

Background Screening Requirements

Seller will perform the background screening per 3M's requirements defined herein. Only non-3M workers who meet 3M's background screening requirements are eligible for assignment. A new background screening must be completed for non-3M workers with a lapse in 3M Assignment of greater than 6 months.

- a) For non-3M workers with a social security number, Seller will verify that the non-3M workers's social security number is both valid and active as defined by the U.S. Social Security Administration.
- b) For non-3M worker with a social security number, Seller will utilize results from the verified social security number to conduct both a national and county-specific criminal background search for the previous seven years for any convictions described in the following table. County searches must include all counties in which the non-3M worker lived during the immediately preceding seven years. If non-3M worker has lived in a non-US jurisdiction at any time during the immediately preceding seven years, Seller will also conduct criminal background checks in those jurisdictions to the extent the law in such jurisdictions allows and will determine eligibility for 3M Assignment based on convictions or violations comparable to those set forth below.

Ineligible for 3M Assignment	Eligible for 3M Assignment
Falsification of social security number	Misdemeanor convictions involving drug use/possession, theft of any kind, or violence of any kind older than four years
Unverified social security number	Other misdemeanor convictions if not a pattern (see Pattern Rules #2 below)
Verified to be on any of the Prohibited Parties Lists	Serious moving vehicular misdemeanor convictions* outside of two years and not showing a pattern when the 3M Assignment involves driving a 3M vehicle or equipment (see Pattern Rules #2 below)
Any felony conviction within the last seven years (subject to state and local law)	Serious moving vehicular misdemeanor convictions* not showing a pattern when the 3M Assignment does not involve driving a 3M vehicle or equipment (see Pattern Rules #2 below)
Misdemeanor convictions involving drug use/possession within the last four years; Misdemeanor convictions involving theft of any kind including insufficient funds and check fraud within the last four years; Misdemeanor convictions involving violence of any kind within the last four years (subject to state and local law)	Low-level moving vehicular misdemeanor convictions** when the 3M Assignment does not involve driving a 3M vehicle or equipment
Other misdemeanor convictions if a pattern exists (subject to state and local law; see Pattern Rules #2 below)	Low-level non-moving vehicular misdemeanor convictions***
Serious moving vehicular misdemeanor convictions* within the last two years or showing a pattern when the 3M Assignment involves driving a 3M vehicle or equipment (see Pattern Rules #2 below)	
Serious moving vehicular misdemeanor convictions* showing a pattern when the 3M Assignment does not involve driving a 3M vehicle or equipment (see Pattern Rules #2 below)	
Low-level moving vehicular misdemeanor convictions** showing a pattern when the 3M Assignment involves driving a 3M vehicle or equipment (see Pattern Rules #1 below)	

Ineligible for 3M Assignment	Eligible for 3M Assignment
Driving with a revoked or suspended license when the 3M Assignment involves driving a 3M vehicle or equipment	

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
*** Low-level non-moving vehicular misdemeanor convictions include: parking, equipment, tabs, or failure to notify police of an accident

Key for Pattern Rules
#1) 4 or more convictions of low level moving vehicular misdemeanor convictions within 3 years
#2) 2 or more convictions in categories of serious moving vehicular misdemeanor convictions in 3 years; 3 or more convictions in categories of low level moving or non-moving misdemeanor vehicular convictions in 3 years