

This Privacy Policy applies to the websites, screening platforms, mobile applications, and APIs (each, a “Service”) owned and/or operated by Background Research Solutions, LLC (“we”/ “BRS”). It also describes your choices regarding use, access and correction of your personal information.

We offer background check and identity verification services to employers, businesses, and individuals. For example, we provide:

- Criminal record, education, motor vehicle record, and credit screening services to employers for current and prospective employee background checks.
- Credit screening services to landlords and/or property managers for prospective tenants.
- Registry and Global watchlist, LA State Police record, substance screening, and healthcare sanctions to employers for current and prospective employee background checks.
- Non-employment / Non-FCRA regulated background checks services for individuals to run background checks on themselves for personal knowledge.
- Ongoing / Periodic background checks and identity verification services for businesses that want to screen current or prospective users.

Depending on the Service you use, we may collect different information about you, and additional privacy terms, notices, and/or disclosures may apply to your use of the Services. This policy does not cover data collected by or through third-party websites or services.

IF YOU DO NOT AGREE TO THIS PRIVACY POLICY, YOU SHOULD NOT USE BRS SERVICES OR VISIT BRS WEBSITES.

Information We Collect

In order to provide the Services, we collect personal information directly from our users, from our customers as part of providing our Services, from visitors to our Services, and from public records.

Collection Directly from Our Users

We collect information about users who create accounts with us:

- **Creating an account.** If you create an account, we ask you to provide some basic registration information such as your name and email address. If you're registering on behalf of a company, we may also ask you to provide some details about that company as well.
- **Making a purchase.** If you choose to make a purchase from us, we ask you to provide billing details such as credit card or ACH information.
- **Commenting on a blog or report.** If you leave a comment on a blog post, that comment will be publicly visible. If you choose to add annotations to your personal background report, your comment will be made available to anyone that you authorize to receive a copy of that report.
- **Contacting us.** If you contact our customer service team, we will collect your contact information, such as phone number or email address, as well as the contents of your communication. We may also collect additional information to help us better assist you, such as technical information about your browser or information about your account with us.

Collection When We Provide Services to Our Business Customers

We may need to collect personal information from you to provide Services to our business customers. For example, if you are the subject of a background check, or if a business customer requests that you verify your identity with us, we may collect some identifying information about you to make sure we're providing the right Services to you.

- **Authorizing a background check.** When you authorize one of our business customers to run a background check on you, we ask for your legal name, date of birth, and other identifying details such as your Social Security number, residential address, or past employment or educational history (depending on the type of background check requested). If the background check is authorized electronically, we also collect your email address and/or phone number.
- **Verifying your identity.** We collect personal information from you so that we can confirm that you are who you say you are. This personal information could include your legal name, address, phone number, email address, Social Security number, financial or utility account information, or a government-issued photo ID document.

Collection from Third Party Sources

If you authorize us to create a background report about you, we'll collect public records and other information from reliable third-party sources to assemble the report. We may also verify information you provide us against authoritative government databases or information providers.

Collection When You Visit Our Website

BRS makes use of tools such as cookies to collect various types of information about your activity and computer while you use the website of a Service. This information is only used to deliver and market the Services.

- If you visit our website, we will collect technical information from your browser, whether you have an account with us or not. This includes *log data*, which is automatically generated by your browser every time you request a webpage, and includes your IP address, browser User Agent, Referrer, and the requested webpage. We might also request *analytics data*, which include cookies and third-party analytics tools like Google Analytics.
- We use content and preference cookies (both temporary and persistent) and similar technologies, and our partners may, too. These technologies are used in analyzing trends, administering the website, tracking users' movements around the site, and gathering demographic information about our user base as a whole. We may receive reports based on the use of these technologies by these companies on an individual and aggregated basis. You can control the use of cookies at the individual browser level, but if you choose to disable cookies, it may limit your use of certain features or functions on our website or service.
- We use tools by services such as Google Analytics to learn about how people discover, use, and interact with our website.
- We use third-party advertising companies that collect information about your usage of the website to help us decide how to buy ads elsewhere on the web. We also partner with these third parties to display advertising on our website or to manage our advertising on other sites. Our third-party partner may use cookies or similar technologies in order to provide you advertising based upon your browsing activities and interests.

How We Use the Information We Collect from You

Your information is used to provide and improve the Services. That includes operating the website, remembering your preferences, conducting in-house research and development, preventing fraud or abuse, marketing products or services offered by us, our parent company, or by selected partners to you, and to communicate with you about your use of the Services and address your concerns.

When We Share Your Information

In limited circumstances, we share the information we collect from you.

- **With your consent.** We may share your information when you give us permission - for example, if you authorize us to share your background report with a platform or employer.
- **With our service providers.** We work with trusted third parties for such services as retrieving public records and payments processing. We share the minimum amount of information necessary to provide the Services. In addition, any third-party service provider we use is required to secure your information and only use it to provide the services described in this Privacy Policy.
- **De-identified and aggregated data.** We may share or disclose information we collect after de-identifying and aggregating it, so it cannot be linked back to an individual person.
- **Fraud and abuse prevention.** We partner with certain third-party vendors to prevent fraud and abuse. When you make a purchase, we analyze your payment information and unique device identifiers (including, but not limited to, IP address, MAC address, geographical location, browser and operating system settings) to identify suspected fraudulent activity and block it. We may share information associated with activity flagged as fraudulent (including, but not limited to, payment information, email addresses, and unique device identifiers) with our security partners or law enforcement.
- **Business transfers.** In the event that we are involved in a bankruptcy, merger, acquisition, reorganization or sale of assets, your personal information may be sold or transferred as part of that transaction. However, the new entity will be bound by this privacy policy after the sale or transfer.
- **For legal process and emergency situations.** We may be required to disclose or preserve for future disclosure your personal information if we believe, after due consideration, that doing so is reasonably necessary to protect BRS's rights or property or to comply with a law, regulation, valid legal process, or to prevent imminent and serious bodily harm to a person, and in response to lawful requests by public authorities, including to meet national security or law enforcement requirements.

Your Privacy Choices

Access, Update and Correct Your Information

You have the right to access your personal information. You may use your account to access, correct, or change any personal information that is associated with your account.

Your Opt-Out and Communication Choices

We may send you information about our products, notices regarding your account, and other messages related to BRS services, including marketing emails. You can unsubscribe by clicking on the unsubscribe link in those emails. Please note that you may still receive account and billing notices from us, if applicable.

Other Privacy Information

Data Security and Retention

BRS retains all the information we collect or that you submit for as long as your account is active, or is needed to provide you services, or for purposes including fraud prevention, legal compliance, dispute resolution, as well as for the enforcement of our agreements.

Your information is stored on secure servers in the United States. While we use acceptable industry-standard practices to protect your information, we cannot and do not guarantee that your information will be absolutely secure.

Data Collection and Sharing

Your information is only used to provide the Services for you and others, which includes operating the website, remembering your preferences, conducting in-house research, preventing fraud or abuse, marketing products or services offered by us or by selected partners to you, and to communicate with you and address your concerns.

Data That We May Collect from You	Why We Collects This Data	Third Parties We May Share Your Data with and Why
Name Email Address Password Date of Birth	To create your account on our website	Our service providers, but only to the extent necessary to provide services to you
Social Security Number	To verify your identity and obtain address history	Our identification verification service providers to prove you are who you say you are
Log Data (including your IP address, the type of browser you use, your device ID, and operating system)	To better understand how visitors, use our website so that we can make improvements	Analytics Companies (such as Google Analytics) for analytics purposes
Advertising Information	To help us decide how to buy ads elsewhere on the web	Advertising companies, to enhance advertising by BRS
Technical and Analytical Information	To learn about how people, discover, use, and interact with our website	Analytics Companies (such as Google Analytics) for analytics purposes

Onward Transfer of Data

We may be required to disclose an individual's personal information in response to a lawful request by public authorities, including to meet national security or law enforcement requirements.

Changes to This Policy

If we make material changes to this Privacy Policy that affect your rights, we will post a notice on the site before that change becomes effective. We encourage you to periodically review this page for the latest information on our privacy practices. If we make any changes to this Policy, we will change the "Last Updated" date above.