersedes all prior agreements, negotiations or understandings whether oral or written, for any service agreement or addendum executed between parties for Reports or Services.

Counterparts. This Agreement may be executed in any number of counterparts, each which shall be deemed an original, but all of which together shall constitute one and the same instrument. A facsimile or electronic transmission of the signed agreement shall be legal and binding on all parties.

Consent and Authority. By signing below End User certifies that they have direct understanding and knowledge of the facts in this document. Each Party represents that this Agreement has been executed on its behalf by a representative authorized to bind such Party with respect to the undertakings and obligations contained in this agreement.

Company/End User: _____

Authorized Representative: _____

Title: _____

Sign & Date: _____



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END USER

SECTION B: COMPANY INFORMATION

LEGAL COMPANY NAME: _____ FEDERAL TAX ID: _____
PHYSICAL ADDRESS: _____ CITY, STATE, ZIP: _____
MAILING ADDRESS: _____ CITY, STATE, ZIP: _____
PHONE: _____ FAX: _____
INDUSTRY: _____
NATURE OF BUSINESS: _____
DATE ESTABLISHED: _____ WEBSITE: _____
TYPE OF BUSINESS: [] Public Corporation [] Private Corporation [] Partnership [] LLC [] Sole Proprietor [] Nonprofit
PRIMARY CONTACT: _____ TITLE: _____
PHONE: _____ EMAIL: _____

Primary Contact will be added as the Account Administrator.

SECTION C: BILLING INFORMATION

Invoices will be delivered via email to the person listed as the billing contact on the first business day of the month if your account was utilized in the prior month. If the billing contact is not an authorized user, a username & password will be issued to allow access to strictly view invoices.

BILLING CONTACT: _____
PHONE: _____ EMAIL: _____

Choose from the following payments methods.

- [] End User to pay via Check. (End User will mail a check.)
[] End User to pay via Credit Card. (Permission to charge End User's credit card each month.)
[] End User to pay via Online Payment. (Manually pay invoice online each month.)

Sales Tax Exempt. Before the exemption can be applied to your account, exemption certificate or appropriate state forms must be included:

- [] Exempt

Document Upload:

SECTION D: PERMISSIBLE PURPOSE

END USER purchases consumer reports from One Source The Background Check Company (Consumer Reporting Agency) for the following purpose(s) under the Fair Credit Reporting Act and guarantees that said reports will not be utilized in a manner inconsistent with these specified purposes. Only check applicable scope of business. Each scope will require an additional account to be created.

[] Employment [] Student [] Volunteer Legitimate Business Purpose: [] Tenant [] Other: _____
Written Authorization: [] Site Access [] Other: _____



SECTION E: CREDENTIALING

The Fair Credit Reporting Act (FCRA) and Consumer Financial Protection Bureau (CFPB) require certain knowledge and practices of any business transacting in consumer data. In order to receive access to Consumer Reports, every One Source Client/End User must be credentialed.

Provide a copy of ONE of the following credentialing documents:

- ▶ Business License
- ▶ Articles of Incorporation
- ▶ State Filing (Department of Revenue, Tax Exempt Form, etc.)

Choose from one of the following methods to send a copy of your credentialing documentation:

Document Upload:

Fax: 800.929.8117

Attention:

Email:

Company Name and Address on documentation MUST MATCH the address and company name entered in Section B: Company Information of this agreement. Additional credentialing measures will be needed if the information cannot be verified, is outdated, if End User is a Sole Proprietor, opened less than 1 year and/or a residential location.

Please check the following if it applies:

Residential Location

If applicable, One Source will contact you for the additional credentialing documentation.

ADDENDUM A: ACCOUNT CONFIGURATION

In order to properly set up your account, we will need you to provide the following information.

YEARS REPORTABLE. Select from the list the scope of years reportable:

- Industry Standard - 7 Years Minimum
- 7 Years Only
- 10 Years Only*
- 10 Years Minimum*

*Also known as Extended Year Search. These are subject to additional fees charged per location for each additional year reported past the industry standard. Please see Addendum B: Pricing Schedule for fees associated to this reporting.

DISMISSED CHARGES. One Source does not include dismissed charges unless requested. Dismissed charges when legally reportable may be included on your report. Dismissed charges may not be used as the sole basis for taking adverse action, if applicable. Check the box below if you want your account to include the following:

- Dismissed Charges

ONLINE ORDERING. One Source provides 24/7/365 access to secure online ordering for background check reports. End User may select from the following options:

- End User Data Entry (DEFAULT): End User obtains Authorization, selects services and enters data to complete orders individually.

A custom URL to allow Applicants to complete the background ordering process is available. End Users access the system via individual logins in the event they need to assist with an order or to view reports. During account set up Account Administrator will be contacted for Applicant entry page design.

- Applicant Entry Link: Dedicated link for End User to direct Applicants to authorize and enter order based on set package(s). *Also known as No User Pass in ordering system.***
- Gated Applicant Entry Link: End User enters Applicant contact information and selects services prior to sending a password-protected, dedicated link to a specific Applicant. *Also known as New Applicant Order in ordering system.***

**Applicant Entry Link and Gated Applicant Entry Link are subject to an additional fee for the Disclosure and Authorization electronic signature service. Please see Addendum B: Pricing Schedule for fees associated with this.



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ACCOUNT ACCESS. To be completed by the primary contact/account administrator. Add additional users to your account and indicate their level of access. Each contact will be provided with a USERNAME & PASSWORD via email. Cell numbers will be used to send SMS text messages for a Personal Identification Number ONLY.

Ordering: Request background checks for applicants

View Reports: View completed background checks

View Invoices: Access to monthly invoices

CONTACT: _____	SELECT ALL THAT APPLY
EMAIL: _____	<input type="checkbox"/> ORDERING
WORK: _____ CELL: _____	<input type="checkbox"/> VIEW REPORTS
	<input type="checkbox"/> VIEW INVOICES
CONTACT: _____	SELECT ALL THAT APPLY
EMAIL: _____	<input type="checkbox"/> ORDERING
WORK: _____ CELL: _____	<input type="checkbox"/> VIEW REPORTS
	<input type="checkbox"/> VIEW INVOICES
CONTACT: _____	SELECT ALL THAT APPLY
EMAIL: _____	<input type="checkbox"/> ORDERING
WORK: _____ CELL: _____	<input type="checkbox"/> VIEW REPORTS
	<input type="checkbox"/> VIEW INVOICES
CONTACT: _____	SELECT ALL THAT APPLY
EMAIL: _____	<input type="checkbox"/> ORDERING
WORK: _____ CELL: _____	<input type="checkbox"/> VIEW REPORTS
	<input type="checkbox"/> VIEW INVOICES

To add additional users, contact One Source. Account Administrator can modify access of users at any time.

SYSTEM NOTIFICATIONS. System notifications include questions or alerts regarding a specific order that is sent via email. The system notification defaults to send the email to the user that entered the order. If Applicant Entry Link is used, the system notification email goes to the Account Administrator. If you would like additional account users to be copied on correspondence or customization of correspondence, you can request this below. All requests are subject to review and approval by One Source. Account changes may only be requested by Account Administrator.

ADDENDUM B: PRICING SCHEDULE

COMPANY NAME/END USER: _____ DATED: _____

CONFIDENTIALITY

This Pricing Schedule contains information that is confidential and proprietary to One Source The Background Check Company. In consideration of receipt of this document, you agree (i) to make this information available only to those of your employees who need access to such information for the purpose of evaluating its contents, and (ii) not to disclose this information to any third party for any purpose without the prior written consent of an authorized representative of One Source The Background Check Company.

PACKAGE & A LA CARTE SEARCHES

PROJECTED VOLUME/YEAR: _____

SERVICES INCLUDE	LIST PRICE/APPLICANT	END USER PRICE/APPLICANT

ACCOUNT CONFIGURATON

SET UP INLCUDES	LIST PRICE	END USER PRICE
Account Set Up Fee (One-time Fee)		

TERMS

Pricing may be subject to additional third party fees that One Source can accrue. Fees can include but are not limited to court fees, state fees, third party verification fees, processing fees, DMV fees, out of network drug testing fees, etc. These fees are subject to change at the discretion of the third party source.

ACKNOWLEDGEMENT OF THE ABOVE PRICING AND TERMS _____



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PROFESSIONAL SERVICES

UNLIMITED ACCOUNT USERS	Ability to modify access at any time, update users, etc.	included
ACCOUNT CONFIGURATION	Custom account design	included
24/7 ONLINE ACCESS	Submit orders, retrieve completed reports, report monitoring	included
ONLINE ORDERING	Web-based access	included
ONLINE REPORTS	View completed reports with secure login	included
DEDICATED SUPPORT TEAM	Toll-free Phone, Email	included
COMPLIANCE TEMPLATES	Adverse, Pre-Adverse	included
ACCOUNT CONFIGURATION CHANGES	Default searches, optional searches, etc.	included
ONLINE RESOURCES	Quick Start Guide, End User Forms, Blogs, Glossary	included
TRAINING	1:1 Training, Group Training	included
UPDATE NOTIFICATIONS	Email communication of account-specific information	included
NEWSLETTER	Quarterly	included
ARCHIVED REPORTS	Storage of completed reports	included
DISPUTE RESOLUTION	Support team	included
DOCUMENT UPLOAD	Disclosure and Authorization form storage for each applicant	included
DOCUMENT LIBRARY	Access forms for compliance	included
INDUSTRY UPDATES	Laws, compliance-related information, FCRA updates, etc.	included

One Source The Background Check Company thanks you for your business. We look forward to partnering with your company and serving you with your background screening needs. Should you have any questions regarding this Service Agreement, please contact your One Source Business Development representative.