



## Current Matrixes for Background Packages

### **Combo background packages:**

**20BCO includes-** BASF, 3M, Daikin, OCI, Smucker's, Louisiana Pacific, Lucite, Indorama, Toray, Abaco, Hexcel, Constellium, Polyplex, Umicore, Saputo, Alpha Pet and Ascend.

**20BG5 North Alabama combo includes-** 3M, Daikin, OCI, Smucker's, Louisiana Pacific, Lucite, Indorama, Toray, Abaco, Hexcel, Constellium, Polyplex, Umicore, Saputo, Alpha Pet and Ascend.

**20BGCM includes-** AMVAC and FMC in Mobile.

## **20BG1-BASF**

### **Decatur and Memphis Locations**

#### **Decatur accepts reciprocal**

Felony Convictions-any in the last 7 years

Misdemeanors involving violence, theft, or illegal drugs-in the last 4 years

More than 2 misdemeanors over the last 2 years

Falsification of Social Security Number

## **20BG2-3M**

### **Decatur Location**

Falsification of a Social Security Number

Unverified Social Security Number

Verified to be on any Prohibited Parties Lists

Any Felony conviction within the last 7 years

Misdemeanor convictions involving drug use/possession within the last 4 years

Misdemeanor convictions involving theft of any kind or violence within the last 4 years

Other Misdemeanor convictions if a pattern exists

2 or more convictions in categories of Serious Moving Vehicular Convictions in 3 years; 3 or more convictions in categories of Low-level Moving Vehicular Misdemeanors in 3 years

Low-level moving vehicular misdemeanor convictions-4 or more in the last 3 years.

#### **Key for Vehicular Misdemeanor Convictions**

Serious moving vehicular misdemeanor convictions include: DUI, DWI, OWI, Reckless Driving, Negligent and Careless Driving, or Driving with a Revoked/Suspended License

Low-level moving vehicular misdemeanor convictions include: Speeding, Running Stop Sign, Driving with an Expired or Invalid License, or Inattentive Driving

**20BG3-Daikin**  
**Decatur Location**  
**Reciprocals Accepted**

Falsification of a Social Security Number

Unverified Social Security Number

Verified to be on any Prohibited Parties Lists

Any Felony conviction within the last 7 years

Misdemeanor convictions involving drug use/possession within the last 4 years.

Misdemeanor convictions involving theft of any kind or any involving violence within the last 4 years

Reportable convictions or adjudication that would report on the Sexual Offenders Registry

Serious Moving Vehicular convictions within the last 2 years

2 or more Serious Moving Vehicular Misdemeanor convictions within the last 5 years

5 or more Serious Misdemeanor convictions in a Lifetime

(Serious Moving Vehicular Misdemeanor convictions include: DUI, DWI, OWI, or Driving with a Revoked or Suspended License\*)

**20BG4-OCI**  
**Decatur Location**

Falsification of a Social Security Number

Unverified Social Security Number

Verified to be on any Prohibited Parties Lists

Any Felony conviction within the last 7 years

Misdemeanor convictions involving drug use/possession within the last 4 years.

Misdemeanor convictions involving theft of any kind or any involving violence within the last 4 years

Reportable convictions or adjudication that would report on the Sexual Offenders Registry

Serious Moving Vehicular convictions within the last 2 years

2 or more Serious Moving Vehicular Misdemeanor convictions within the last 5 years

5 or more Serious Misdemeanor convictions in a Lifetime

## **20BG6-Smucker's**

### **Decatur Location**

Falsification of a Social Security Number

Unverified Social Security Number

Verified to be on any Prohibited Parties Lists

Any Felony conviction within the last 7 years

Misdemeanor convictions involving drug use/possession within the last 4 years.

Misdemeanor convictions involving theft of any kind or any involving violence within the last 4 years

Reportable convictions or adjudication that would report on the Sexual Offenders Registry

Serious Moving Vehicular convictions within the last 2 years

2 or more Serious Moving Vehicular Misdemeanor convictions within the last 5 years

5 or more Serious Misdemeanor convictions in a Lifetime

## **20BG7-Louisiana Pacific**

### **Decatur Location**

Falsification of a Social Security Number

Unverified Social Security Number

Verified to be on any Prohibited Parties Lists

Any Felony conviction within the last 7 years

Misdemeanor convictions involving drug use/possession within the last 4 years.

Misdemeanor convictions involving theft of any kind or any involving violence within the last 4 years

Reportable convictions or adjudication that would report on the Sexual Offenders Registry

Serious Moving Vehicular convictions within the last 2 years

2 or more Serious Moving Vehicular Misdemeanor convictions within the last 5 years

5 or more Serious Misdemeanor convictions in a Lifetime

## **20BG8-Lucite**

### **Memphis Location**

Falsification of a Social Security Number

Unverified Social Security Number

Verified to be on any Prohibited Parties Lists

Any Felony conviction within the last 7 years

Misdemeanor convictions involving drug use/possession within the last 4 years.

Misdemeanor convictions involving theft of any kind or any involving violence within the last 4 years

Reportable convictions or adjudication that would report on the Sexual Offenders Registry

Serious Moving Vehicular convictions within the last 2 years

2 or more Serious Moving Vehicular Misdemeanor convictions within the last 5 years

5 or more Serious Misdemeanor convictions in a Lifetime

## **20BG9-Indorama**

### **Decatur Location**

### **Reciprocals Accepted**

Falsification or unverified Social Security Number

Verified to be on any of the Prohibited Parties lists

Any Felony conviction within the last 7 years

Misdemeanor convictions for crimes involving weapons, violence, theft, robbery, burglary, embezzlement, misappropriation, fraud, terroristic threats, or sex crimes in the last 4 years

No Valid, Suspended, or Revoked driver's license- Not eligible for assignment in which driving is required

## **20BG10-Toray**

### **Decatur Location**

Falsification of a Social Security Number

Unverified Social Security Number

Verified to be on any Prohibited Parties Lists

Any Felony conviction within the last 7 years

Misdemeanor convictions involving drug use/possession or involving violence of any kind within the last 4 years

Reportable convictions or adjudications that would report on the Sexual Offenders Registry

Serious Moving Vehicular Misdemeanor convictions: 1 within the last 2 years; 2 or more within the last 5 years; 5 or more in a lifetime.

## **20BG11-Abaco**

### **Decatur Location**

Falsification of a Social Security Number

Verified to be on any Prohibited Parties Lists

Any Felony conviction within the last 7 years

2 Misdemeanor convictions involving drug use/possession or involving violence or theft of any kind within the last 7 years

Reportable convictions or adjudications that would report on the Sexual Offenders Registry

## **20BG12-FMC**

### **Mobile Location**

**\*\*FMC/AMVAC must review all background reports that show a discrepancy (record) of any kind\*\***

Social Security Verification

Felony and Misdemeanor convictions in the last 7 years

National Criminal Record

## **20BG14-Hexcel**

### **Decatur Location**

Falsification of a Social Security Number

Unverified Social Security Number

Verified to be on any Prohibited Parties Lists

Any Felony conviction within the last 7 years

Misdemeanor convictions involving drug use/possession within the last 4 years.

Misdemeanor convictions involving theft of any kind or any involving violence within the last 4 years

Reportable convictions or adjudication that would report on the Sexual Offenders Registry

Serious Moving Vehicular convictions within the last 2 years

2 or more Serious Moving Vehicular Misdemeanor convictions within the last 5 years

5 or more Serious Misdemeanor convictions in a Lifetime

(Serious Moving Vehicular Misdemeanor convictions include: DUI, DWI, OWI, or Driving with a Revoked or Suspended License\*)

## **20BG17-Constellium**

### **Decatur Location**

Falsification of a Social Security Number

Unverified Social Security Number

Verified to be on any Prohibited Parties Lists

Any Felony conviction within the last 7 years

Misdemeanor convictions involving drug use/possession within the last 4 years.

Misdemeanor convictions involving theft of any kind or any involving violence within the last 4 years

Reportable convictions or adjudication that would report on the Sexual Offenders Registry

Serious Moving Vehicular convictions within the last 2 years

2 or more Serious Moving Vehicular Misdemeanor convictions within the last 5 years

5 or more Serious Misdemeanor convictions in a Lifetime

(Serious Moving Vehicular Misdemeanor convictions include: DUI, DWI, OWI, or Driving with a Revoked or Suspended License\*)

## **20BG18-AMVAC**

### **Mobile Location**

**\*\*FMC/AMVAC must review all background reports that show a discrepancy (record) of any kind\*\***

Social Security Verification

Felony and Misdemeanor convictions in the last 7 years

National Criminal Record

## **20BG19-Eastman**

### **Mobile Location**

Falsification of Social Security Number

Any Felony conviction within the last 7 years related to theft, dishonesty, and assault/physical crimes against other persons or property, or drug use/possession or trafficking

Failure to provide the required 7 years (or to age 18) employment history, or unverified time frames in employment history longer than 1 year.

NOMVE is added if the applicant does not have a valid driver's license or if pattern shown below is found.

NOMVE Patterns: 4 or more convictions of low-level misdemeanors within 3 years or 2 or more Serious Moving Vehicular convictions in 3 years,

Serious moving vehicular misdemeanor convictions: DUI, DWI, OWI, reckless driving, negligent/careless driving, or driving with a revoked/suspended license.

Low-level moving vehicular misdemeanor convictions: speeding, running stop sign, driving with an expired or invalid license or inattentive driving.



## **20BG21-Toray SC**

### **South Carolina Location**

Falsification of a Social Security Number

Any Felony conviction within the last 3 years which involves physical violence against a person, a substantial disregard for the health, safety, or welfare of the public, the possession, use or distribution of illegal drugs.

2 or more Moving Vehicular Felony or Misdemeanor convictions within the last 3 years of any of the following: DUI, DWI, OWI, or Driving with a Revoked or Suspended license.

## **20BG23-Mitsubishi**

### **Mobile Location**

Social Security Verification

National Criminal Search

All Federal and County Criminal Searches for the last 7 years

Motor Vehicle Report

## **20BG29-GE Aviation**

### **Decatur Location**

Social Security Verification

Watch List check

Employment verifications from the last 7 years or to age 18-failure to provide the required 7 years (or to age 18) employment history or unverified time frames in employment history longer than 6 months.

Federal and County Criminal searches for the last 7 years

Any Felony at any time

Misdemeanors involving dishonesty or violence or more than 2 in 2 years.

## **20BG30-Umicore**

### **Decatur Location**

Falsification of a Social Security Number

Unverified Social Security Number

Verified to be on any Prohibited Parties Lists

Any Felony conviction within the last 7 years

Misdemeanor convictions involving drug use/possession within the last 4 years.

Misdemeanor convictions involving theft of any kind or any involving violence within the last 4 years

Reportable convictions or adjudication that would report on the Sexual Offenders Registry

Serious Moving Vehicular convictions within the last 2 years

2 or more Serious Moving Vehicular Misdemeanor convictions within the last 5 years

5 or more Serious Misdemeanor convictions in a Lifetime

(Serious Moving Vehicular Misdemeanor convictions include: DUI, DWI, OWI, or Driving with a Revoked or Suspended License\*)

## **20BG31-Saputo**

### **Decatur Location**

Falsification of a Social Security Number

Unverified Social Security Number

Verified to be on any Prohibited Parties Lists

Any Felony conviction within the last 7 years

Misdemeanor convictions involving drug use/possession within the last 4 years.

Misdemeanor convictions involving theft of any kind or any involving violence within the last 4 years

Reportable convictions or adjudication that would report on the Sexual Offenders Registry

Serious Moving Vehicular convictions within the last 2 years

2 or more Serious Moving Vehicular Misdemeanor convictions within the last 5 years

5 or more Serious Misdemeanor convictions in a Lifetime

## **20BG32-Polyplex**

### **Decatur Location**

Falsification of a Social Security Number

Unverified Social Security Number

Verified to be on any Prohibited Parties Lists

Any Felony conviction within the last 7 years

Misdemeanor convictions involving drug use/possession within the last 4 years.

Misdemeanor convictions involving theft of any kind or any involving violence within the last 4 years

Reportable convictions or adjudication that would report on the Sexual Offenders Registry

Serious Moving Vehicular convictions within the last 2 years

2 or more Serious Moving Vehicular Misdemeanor convictions within the last 5 years

5 or more Serious Misdemeanor convictions in a Lifetime

(Serious Moving Vehicular Misdemeanor convictions include: DUI, DWI, OWI, or Driving with a Revoked or Suspended License\*)

## **20BG33-Alpha Pet**

### **Decatur Location**

Falsification or unverified Social Security Number

Verified to be on any of the Prohibited Parties lists

Any Felony conviction within the last 7 years

Misdemeanor convictions for crimes involving weapons, violence, theft, robbery, burglary, embezzlement, misappropriation, fraud, terroristic threats, or sex crimes in the last 4 years

No Valid, Suspended, or Revoked driver's license- Not eligible for assignment in which driving is required

## **20BG37-Ascend**

### **Decatur and Foley Locations**

#### **Reciprocal DISA accepted**

Falsification or unverified Social Security Number

Verified to be on any of the Prohibited Parties lists

Any Felony conviction within the last 7 years

Misdemeanor convictions for crimes involving weapons, violence, theft, robbery, burglary, embezzlement, misappropriation, fraud, terroristic threats, or sex crimes in the last 4 years

No Valid, Suspended, or Revoked driver's license- Not eligible for assignment in which driving is required

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