

FINAL NOTICE OF ADVERSE ACTION

Dear Applicant/Employee,

Pursuant to your authorization, a consumer report was obtained by _____ in connection with your application for employment/ promotion / retention. This letter serves as notification that we have decided not to employ / promote / retain you based wholly or partially on information contained in your consumer report.

The report was provided by Data Facts, Inc., 8520 Macon Rd. Suite 2, Cordova, TN 38018, Phone Number – (901) 685-7599; (800) 264-4110.

Data Facts, Inc. did not make the decision to take the adverse action, nor can Data Facts, Inc. provide the specific reasons why the adverse action was taken.

Under the Fair Credit Reporting Act, you have the right to obtain a free copy of your consumer report and file from Data Facts, Inc. if you make your request to Data Facts, Inc. within 60 days of receiving this notice.

You also have the right to contact Data Facts, Inc. to dispute the accuracy or completeness of any information contained in the report.

Sincerely,
