

Corporate Management Group  
12000 N Washington St  
Suite 290  
Thornton, CO 80241  
Phone: 303-920-1425

**PRE-ADVERSE ACTION LETTER**

CONFIDENTIAL TO BE OPENED BY ADDRESSEE ONLY  
SHELTON MCKENSIE LINK  
7743 OLD BENT MOUNTAIN ROAD  
ROANOKE, VA 24018

October 04, 2016

We are writing to inform you that in evaluating your application for employment we have received the enclosed consumer report. This notification is provided because we may make an adverse decision that may be based, in whole or part, on this report. We are hereby informing you of certain information pursuant to the Fair Credit Reporting Act and state law.

The report was procured pursuant to an authorization signed by you. A summary of your rights as a consumer is enclosed. If you have any questions regarding this report or believe that it may contain incorrect information, you may contact the provider of the report, CSS Inc., and they will respond to your inquiry. Their mailing address and phone number are listed below:

**CSS Inc.**  
**20 E. Clementon Rd**  
**Suite 201-S**  
**Gibbsboro, NJ 08026**  
**Phone: 856-344-7000 / 866-427-7837**  
**Fax: 856-210-7217**  
**<http://www.csscheck360.com>**

CSS Inc. only provided us the consumer report and plays no part in the decision to take any action on your employment application. CSS Inc. is unable to provide you with specific reasons for any employment related decisions to be made.

Sincerely,  
Corporate Management Group

Enclosures: Consumer Rights Notification  
Consumer Report

*Para información en español, visite [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) o escribe 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 1-888-5-OPTOUT (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).

**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:**

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

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

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

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

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

d. Federal Credit Unions

3. Air carriers

4. Creditors Subject to the Surface Transportation Board

5. Creditors Subject to the Packers and Stockyards Act, 1921

**CONTACT:**

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

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

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

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

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

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

Asst. General Counsel for Aviation Enforcement & Proceedings  
Aviation Consumer Protection Division  
Department of Transportation  
1200 New Jersey Avenue, S.E.  
Washington, DC 20590

Office of Proceedings, Surface Transportation Board  
Department of Transportation  
395 E Street, S.W.  
Washington, DC 20423

Nearest Packers and Stockyards Administration area supervisor

6. Small Business Investment Companies

Associate Deputy Administrator for Capital Access  
United States Small Business Administration  
409 Third Street, S.W., 8th Floor  
Washington, DC 20416

7. Brokers and Dealers

Securities and Exchange Commission  
100 F Street, N.E.  
Washington, DC 20549

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

Farm Credit Administration  
1501 Farm Credit Drive  
McLean, VA 22102-5090

9. Retailers, Finance Companies, and All Other Creditors Not Listed Above

FTC Regional Office for region in which the creditor operates or  
Federal Trade Commission: Consumer Response Center - FCRA  
Washington, DC 20580  
(877) 382-4357

**DISCLOSURE / DISPUTE PROCESS REQUEST FORM**

If you wish to dispute the accuracy of any information contained within the CSS Inc. consumer report or consumer investigative report completed on you by CSS Inc, please provide the identification information listed below.

You must fax this form along with any attachments (documents which possibly validate your dispute) to CSS using the fax number listed on this form in order to begin the process. You will be contacted by CSS following the receipt of your "signed" form. Should you have any questions, you may contact the CSS disclosure department using the telephone number listed on this form.

LAST NAME		FIRST NAME	MIDDLE NAME
ADDRESS	CITY	STATE	ZIP CODE
DAYTIME PHONE #		EVENING PHONE #	
SOCIAL SECURITY NUMBER		DATE OF BIRTH	
DRIVER'S LICENSE NUMBER		STATE	

My signature below authorizes CSS to begin the disclosure process in connection with a consumer report or consumer investigative report, which was prepared on me by CSS Inc.

SIGNATURE	DATE
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*Please indicate that information which appears to be incorrect on your CSS Inc. report:*

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### Background Screening Report

CSS Inc.  
 20 E. Clementon Rd  
 Suite 201-S  
 Gibbsboro, NJ 08026  
 Phone: 856-344-7000 / 866-427-7837  
 Fax: 856-210-7217

FILE NUMBER 237369  
 REPORT TO Corporate Management Group (5935)  
 12000 N Washington St  
 Suite 290  
 Thornton, CO 80241  
 Phone: 303-920-1425  
 Fax: -

REPORT DATE 10-04-2016  
 ORDER DATE 09-26-2016 Caitlin Scholl  
 TYPE PeopleShare Lake Region Vendor  
 Screening Package

#### Application Information

APPLICANT	LINK, SHELTON MCKENSIE	DOB	XXXX-05-08
E-MAIL	mhlink@cox.net		
ADDRESS(ES)	7743 OLD BENT MOUNTAIN ROAD	CITY / STATE / ZIP	ROANOKE, VA 24018

#### Report Summarization

##### Executive Summary

**Overall Result: REVIEW**

REQUESTER Scholl, Caitlin  
 REFERENCE -

Search Type		Status
Executive Summary	LINK, SHELTON MCKENSIE	COMPLETE
Social Security Number Trace	SOCIAL SECURITY NUMBER TRACE	COMPLETE
County Criminal Records Search	VA-ROANOKE	COMPLETE SEE REPORT
	VA-ROANOKE CITY	COMPLETE SEE REPORT
State Criminal Records Search	VIRGINIA	COMPLETE SEE REPORT
Federal Criminal Records Search	VIRGINIA WESTERN	COMPLETE
National Criminal Records Search	NATIONWIDE	COMPLETE SEE REPORT
National Sex Offender Registry	NATIONWIDE	COMPLETE
Substance Abuse Detection	9 PANEL NON-DOT	COMPLETE SEE REPORT

COMMENT

WARNING: Confidential Information - To Be Used As Per State And Federal Laws. Misuse May Result In A Criminal Prosecution. This statement of controlled substance abuse screen is reported in Accordance with part 40 of Federal rule s382.407.

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### Identity Development

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#### Person Search

<b>RESULTS</b>		<b>Records Found</b>	
SSN SEARCHED	XXX-XX-3436	SEARCH DATE	09-27-2016 1:34 PM MDT
		<b>Applicant Information</b>	
FULL NAME / SSN	DOB	ADDRESS	PHONE
SHELTON M LINK		5906 BENT MOUNTAIN	
XXX-XX-3436		RD	REPORTED DATE(S)
		ROANOKE, VA 24018	First: 2016-05
		County: ROANOKE	Last: 2016-08

#### SSN Information

SSN	VALID	ISSUED LOCATION	ISSUED DATE RANGE
XXX-XX-3436	Y	Virginia	1997

Note: SSN is valid. Issued in Virginia

WARNING: This search may not be used as the basis for an adverse action on an applicant. It should only be used to verify or correct an applicant's information, or as a tool to further research of public records or other verifications.

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### Investigative

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#### County Criminal Records Search

<b>RESULTS</b>		<b>Records Found</b>	
NAME SEARCHED	LINK, SHELTON	SEARCH DATE	10-03-2016 11:25 AM MDT
	MCKENSIE		
DOB SEARCHED	05-08-XXXX	SEARCH SCOPE	7 years
JURISDICTION	VA-ROANOKE CITY		

\*\*\* Abstract \*\*\*

NAME ON RECORD LINK, SHELTON MCKENZIE CASE NUMBER GC15023072-00  
 DOB ON RECORD -05-08 COURT  
 OTHER IDENTIFIERS Name Found: LINK, SHELTON MCKENZIE FILE DATE 2015-12-22  
 (Note Name Variation) - DOB Found:  
 05/08/\*\*\*\* (Note DOB Variation) - Address  
 Found: ROANOKE, VA 24018 - Gender  
 Found: Male - Race Found: White - No  
 Additional Identifiers Found

OTHER INFO

Count-1

TYPE Misdemeanor OFFENSE OBTAIN MONEY FALSE PRET <\$200  
 DISPOSITION Not Found  
 DISPOSITION DATE OFFENSE DATE 2015-11-03  
 SENTENCE Sentencing Information was not found.  
 OTHER INFO Charge Date: 2015-12-22  
 COMMENT Next Scheduled Court Date: 10-27-2016. Plea: Not Found.

RESULTS

Records Found

NAME SEARCHED LINK, SHELTON SEARCH DATE 09-29-2016 2:57 PM MDT  
 MCKENSIE  
 DOB SEARCHED 05-08-XXXX SEARCH SCOPE 7 years  
 JURISDICTION VA-ROANOKE

\*\*\* Abstract \*\*\*

NAME ON RECORD LINK, SHELTON MCKENIZE CASE NUMBER CR16000450-00  
 DOB ON RECORD -05-08 COURT  
 OTHER IDENTIFIERS Name Found: LINK, SHELTON MCKENIZE FILE DATE 2016-04-28  
 (Note Name Variation) - DOB Found:  
 05/08/\*\*\*\* (Note DOB Variation) - Address  
 Found: ROANOKE, VA 24018 - Gender  
 Found: Male - Race Found: White - No  
 Additional Identifiers Found

OTHER INFO

Count-1

TYPE Felony OFFENSE GRAND LARCENY  
 DISPOSITION DEFERRED DISPOSITION  
 DISPOSITION DATE OFFENSE DATE 2016-06-07 2015-11-03  
 SENTENCE Fines/Fees/Costs: \$405.00. Additional Sentencing Details: 1) Next Scheduled Court Date 6/2/2017.  
 OTHER INFO Charge Date: 2016-04-28  
 COMMENT DEFERRED DISPOSITION(1 Years) Plea: Not Found.

WARNING: Based on the information provided CSS Inc. searched for public records in the sources referenced herein for criminal history information as permitted by federal and state law. 'Records Found' means that our researchers found a record(s) in that jurisdiction that matched the personal identifiers (i.e., Name, SSN, Date of Birth, Address) listed for the subject in the above abstract. CSS Inc. 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. 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 this report. Further investigation into additional jurisdictions, or utilization of additional identifying information, may be warranted. Please call for assistance.

**\*NOTE\***

"The NYOCA includes criminal history searches conducted in the following counties: Allegany, Bronx, Cayuga, Cortland, Hamilton, Kings, Montgomery, Nassau, New York, Orleans, Queens, and Richmond".

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**State Criminal Records Search**

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RESULTS	<b>Records Found</b>		
NAME SEARCHED	LINK, SHELTON MCKENSIE	SEARCH DATE	09-28-2016 10:56 AM MDT
DOB SEARCHED	05-08-XXXX	SEARCH SCOPE	7 years
JURISDICTION	VIRGINIA		

\*\*\* Abstract \*\*\*

NAME ON RECORD SHELTON M LINK  
DOB ON RECORD PARTIAL DOB : 05/08/\*\*\*\*  
  
OTHER IDENTIFIERS Address:ROANOKE, VA 24018 US  
Race: WHITE  
  
OTHER INFO

CASE NUMBER GT16014640-00  
COURT VA; AOC - VIRGINIA-MONTGOMERY  
COUNTY GENERAL  
DISTRICT/CHRISTIANSBURG -  
MONTGOMERY/CHRISTIANSBURG  
GENERAL DISTRICT COURT  
  
FILE DATE 2016-09-20

Count-1

TYPE MISDEMEANOR  
  
DISPOSITION  
DISPOSITION DATE  
SENTENCE  
OTHER INFO AdditionalInfo:  
COMMENT

OFFENSE PURCHASE/POSSESS ALCOHOL  
(STATUTE: 4.1-305)  
  
OFFENSE DATE 2016-09-18

2016-11-03 EVENT: DISPOSITION HEARING

\*\*\* Abstract \*\*\*

NAME ON RECORD SHELTON M LINK  
DOB ON RECORD PARTIAL DOB : 05/08/\*\*\*\*  
  
OTHER IDENTIFIERS Address:ROANOKE, VA 24018 US  
Race: WHITE  
  
OTHER INFO

CASE NUMBER GT16014641-00  
COURT VA; AOC - VIRGINIA-MONTGOMERY  
COUNTY GENERAL  
DISTRICT/CHRISTIANSBURG -  
MONTGOMERY/CHRISTIANSBURG  
GENERAL DISTRICT COURT  
  
FILE DATE 2016-09-20

Count-1

TYPE MISDEMEANOR  
  
DISPOSITION  
DISPOSITION DATE  
SENTENCE  
OTHER INFO AdditionalInfo:  
COMMENT

OFFENSE POSSESSION OF MARIJUANA (STATUTE:  
18.2-250.1)  
  
OFFENSE DATE 2016-09-18

2016-11-03 EVENT: DISPOSITION HEARING

**\*\*\* Abstract \*\*\***

NAME ON RECORD	SHELTON MCKENZIE LINK	CASE NUMBER	GC15023072-00
DOB ON RECORD	PARTIAL DOB : 05/08/****	COURT	VA; AOC - VIRGINIA-ROANOKE CITY GENERAL DISTRICT - ROANOKE CITY GENERAL DISTRICT COURT
OTHER IDENTIFIERS	Address:ROANOKE, VA 24018 US Race: WHITE	FILE DATE	2015-12-22
OTHER INFO			

**Count-1**

TYPE	MISDEMEANOR	OFFENSE	OBTAIN MONEY FALSE PRET<\$200 (STATUTE: 18.2-178)
DISPOSITION			
DISPOSITION DATE		OFFENSE DATE	2015-11-03
SENTENCE			
OTHER INFO	AdditionalInfo:	2016-10-27 EVENT: HEARING	
COMMENT			

**\*\*\* Abstract \*\*\***

NAME ON RECORD	SHELTON MCKENIZE LINK	CASE NUMBER	CR1600045000
DOB ON RECORD	PARTIAL DOB: 05/08/XXXX	COURT	VA; AOC - VIRGINIA-ROANOKE COUNTY CIRCUIT - ROANOKE COUNTY CIRCUIT COURT
OTHER IDENTIFIERS	Address:ROANOKE, VA 24018 Race: WHITE	FILE DATE	2016-04-28
OTHER INFO			

**Count-1**

TYPE	FELONY	OFFENSE	GRAND LARCENY (STATUTE: 18.2-95)
DISPOSITION	Description:	DEFERRED DISPOSITION	
DISPOSITION DATE	2016-06-07	OFFENSE DATE	2015-11-03
SENTENCE	Description:	PROBATION: TERM: 1Y SUPERVISED COSTS: 405	
OTHER INFO	AdditionalInfo:	06/02/2017 - TYPE: HEARING	
COMMENT			

WARNING: Based on the information provided CSS Inc. searched for public records in the sources referenced herein for criminal history information as permitted by federal and state law. 'Records Found' means that our researchers found a record(s) in that jurisdiction that matched the personal identifiers (i.e., Name, SSN, Date of Birth, Address) listed for the subject in the above abstract. CSS Inc. 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. 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 this report. Further investigation into additional jurisdictions, or utilization of additional identifying information, may be warranted. Please call for assistance.

**Federal Criminal Records Search**

RESULTS	<b>No Reportable Records Found</b>		
NAME SEARCHED	LINK, SHELTON MCKENSIE	SEARCH DATE	09-27-2016 2:02 PM MDT

DOB SEARCHED 05-08-XXXX SEARCH SCOPE 7 years  
JURISDICTION VIRGINIA WESTERN

CAUTION: Based on the information provided CSS Inc. searched for public records in the sources referenced herein for criminal history information as permitted by federal and state law. 'No Reportable Records Found' means that our researchers could not locate a record that matched at least two personal identifiers (i.e., Name, SSN, Date of Birth, Address) for the subject in that jurisdiction. Further investigation into additional jurisdictions, or utilization of additional identifying information, may be warranted. Please call for assistance.

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**National Criminal Records Search**

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RESULTS **Records Found**  
NAME SEARCHED LINK, SHELTON SEARCH DATE 10-03-2016 11:25 AM MDT  
MCKENSIE  
DOB SEARCHED 05-08-XXXX SEARCH SCOPE  
JURISDICTION NATIONWIDE  
JURISDICTION(S) SEARCHED

The search you have selected is a search of our criminal database(s) and may not represent 100% coverage of all criminal records in all jurisdictions and/or sources. Coverage details available upon request.

**VA CIRCUIT COURT**

**Offender:**

Full Name: LINK,SHELTON MCKENIZE  
 DOB: 2000-05-08  
 Gender: MALE  
 Height: 000  
 Weight: 000  
 Eye Color: UNKNOWN  
 Address: ,ROANOKE VA 24018  
 Case Number: CR16000450-00 ROANOKE CIRCUI  
 Comments: Case#: CR16000450-00 ROANOKE COUNTY CIRCUIT

**Offense:**

Case Number: CR16000450-00 ROANOKE CIRCUI  
 Jurisdiction: VA-COMMONWEALTH OF VA  
 Description: GRAND LARCENY  
 Disposition: Deferred Disposition  
 Offense Type: FELONY  
 Statute Number: 18.2-95  
 Arrest Date: 2015-12-09  
 Disposition Date: 2017-06-02  
 File Date: 2016-04-28  
 Comments: Felony Class: U Statute: 18.2-95

**VA GENERAL DISTRICT COURT**

**Offender:**

Full Name: LINK,SHELTON MCKENZIE  
 DOB: 2000-05-08  
 Gender: MALE  
 Race: WHITE  
 Height: 000  
 Weight: 000  
 Eye Color: UNKNOWN  
 Address: ,ROANOKE VA 24018  
 Case Number: GC15023072-00 ROANOKE CITY GEN  
 Comments: Case#: GC15023072-00 ROANOKE CITY GENERAL DISTRICT

**Offense:**

Case Number: GC15023072-00 ROANOKE CITY GEN  
 Jurisdiction: VA-COMMONWEALTH OF VA  
 Description: OBTAIN MONEY FALSE PRET < \$200  
 Disposition: CASE FILED  
 Offense Type: MISDEMEANOR  
 Statute Number: 18.2-178  
 Arrest Date: 2015-12-09  
 Disposition Date: 2016-01-21  
 File Date: 2015-12-22  
 Comments: Misdemeanor Class: 1 Statute: 18.2-178

WARNING: Based on the information provided CSS Inc. searched for public records in the sources referenced herein for criminal history information as permitted by federal and state law. 'Records Found' means that our researchers found a record(s) in that jurisdiction that matched the personal identifiers (i.e., Name, SSN, Date of Birth, Address) listed for the subject in the above abstract. CSS Inc. 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. 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 this report. Further investigation into additional jurisdictions, or utilization of additional identifying information, may be warranted. Please call for assistance.

**National Sex Offender Registry**

RESULTS	<b>No Reportable Records Found</b>		
NAME SEARCHED	LINK, SHELTON	SEARCH DATE	09-26-2016 3:51 PM MDT
	MCKENSIE		
DOB SEARCHED	05-08-XXXX	SEARCH SCOPE	
JURISDICTION	NATIONWIDE		

CAUTION: Based on the information provided CSS Inc. searched for public records in the sources referenced herein for criminal history information as permitted by applicable laws. 'No Reportable Records Found' means that our researchers could not locate a record that matched. Further investigation into additional jurisdictions, or utilization of additional identifying information, may be warranted. Please call for assistance.

**Disclaimer**

This report is furnished to you pursuant to the Agreement for Service between the parties and in compliance with the Fair Credit Reporting Act. This report is furnished based upon your certification that you have a permissible purpose to obtain the report. The information contained herein was obtained in good faith from sources deemed reliable, but the completeness or accuracy is not guaranteed.

\*\*\* End Of Report \*\*\*

**Substance Abuse Testing Report**



CSS Inc.  
 20 E. Clementon Rd  
 Suite 201-S  
 Gibbsboro, NJ 08026  
 Phone: 856-344-7000 / 866-427-7837  
 Fax: 856-210-7217

FILE NUMBER	237369	REPORT DATE	10-04-2016
REPORT TO	Corporate Management Group (5935) 12000 N Washington St Suite 290 Thornton, CO 80241 Phone: 303-920-1425 Fax: -	ORDER DATE	09-26-2016 Caitlin Scholl
		TYPE	PeopleShare Lake Region Vendor Screening Package

**Application Information**

APPLICANT	LINK, SHELTON MCKENSIE	DOB	XXXX-05-08
E-MAIL	mhlink@cox.net		
ADDRESS(ES)	7743 OLD BENT MOUNTAIN ROAD	CITY / STATE / ZIP	ROANOKE, VA 24018

**Substance Abuse Screening**

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**Substance Abuse Detection**

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**9 Panel Non-DOT**

**Substances Screened For:**

Benzodiazepines; Phencyclidine; Cocaine; Barbiturates; Opiates; Propoxyphene; Cannabinoids; Amphetamines; Methadone

RESULTS	Positive
SEARCH DATE	10-04-2016 5:50 AM MDT
REASON FOR TESTING	PRE-EMPLOYMENT
CONTACT EMAIL ADDRESS	
SPECIMEN ID	QD01143963
RESULT COMMENTS	
SOCIAL SECURITY #	092-62-016
COLLECTION DATE / TIME	2016-09-28 12:07
COLLECTION LOCATION	Solstas / Quest Diagnostics-Salem
COLLECTED BY	
CERTIFYING SCIENTIST	
LABORATORY	Quest Diagnostics-Norrist
MEDICAL REVIEW OFFICER	PAUL TEYNOR MD - Confirmed Positive result 10/3/16

Result: Manual Review Required  
Result Text: Ordered Unit Code Mnemonic: %THCAQ2  
Ordered Unit Code (Number): 719118  
Unit Code Report Name: MARIJUANA METABOLITE QUANTITATION  
Resultable Test Code (Worklist Test Code Name): THCAQT  
Resultable Test Name (Reporting Test Code Name): MARIJUANA METABOLITE  
Resultable Test Code#: 74196  
Test Code Types: Quant Result  
Result Status: Done  
Clinical Status: No Numeric Ranges Defined  
Result: 94  
Units of Measure: ng/mL  
Orderable Code Type: Quantitative Result  
Result Type: Numeric  
Comment/Result: 94  
Specimen Type: Random Urine

Result: Manual Review Required  
Result Text: Ordered Unit Code Mnemonic: 1793N  
Ordered Unit Code (Number): 711793  
Unit Code Report Name: SUBSTANCE ABUSE PANEL 9- 50,OP2000,GC/MS CONFIRM  
Resultable Test Code (Worklist Test Code Name): AMP  
Resultable Test Name (Reporting Test Code Name): AMPHETAMINES (1000 ng/mL SCREEN)  
Resultable Test Code#: 72431  
Test Code Types: Screening Test  
Result Status: Done  
Clinical Status: Normal Alpha (Ex: NEGATIVE)  
Orderable Code Type: Substance Abuse Testing (Not regulated)  
Screening Cutoff: 1000  
Confirmation Cutoff: 500  
Result Type: Alpha result  
Comment/Result: NEGATIVE  
Specimen Type: Random Urine

Result: Manual Review Required  
Result Text: Ordered Unit Code Mnemonic: 1793N  
Ordered Unit Code (Number): 711793  
Unit Code Report Name: SUBSTANCE ABUSE PANEL 9- 50,OP2000,GC/MS CONFIRM  
Resultable Test Code (Worklist Test Code Name): BARB  
Resultable Test Name (Reporting Test Code Name): BARBITURATES  
Resultable Test Code#: 72443  
Test Code Types: Screening Test  
Result Status: Done  
Clinical Status: Normal Alpha (Ex: NEGATIVE)  
Orderable Code Type: Substance Abuse Testing (Not regulated)  
Screening Cutoff: 300  
Confirmation Cutoff: 200  
Result Type: Alpha result  
Comment/Result: NEGATIVE  
Specimen Type: Random Urine

Result: Manual Review Required  
Result Text: Ordered Unit Code Mnemonic: 1793N  
Ordered Unit Code (Number): 711793

Unit Code Report Name: SUBSTANCE ABUSE PANEL 9- 50,OP2000,GC/MS CONFIRM  
Resultable Test Code (Worklist Test Code Name): BENZ  
Resultable Test Name (Reporting Test Code Name): BENZODIAZEPINES  
Resultable Test Code#: 72451  
Test Code Types: Screening Test  
Result Status: Done  
Clinical Status: Normal Alpha (Ex: NEGATIVE)  
Orderable Code Type: Substance Abuse Testing (Not regulated)  
Screening Cutoff: 300  
Confirmation Cutoff: 200  
Result Type: Alpha result  
Comment/Result: NEGATIVE  
Specimen Type: Random Urine

Result: Manual Review Required  
Result Text: Ordered Unit Code Mnemonic: 1793N  
Ordered Unit Code (Number): 711793  
Unit Code Report Name: SUBSTANCE ABUSE PANEL 9- 50,OP2000,GC/MS CONFIRM  
Resultable Test Code (Worklist Test Code Name): COC  
Resultable Test Name (Reporting Test Code Name): COCAINE METABOLITES  
Resultable Test Code#: 72432  
Test Code Types: Screening Test  
Result Status: Done  
Clinical Status: Normal Alpha (Ex: NEGATIVE)  
Orderable Code Type: Substance Abuse Testing (Not regulated)  
Screening Cutoff: 300  
Confirmation Cutoff: 150  
Result Type: Alpha result  
Comment/Result: NEGATIVE  
Specimen Type: Random Urine

Result: Manual Review Required  
Result Text: Ordered Unit Code Mnemonic: 1793N  
Ordered Unit Code (Number): 711793  
Unit Code Report Name: SUBSTANCE ABUSE PANEL 9- 50,OP2000,GC/MS CONFIRM  
Resultable Test Code (Worklist Test Code Name): T50  
Resultable Test Name (Reporting Test Code Name): MARIJUANA METABOLITES, (50 ng/mL SCREEN)  
Resultable Test Code#: 72452  
Test Code Types: Screening Test  
Result Status: Done  
Clinical Status: Abnormal Alpha (Ex: POSITIVE)  
Orderable Code Type: Substance Abuse Testing (Not regulated)  
Screening Cutoff: 50  
Confirmation Cutoff: 15  
Result Type: Alpha result  
Comment/Result: POSITIVE  
Specimen Type: Random Urine

Result: Manual Review Required  
Result Text: Ordered Unit Code Mnemonic: 1793N  
Ordered Unit Code (Number): 711793  
Unit Code Report Name: SUBSTANCE ABUSE PANEL 9- 50,OP2000,GC/MS CONFIRM  
Resultable Test Code (Worklist Test Code Name): METD  
Resultable Test Name (Reporting Test Code Name): METHADONE

Resultable Test Code#: 72454  
Test Code Types: Screening Test  
Result Status: Done  
Clinical Status: Normal Alpha (Ex: NEGATIVE)  
Orderable Code Type: Substance Abuse Testing (Not regulated)  
Screening Cutoff: 300  
Confirmation Cutoff: 200  
Result Type: Alpha result  
Comment/Result: NEGATIVE  
Specimen Type: Random Urine

Result: Manual Review Required  
Result Text: Ordered Unit Code Mnemonic: 1793N  
Ordered Unit Code (Number): 711793  
Unit Code Report Name: SUBSTANCE ABUSE PANEL 9- 50,OP2000,GC/MS CONFIRM  
Resultable Test Code (Worklist Test Code Name): OPI2K  
Resultable Test Name (Reporting Test Code Name): OPIATES (2000 NG/ML SCREEN)  
Resultable Test Code#: 72726  
Test Code Types: Screening Test  
Result Status: Done  
Clinical Status: Normal Alpha (Ex: NEGATIVE)  
Orderable Code Type: Substance Abuse Testing (Not regulated)  
Screening Cutoff: 2000  
Confirmation Cutoff: 2000  
Result Type: Alpha result  
Comment/Result: NEGATIVE  
Specimen Type: Random Urine

Result: Manual Review Required  
Result Text: Ordered Unit Code Mnemonic: 1793N  
Ordered Unit Code (Number): 711793  
Unit Code Report Name: SUBSTANCE ABUSE PANEL 9- 50,OP2000,GC/MS CONFIRM  
Resultable Test Code (Worklist Test Code Name): PCP  
Resultable Test Name (Reporting Test Code Name): PHENCYCLIDINE  
Resultable Test Code#: 72426  
Test Code Types: Screening Test  
Result Status: Done  
Clinical Status: Normal Alpha (Ex: NEGATIVE)  
Orderable Code Type: Substance Abuse Testing (Not regulated)  
Screening Cutoff: 25  
Confirmation Cutoff: 25  
Result Type: Alpha result  
Comment/Result: NEGATIVE  
Specimen Type: Random Urine

Result: Manual Review Required  
Result Text: Ordered Unit Code Mnemonic: 1793N  
Ordered Unit Code (Number): 711793  
Unit Code Report Name: SUBSTANCE ABUSE PANEL 9- 50,OP2000,GC/MS CONFIRM  
Resultable Test Code (Worklist Test Code Name): PROP  
Resultable Test Name (Reporting Test Code Name): PROPOXYPHENE  
Resultable Test Code#: 72456  
Test Code Types: Screening Test  
Result Status: Done

Clinical Status: Normal Alpha (Ex: NEGATIVE)  
Orderable Code Type: Substance Abuse Testing (Not regulated)  
Screening Cutoff: 300  
Confirmation Cutoff: 200  
Result Type: Alpha result  
Comment/Result: NEGATIVE  
Specimen Type: Random Urine

WARNING: Confidential Information - To Be Used As Per State And Federal Laws. Misuse May Result In A Criminal Prosecution. This statement of controlled substance abuse screen is reported in Accordance with part 40 of Federal rule s382.407.

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**Disclaimer**

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**\*\*\* End Of Report \*\*\***

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