



### **Combos**

**Gulf Coast Combo: Ascend and Eastman**

**Mobile Combo: FMC and AMVAC**

**Memphis Combo: Mitsubishi Chemical and Pennakem**

**20BG5 North Alabama Combo Background: BASF - 3M - Indorama - Daikin-  
Hexcel - Constellium - Toray - OCI - Polyplex - Mitsubishi Chemical - Ascend -  
Pennakem - Cerrowire - Snap-On Tools**

**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)

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

MVR- Ineligible: Serious moving vehicular misdemeanors: any within the last two years, 2 or more within 3 years. Low level moving violations- 3 or more within the last 3 years.

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

Low Level Moving Violations include but are not limited to speeding, running a stop sign, driving with an expired or invalid license, or inattentive driving.



**DAIKIN- OCI- HEXCEL- CONSTELLIUM- POLYPLEX- MITSUBISHI  
CHEMICAL- CERROWIRE- PENNAKEM**

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 are 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 are 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

Currently, 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 currently 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.