



This notice discloses the privacy practices of Frasco[®] Profiles. This notice applies to information you, as a consumer, provide to Frasco[®] Profiles electronically as well as information provided to Frasco[®] Profiles by a third party, such as an employer or potential employer.

Personally Identifiable Information:

Frasco[®] Profiles defines "Personally Identifiable Information" as information about an individual consumer, collected online or by any other means, and maintained by Frasco[®] Profiles in an accessible format, including any of the following: first & last name; home or other physical address; email address; telephone number; Social Security Number, Drivers' License Number; and any other identifier that permits the physical or online contacting of a specific individual.

Information Collection, Use, and Sharing:

Frasco[®] Profiles only has access to information voluntarily provided to us by you via our secure online system or by your employer and/or potential employer after you give them your express written permission to do so.

Frasco[®] Profiles will only use your information to produce a one-time, limited use, consumer report for employment purposes (background check) and will deliver the content of this consumer report to the employer who requested it and to no one else unless specifically directed to do so by you.

Personal Information Disclosure: United States or Overseas:

Frasco[®] Profiles will not share your information with any third party outside of our organization, other than as necessary to gather the information needed to produce the requested consumer report or as required by law under a court order. Frasco[®] Profiles will not disseminate your Social Security Number outside of the United States for any purpose and will only disseminate other personally identifiable information outside of the United States with your specific written authorization to do so to conduct criminal history research or verify employment or education in a foreign country. Frasco[®] Profiles will not sell, rent, share, or otherwise distribute any information provided by you or your employer and/or potential employer, including all personally identifiable information, except as is necessary to produce a consumer report authorized by you.

Security:

Frasco[®] Profiles meets or exceeds all industry standards for data security. When you, or any third party, submit sensitive information via the Frasco[®] Profiles website, or in any other format, your information is protected. Frasco Profiles stores no personally identifiable information in a non-electronic format. Any information obtained in a paper format is digitized and originals are destroyed pursuant to federal document destruction specifications. All electronic information is stored off site, within the United States, on servers securely located in state-of-the-art data centers with biometric access controls. We conduct regular security audits on all systems and consistently pass these audits.

Whenever Frasco[®] Profiles collects sensitive or personally identifiable information online, that information is encrypted, transmitted to us, and stored in a secure way. You can verify this by

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looking for a closed lock icon on your web browser if you are submitting this information yourself, or looking for "https" at the beginning of the address of the web page.

While Frasco® Profiles uses 128 bit SSL encryption to protect sensitive information transmitted online by you, your employer and/or potential employer, we also protect your information offline. Employees are only granted access to information stored on our proprietary databases on a need-to-know basis and only for a limited amount of time while working to produce your consumer report. All internal and external system activity is logged, tracked, and monitored regularly.

All personally identifiable information is stored for seven years, or for a time limit as is required pursuant to various governmental agencies and information providers.

Cookies:

A cookie is a piece of data stored on a site visitor's hard drive to help improve access to a website for repeat visitors. Frasco® Profiles uses Cookies to ensure the integrity of the login process. Cookies cannot be used to access or run programs or to deliver viruses to your computer.

Questions/Comments:

You may send questions regarding this Privacy Policy to the following:

Ms. Noelle Harling
Frasco® Profiles
215 W. Alameda Ave.
Burbank, CA 91502
nharling@frasco.com
800-820-9029

This policy was last updated January 3, 2011. Any changes made to the existing Privacy Policy of Frasco® Profiles will be posted on this website.