



Third Vision
Background Searches & Consulting
500 N. Michigan Ave Suite 600
Chicago, IL 60611
Office 815-669-0556-312-396-4002
www.thirdvisionbackgrounds.com

As a consumer reporting agency governed by the Federal Fair Credit Reporting Act (FCRA) among other applicable state and federal laws, Third Vision Background Searches & Consulting is committed to protecting your privacy.

PRIVACY POLICY

This Privacy Policy covers Third Vision Background Searches & Consulting's web site and their practices for handling personal information provided to Third Vision background searches & Consulting over the Internet by the public using Third Vision background Searches & Consulting publicly available web site. This Policy also covers personal information provided by Third Vision Background Searches & Consulting clients, and their job applicants and employees, using Third Vision Background Searches & Consulting online background screening solution that is accessible only through an access-restricted portion of their web site. Third Vision Background Searches will collect, store, and use personally identifiable information only in compliance with applicable law, including the FCRA.

Information Collection

When you browse Third Vision Background Searches & Consulting publicly accessible web site, you do so anonymously. We collect personally identifiable information from you only if you choose to provide this information to us.

The types of personal information we may collect about you through our publicly accessible web site include the following (should you decide to provide such information to Third Vision Background Searches & Consulting): (a) contact and identifying information (e.g., name, address, e-mail address, phone and fax numbers, employer(s), job title) in connection with your expression of interest in receiving information about, or your registering for, Third Vision Background Searches products or services, newsletters and conferences; (b) your resume information and employment application information in response to Third Vision Background searches & Consulting job openings; and (c) any other personal information that you may voluntarily provide to us in an online form or through an e-mail.

If you are using this web site to open an employment screening account with Third Vision Background Searches & Consulting, we collect the information requested on our account application form, including contact information and financial information (such as credit card number or billing information). This information is used for internal purposes, such as account establishment, billing, fulfillment of orders and customer service

How We Use Your Personal Information

When your personal information is collected on Third Vision Background Searches & Consulting's publicly accessible web site, we will inform you at the point of collection of the purpose for the collection. Third Vision Backgrounds will use your personal information only in the way we specify when it is collected unless you consent to a different use.

For example, Third Vision Background Searches may use personal information submitted in an account application to set up and maintain your account. We also may use the personal information you provide to answer your questions and inquiries, to support Third Vision Background Searches & Consulting's own recruitment activities in response to your inquiries into job postings, and to provide newsletters and other information (if any) that you have requested. If you have provided your personal information over this web site in connection with a background screen ordered by Third Vision Background Searches & Consulting's client - your employer or prospective employer - Third Vision Background Searches & Consulting may use your personal information to perform your background screen for that client. Third Vision Background Searches & Consulting will not use your information to conduct a background screening investigation and create a report unless Third Vision Background Searches & Consulting's client completes a certification required by the FCRA and any other applicable law. In this certification, Third Vision Background Searches & Consulting client certifies to us that it has a legally permissible purpose for ordering the background screen, and that it has, to the extent required by applicable law, obtained your informed consent to conduct the background screen.

Information Sharing and Disclosure

Third Vision Background Searches & Consulting does not sell or rent personal information to third parties. Third Vision Background Searches & Consulting will not disclose your personal information to a third party without your permission, except as described in this Privacy Policy. Third Vision Background Searches & Consulting may disclose personal information as necessary or appropriate in connection with any of the purposes for which we use personal information as described above in "How We Use Your Personal Information".

When Third Vision Background Searches & Consulting conducts a background screening investigation about you, we may disclose to your employer or prospective employer information that you submit through this web site. Third Vision Background Searches & Consulting also may disclose your information to a third-party representative or subcontractor authorized by Third Vision Background Searches & Consulting to assist in the background screening investigation. These third parties include service providers that help host or support the web site or otherwise provide technical assistance, court researchers and other service vendors. Third Vision Background Searches & Consulting transfers to these representatives and subcontractors only the personal information they need to deliver to us (for the benefit of Third Vision Background

Searches & Consulting's client) the requested product or service. Third Vision Background Searches & Consulting prohibits these third parties from using that information for any other purpose. Third Vision Background Searches & Consulting requires that these parties maintain commercially reasonable measures to protect the confidentiality of your information. Third Vision Background Searches & Consulting also may in good faith disclose personal information and any other additional information available to us for any of the following purposes: (i) investigate, prevent or take action regarding actual or suspected illegal activities or fraud, situations involving potential threats to the physical safety of any person, or violations of Third Vision Background Searches & Consulting's terms of use; (ii) respond to or defend against subpoenas, court orders, or other legal process; (iii) establish or exercise Third Vision background Searches & Consulting's legal rights; or (iv) otherwise comply with applicable law. Third Vision Background Searches & Consulting may acquire other businesses, and other businesses may acquire Third Vision Background Searches & Consulting. If that occurs, the information we collect may be one of the assets examined or transferred as part of the transaction. Third Vision background Searches & Consulting will not permit another business to examine the information Third Vision Background Searches & Consulting has collected without a confidentiality agreement and only to the extent permitted by law. Third Vision Background Searches & Consulting will not transfer the information it has collected unless the recipient agrees to provide privacy protections equal to or exceeding those established by this Privacy Policy.

Security

Third Vision Background Searches & Consulting is committed to protecting the personal information that Third Vision Background Searches & Consulting receives about consumers. While we cannot guarantee the security of that information, we utilize a combination of online and offline security technologies, procedures and organizational measures to help safeguard consumer information against loss, misuse, and unauthorized access, disclosure, alteration and destruction.

Links

Third Vision Background Searches & Consulting's web site may provide links to third-party web sites. Please be aware that those third-party web sites are outside of our control and are not covered by this Privacy Policy. If you have questions about how another site uses your information, consult that site's privacy statement.

Your Ability to Review or Modify Personal Information or Unsubscribe.

Third Vision Background Searches & Consulting strives to protect the quality and integrity of your personal information. If you have provided your personal information (such as zip code, phone, e-mail or postal address) to Third Vision Background Searches & Consulting while browsing Third Vision Background Searches & Consulting's publicly accessible web site, and wish to update such personal information (if any) that you have provided us, please e-mail us at info@thirdvisionbackgrounds.com if you are an employee or job applicant of a Third Vision Background Searches & Consulting's client, and have submitted personal information to Third Vision

Background Searches & Consulting at the request of such client for purposes of procuring a background report, then you can review your Third Vision Background Searches & Consulting's file in accordance with your file disclosure rights under the Fair Credit Reporting Act and California Civil Code Section 1786.22 by contacting Third Vision Background Searches & Consulting Customer Service Department at info@thirdvisionbackgrounds.com. You can review a summary of your consumer rights (including file disclosure rights) under the Fair Credit Reporting Act by accessing: <http://www.ftc.gov/os/2004/11/041119factaappf.pdf>.

Children Under Age 13

Third Vision Background Searches & Consulting does not offer services to children under the age of 13, and this web site is not directed to children under the age of 13. Third Vision Background Searches & Consulting does not knowingly collect information about children under the age of 13.

Third Vision Background Searches & Consulting may revise this policy from time to time. If there is a material change to this Privacy Policy, we will post the revised policy at this location. Third Vision Background Searches & Consulting will not provide less privacy protection, without your consent, to information collected under a prior privacy policy. We encourage you to periodically review this Privacy Policy to be informed of how Third Vision Background Searches & Consulting is protecting your information.

If you have any questions regarding our privacy policy, please contact us: Third Vision Background Searches & Consulting 815-669-0556 or 312-396-4002