

2/3/2025

Zachary Hayes
819 Ne 67Th Street
Seattle, WA 98115

ADVERSE ACTION LETTER

Dear Zachary,

We regret to inform you that The Service Companies will be unable to offer you employment.

This decision was based in whole or in part on information contained in a consumer report and/or investigative consumer report furnished by:

DISA Global Solutions, Inc.
11740 Katy Freeway Suite 900
Houston, TX 77079
1-800-752-6432 ext. 2568 Option 3

The specific item(s) from this report that caused this review is listed below:

- **Criminal Check- MULTNOMAH COUNTY, OR**
Case Number: 18CR09985
Offense: Aggravated Harassment
Classification: Felony
- **Criminal Check- MULTNOMAH COUNTY, OR**
Case Number: 18CR18064
Offense: Criminal Mischief In The Second Degree
Classification: Misdemeanor

A copy of this consumer report was previously provided to you.

The agency mentioned above did not make this employment decision and is unable to supply you with specific reasons why the decision was made. Under Section 612 of the Fair Credit Reporting Act, you have the right to obtain a free copy of the report if you submit a written request to the agency identified above no later than sixty (60) days after you receive this notice. Under Section 611 of that Act, you also have the right to dispute with the consumer reporting agency the accuracy or completeness of any information in the report.

For Gainesville, Florida Applicants: This notice is provided in accordance with the City of Gainesville Code of Ordinances, Chapter 14.5, Section 14.5-181, which regulates the process and timing of criminal background checks conducted on job applicants.

Additional documents including the state Summary of Rights are available here
<https://crimcheck.net/state-summary-of-rights/>

Sincerely yours,

The Service Companies