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Background Check Suitability Guidelines

Given the nature of MSS' business, MSS Subcontractors generally are prohibited from assigning any person to MSS Service Requests who does not meet the following suitability guidelines.

Absent prior express written approval from MSS, an MSS subcontractor shall not assign work on behalf of MSS to any person (direct employee, leased or subcontracted) if he or she has pleaded guilty or has been convicted of:

- One of the following Felonies; referenced as Type I Felonies:
 - a. a felony which resulted in taking of a life including but not limited to capital murder, first degree murder, second degree murder, homicide and manslaughter.
 - b. a felony which resulted in serious physical injury including but not limited to assault or battery causing serious physical injury.
 - c. a felony involving a sexual offense including but not limited to rape, sexual assault, sodomy, deviate sexual assault, and child molestation.
 - d. a felony involving organized criminal activity including but not limited to extortion, racketeering, trafficking, and drug distribution.
 - e. a felony involving the use of weapons including but not limited to armed criminal action, burglary and robbery.
 - f. a felony involving a hate crime.
 - g. a felony involving kidnapping.
 - h. a felony involving terrorist activity.
- Any other felony within thirty-six (36) months of the MSS Service Request if the felony involves a crime against persons or property.

Further, absent prior express written approval from MSS, an MSS Subcontractor shall not assign work on behalf of MSS to any person (direct employee, leased or subcontracted) if he or she (1) has been incarcerated for any misdemeanor or felony conviction involving a crime against person or property within 12 months of the MSS Service Request date; (2) is on probation or parole for any misdemeanor or felony involving a crime against persons or property; (3) is listed on any sex offender registry; or (4) is listed on any National Watch list (i.e. OFAC, Interpol, etc.).

If an MSS Subcontractor believes that a person should be permitted to be assigned work on behalf of MSS due to particular facts and circumstances, notwithstanding the above suitability guidelines, the MSS Subcontractor should contact bgc@mss1.com. Furthermore, all MSS Subcontractors are responsible for complying with applicable local, state, federal and government laws, regulations and ordinances concerning background checks.

It is our recommendation your Employment, Hiring, Drug and Background Checks policies be reviewed with your attorney in order to affirm compliance with the required legal standards.