

UNITED STATES OF AMERICA  
FEDERAL TRADE COMMISSION  
WASHINGTON, D.C. 20580

Division of Privacy and Identity Protection

VIA FEDERAL EXPRESS  
SIGNATURE REQUESTED

May 2, 2013

U.S. Information Search  
Alan Aronoff  
17 Crystal Hill Drive  
Pomona, NY 10960

Dear Mr. Aronoff:

This letter concerns recent direct-shopping contacts with your company by non-attorney consumers who use your consumer information for employment purposes, which may violate the FCRA. We want to make you aware of the requirements of this law so that you can ensure that your practices comply with it.

If you assemble or evaluate information on consumers and provide it to employers so that they can screen or evaluate employees, you are a consumer reporting agency ("CRA") that is required to comply with the FCRA.

<sup>2</sup> This is true even if you obtain this information from criminal background checks or other public records. <sup>3</sup> Further, even if you place a disclaimer on your website indicating that your data must not be used for employment or other FCRA-covered purposes, you may still be a CRA. Regardless of disclaimers, if you do not intend to be a CRA, you should have clear policies in place explaining the purposes for which you will and will not sell information, you should educate your employees and customer service representatives about the importance of not sel

example, you must take reasonable steps to ensure the maximum possible accuracy of the information in your consumer reports, and ensure that each employer you provide with a consumer report is in fact using the report to screen employees. You also must obtain certification from employers that they provided clear written notice to the person whose report they are requesting and obtained that person's written consent to procure the report. Further, you must inform employers who obtain consumer reports from you about employer obligations under the FCRA. For example, you must tell employers that if they deny employment on the basis of the consumer reports you provide, they must provide the applicant with notice of that fact, along with information about the applicant's right to receive