



### **Combos**

**Gulf Coast Combo: Ascend and Eastman**

**Mobile Combo: FMC and AMVAC**

**Memphis Combo: Mitsubishi Chemical, Pennakem and PMC**

**20BG5 North Alabama Combo Background: BASF- 3M- Indorama- Daikin- Hexcel- Constellium- Louisiana Pacific- Toray- OCI- Umicore- Saputo- Polyplex- Mitsubishi Chemical- Alpha Pet- Ascend-Pennakem-Cerrowire- PMC**

**Unless specified otherwise, all Felonies are graded 7 years from date of disposition or 7 years from date of release, if time was served.**

**Unless specified otherwise, all Misdemeanors are graded 4 years from date of disposition.**



Past address history- Falsification of or unverified Social Security Number will be ineligible.

Federal/State searches (felony and misdemeanor)- Any felony conviction within the last 7 years (or release date) will be ineligible. Misdemeanors involving violence, theft, illegal drugs, or any 2 or more in the last two years will be ineligible.



Federal/County searches (felony and misdemeanor)- Any felony within the last 7 years (or release date) will be ineligible. Misdemeanors within 4 years include: weapons, violence, theft of any kind, terrorist threats and sex crimes will be ineligible.

Past Address History- Falsification of or unverified Social Security Number will be ineligible.

OFAC SDN (prohibited lists)

MVR- NOMVE will be added for suspended, revoked, invalid or a state ID.



Federal/County searches (felony and misdemeanor)- Any Felony conviction within the last 7 years (or release date) will be ineligible. Misdemeanor convictions involving drug use/possession, theft, or violence of any kind, or other misdemeanor convictions if a pattern exists within the last 4 years will be ineligible.

Past Address History- Falsification of/Unverified Social Security Number will be ineligible.

OFAC SDN (prohibited lists)

MVR- Ineligible: Serious moving vehicular misdemeanors: any within the last two years or showing a pattern (#2). Low-level moving vehicular misdemeanor convictions showing a pattern (#1).

Meets No Driving- State issued ID card, not a driver's license.

Pattern #1: 4 or more Low Level misdemeanor convictions within 3 years

Pattern #2: 2 or more convictions in category of Serious Moving Vehicular Convictions in 3 years, 3 or more convictions in categories Low Level Moving Vehicular Misdemeanors in 3 years with a Serious Moving Vehicular Misdemeanor conviction within the past 2 years.

Serious Moving Vehicular Misdemeanors include but not limited to: DUI, DWI, OWI, Reckless Driving, Negligent or Careless driving, driving with a revoked or suspended license.



**DAIKIN- OCI- LOUISIANA PACIFIC- HEXCEL- CONSTELLIUM- UMICORE-  
SAPUTO- POLYPLEX- MITSUBISHI CHEMICAL-CERROWIRE-PENNAKEM-  
PMC**

Federal/County searches (felony and misdemeanor)- Any felony conviction (or release date) within the last 7 years is ineligible. Misdemeanor convictions involving drug use/possession, theft, or violence of any kind within the last 4 years will be ineligible.

Hexcel ONLY: any reportable convictions or adjudications with a pending or deferred status will be ineligible.

OFAC SDN (prohibited parties lists)

Past Address History- Falsification of/Unverified a Social Security Number will be ineligible.

NatCrim (includes sex offender search)-Any reportable conviction or adjudication that would report on the Sexual Offenders Registry.

MVR- Any Serious Moving Vehicular conviction within the last 2 years, 2 or more within the last 5 years, and 5 or more in a lifetime.

Serious Moving Vehicular Misdemeanors include but not limited to: DUI, DWI, OWI, Reckless Driving, Negligent or Careless driving, driving with a revoked or suspended license.



Federal/County searches (felony and misdemeanor)- Any felony conviction (or release date) within the last 7 years is ineligible. Misdemeanor convictions involving drug use/possession, or violence of any kind within the last 4 years will be ineligible.

OFAC SDN (prohibited parties lists)

Past Address History- Falsification of/Unverified a Social Security Number will be ineligible.

NatCrim (includes sex offender search)-Any reportable conviction or adjudication that would report on the Sexual Offenders Registry.

MVR- Any Serious Moving Vehicular conviction within the last 2 years, 2 or more within the last 5 years, and 5 or more in a lifetime.

Serious Moving Vehicular Misdemeanors include but not limited to: DUI, DWI, OWI, Reckless Driving, Negligent or Careless driving, driving with a revoked or suspended license.



Federal/County searches (felony and misdemeanor)- 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.

MVR-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.

Past Address History- Falsification of a Social Security Number will be ineligible.

OFAC SDN (prohibited parties lists)



County Searches (Felony and Misdemeanor)

Past Address History

NatCrim

At this time, we do not have a grading matrix for these facilities. FMC/AMVAC's that complete with any discrepancies go to the current point of contact at that facility for review. IFF at this time is simply graded a pass and it is on the company to handle it.



Federal/County/State searches (Felony and Misdemeanor) populated by past address history.

Felonies that do not meet: Theft, Dishonesty, Assault, Physical crimes against another person or property, Drug Possession and Trafficking

NatCrim-Also includes Sex Offender search (charges will be reviewed)

Past Address History-Falsification of SSN in any way will fail report.

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



Past Address History-Falsification of SSN in any way will fail report.

Federal/County/State searches (Felony and Misdemeanor) populated by past address history: Any felony at any time is ineligible. Misdemeanors involving dishonesty or violence and more than 2 misdemeanors in 2 years. GE Aviation uses 7 years for misdemeanors.

Failure to have employment history verified for the full 7-year time frame, or to age 18, with less than a 6-month gap. All verifications are reviewed by the Personnel Screening Department if the report states Needs Review.