

9/2/2025

Randall Holmes
2100 P Street
Sacramento, CA 95816

ADVERSE ACTION LETTER

Dear Randall,

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:

Crimcheck
PO Box 361309
Strongsville, OH 44136
(877) 992-4325 – Toll-free phone

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 California Applicants: You have the right to file a complaint with the California Department of Fair Employment and Housing regarding this employment decision.

Sincerely yours,

The Service Companies