



**20BG5 North Alabama Combo Background includes BASF- 3M- Indorama- Daikin- Hexcel- Smucker's- Constellium- Louisiana Pacific- Toray- OCI- Umicore- Saputo- Polyplex- Lucite- Alpha Pet- Ascend-Pennakem-Cerrowire**

**20BGCO Gulf Coast Combo includes Ascend- Eastman**

### **Definitions**

**\*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: speeding, running a stop sign, driving with an expired or invalid license or inattentive driving.**

**If you have any questions regarding any background screening TVTC provides, please contact the Personnel Screening Department at 256-260-0360.**



### **Ineligible**

Any Felony convictions

Misdemeanors involving violence, theft, or illegal drugs

More than 2 misdemeanors over the last 2 years

Falsification of Social Security Number



### **Ineligible**

Falsification of/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, theft or violence of any kind within the last 4 years

Other Misdemeanor convictions if a pattern exists (See Pattern Rule #2)

Serious moving vehicular misdemeanor convictions \*within the last 2 years or showing a pattern whether the 3M assignment involves driving a 3M vehicle or not (See Pattern Rule #2)

Low-level moving vehicular misdemeanor convictions \*\*showing a pattern when the 3M assignment involves driving a 3M vehicle or equipment (See Pattern Rule #1)

### **Key for Pattern Rules**

#1) 4 or more convictions of Low-level misdemeanors\*\* within 3 years

#2) 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



**DAIKIN- OCI- SMUCKER'S- LOUISIANA PACIFIC- HEXCEL- CONSTELLIUM-  
UMICORE- SAPUTO- POLYPLEX- LUCITE-PENNAKEM-CERROWIRE**

**Ineligible**

Falsification of/Unverified Social Security Number

Verified to be on any Prohibited Parties Lists

Any Felony conviction within the last 7 years - Hexcel ONLY: including any reportable convictions or adjudications with a pending or deferred status.

Misdemeanor convictions involving drug use/possession, theft, or violence of any kind within the last 4 years - Hexcel ONLY: including any reportable convictions or adjudications with a pending or deferred status.

Reportable convictions or adjudications 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 Moving Vehicular Misdemeanor convictions\* in a Lifetime



**INDORAMA**

**Ineligible**

Falsification of/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



**Ineligible**

Falsification of/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



Please contact TVTC for further details.



**Ineligible**

Falsification of/Unverified a 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 violence within the last 4 years

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

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



## **FMC, AMVAC and MOBILE COMBO**

All backgrounds that are processed and show any discrepancies must be sent to FMC/AMVAC for approval/denial before it can be graded. Currently TVTC does not have a grading matrix for either facility.



## **MITSUBISHI**

### **Ineligible**

Please see the TSA disqualifying offenses, parts A, B and C, which can be found at <https://www.tsa.gov/disqualifying-offenses-factors>



## **EASTMAN**

### **Ineligible**

Falsification of/Discrepancies with 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

NOMVE is added if the applicant does not have a valid driver's license.



**Ineligible:**

Falsification of a Social Security Number

Any Felony at any time

Misdemeanors involving dishonesty or violence

More than 2 Misdemeanors in 2 years

Failure to have employment history verified for the full 7-year time frame, or to age 18, with less than a 6-month gap.



**Ineligible**

Falsification of a Social Security Number

Verified to be on any Prohibited Parties Lists

Any Felony conviction within the last 7 years

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

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



### **Ineligible**

Falsification of/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



### **Ineligible**

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.