



Justifacts Credential Verification Inc.  
 8085 Saltsburg Road  
 Pittsburgh, PA 15239  
 Phone: (412)798-4790  
 Fax: (412)798-4799

Report Number	Date Received	Date Complete	Account Manager
303522	04-05-2007	04-06-2007	Jennifer Williams

Company:	Twain Industries
Contact:	Becky Thatcher
Address:	1746 Huckleberry Blvd. . Hartford, CT 52885
Phone Number:	800-356-6885
Fax Number:	412-798-4799

**Applicant Information**

Name	Social Security Number
John T Deere	123-45-6789

Sex	Date of Birth
Male	01-01-1975

Position / Job Code	Current Address
Tractor Sales	123 Main Street Irwin, PA 15642

**Summary of Verifications Requested**

Description	Status
SOCIAL SECURITY ADDRESS REPORT: EXPERIAN© SOCIAL SEARCH	Complete
COUNTY CRIMINAL SEARCH: Westmoreland County, PA Name: John Deere	Complete/Clear
COUNTY CRIMINAL SEARCH: Westmoreland County, PA Name: Joseph Deer	Complete/Clear
COUNTY CRIMINAL SEARCH: Winchester City County, VA Name: John Deere	Complete/Adverse
COUNTY CRIMINAL SEARCH: Winchester City County, VA Name: Joseph Deer	Complete/Clear
COUNTY CRIMINAL SEARCH: Cleveland County, NC Name: John Deere	Complete/Adverse
COUNTY CRIMINAL SEARCH: Cleveland County, NC Name: Joseph Deer	Complete/Clear
FEDERAL CRIMINAL SEARCH: NC-PA-VA Name: John Deere	Complete/Clear
FEDERAL CRIMINAL SEARCH: NC-PA-VA Name: Joseph Deer	Complete/Adverse
NATIONAL CRIMINAL DATABASE: PA-VA-NC Name: John Deere	Complete/Adverse
NATIONAL CRIMINAL DATABASE: PA-NC-VA Name: Joseph Deer	Complete/Clear
COUNTY CRIMINAL SEARCH: Orange County, FL Name: John Deere	Complete/Adverse
CREDIT REPORT: EXPERIAN© EMPLOYMENT INSIGHT	Complete
BASIC EMPLOYMENT - Steel City Manufacturing	Complete/Clear
COMPREHENSIVE EMPLOYMENT - Shenandoah Apple Orchard	See Report
COMPREHENSIVE PLUS EMPLOYMENT - Super Southern Tractor Supply	Complete/Adverse
CONFIRMATION OF DEGREE - Belmont Abbey College	Complete/Clear
PROFESSIONAL REFERENCE - Samantha Smith, Human Resources Clerk	See Report

## Social Security Address History

Social Security Address Report: EXPERIAN© SOCIAL SEARCH			
- Names Found -			
#	Last	First	Middle
1)	DEER	JOSEPH	
2)	DEERE	JOHN	
3)	DEER	JON	T
4)	DEER	JOHN	T

- Addresses Found -				
#	Address	County	Dates Reported	
			From	To
1)	123 MAIN STREET IRWIN, PA 15642	WESTMORELAND	04-2001	03-2007
2)	789 THISA WAY WINCHESTER, VA 22601	WINCHESTER CITY	01-1999	02-2001
3)	456 MAPLE STREET KINGS MOUNTAIN, NC 28086	CLEVELAND	04-1993	01-1999

Additional Information	
Date of Birth:	01-01-1975

## Criminal Records Check

COUNTY CRIMINAL SEARCH: Westmoreland County, PA	
NAME SEARCHED:	John Deere
RESULTS:	Complete/Clear

On 04-06-2007, criminal records were searched from 2000 to 2007 in the Common Pleas Court for the name John Deere. Using the information provided, the records were clear of felonies and misdemeanors.

COUNTY CRIMINAL SEARCH: Westmoreland County, PA	
NAME SEARCHED:	Joseph Deer
RESULTS:	Complete/Clear

On 04-06-2007, criminal records were searched from 2000 to 2007 in the Common Pleas Court for the name Joseph Deer. Using the information provided, the records were clear of felonies and misdemeanors.

COUNTY CRIMINAL SEARCH: Winchester City County, VA	
NAME SEARCHED:	John Deere
RESULTS:	Complete/Adverse

On 04-06-2007, criminal records were searched from 2000 to 2007 in the Circuit and District Courts. Using the information provided, the records show the following case(s):

Case #CR2000-01567 Summary			
File Date:	06-21-2000		
Confirmed By:	Name & DOB		
Disposition Date:	09-18-2000		
Conviction:	YES		
Charges	Disposition	Sentence	Grading
1) Flee/ attempt to elude police	Pled Guilty	30 days jail, 24 months probation, \$3380.35 fine/costs	Misdemeanor
2) Driving under the influence of alcohol	Dismissed		Misdemeanor
3) Stop sign violation	Dismissed		Infraction
4) Driving under the influence with blood alcohol content .08% or more	Pled Guilty	Sentence merged w/ count 1	Misdemeanor
Additional Info:	NA		

COUNTY CRIMINAL SEARCH: Winchester City County, VA	
NAME SEARCHED:	Joseph Deer
RESULTS:	Complete/Clear

On 04-06-2007, criminal records were searched from 2000 to 2007 in the Circuit and District Courts for the name Joseph Deer. Using the information provided, the records were clear of felonies and misdemeanors.

COUNTY CRIMINAL SEARCH: Cleveland County, NC	
NAME SEARCHED:	John Deere
RESULTS:	Complete/Adverse

On 04-06-2007, criminal records were searched from 2000 to 2007 in the Superior and District Courts. Using the information provided, the records show the following case(s):

Case #1998CR3633 Summary			
File Date:	04-25-1998		
Confirmed By:	Name & DOB		
Disposition Date:	08-04-1998		
Conviction:	YES		
Charges	Disposition	Sentence	Grading
Worthless check	Guilty	12 months probation, \$237 fine/costs, \$25.88 restitution	Misdemeanor
Additional Info:	NA		

COUNTY CRIMINAL SEARCH: Cleveland County, NC	
NAME SEARCHED:	Joseph Deer
RESULTS:	Complete/Clear

On 04-06-2007, criminal records were searched from 2000 to 2007 in the Superior and District Courts for the name Joseph Deer. Using the information provided, the records were clear of felonies and misdemeanors.

FEDERAL CRIMINAL SEARCH: NC-PA-VA	
NAME SEARCHED:	John Deere
RESULTS:	Complete/Clear

Using the information provided, a criminal records search was conducted in the Federal Court Database, which consists of the 93 Federal District Courts nationwide. There were no criminal records listed for John Deere.

FEDERAL CRIMINAL SEARCH: NC-PA-VA	
NAME SEARCHED:	Joseph Deer
RESULTS:	Complete/Adverse

Using the information provided a criminal records search was conducted on 04-06-2007 in the Federal District Courts from 2000 to 2007. The following records were found:

Case #06CR0000145 Summary			
File Date:	04-26-2006		
Confirmed By:	Name & DOB		
Disposition Date:	NA		
Charges	Disposition	Sentence	Grading
1) Conspiracy to defraud United States	Pled Guilty	36 months probation, \$100 costs, \$3,951 restitution	Felony
2) Fraud and swindles	Dismissed		Felony
3) Money Laundering	Pled Guilty	36 months probation	Felony
Additional Info:	NA		

Case #01CR0000016 Summary			
File Date:	01-15-2001		
Confirmed By:	Name & DOB		
Disposition Date:	03-06-2002		
Conviction:	YES		
Charges	Disposition	Sentence	Grading
Possession of Controlled Substance	Pled Guilty	12 months probation, \$100 costs	Misdemeanor
Additional Info:	NA		

NATIONAL CRIMINAL DATABASE: PA-VA-NC	
NAME SEARCHED:	John Deere
RESULTS:	Complete/Adverse

Our search of the National Criminal Database produced records in the following jurisdiction(s): City of Winchester, VA & Cleveland County, NC.

Please see those searches for details.

In addition, a record was also located in Orange County, FL. Please contact your account manager if further information is desired, as an additional search in that jurisdiction is required.

NATIONAL CRIMINAL DATABASE: PA-NC-VA	
NAME SEARCHED:	Joseph Deer
RESULTS:	Complete/Clear

On 04-06-2007 records were searched in the national criminal database and no records were found for Joseph Deer. In addition to state court and corrections information, this database includes: sex offender records for all 50 states, searches of the federal FDA, OIG, OFAC, GSA, OCC & OTS lists and a variety of international sanctions lists.

COUNTY CRIMINAL SEARCH: Orange County, FL	
NAME SEARCHED:	John Deere
RESULTS:	Complete/Adverse

On 04-06-2007, criminal records were searched from 2000 to 2007 in the Circuit and County Courts. Using the information provided, the records show the following case(s):

Case #1999109317MM Summary			
File Date:	06-06-1999		
Confirmed By:	Name & DOB		
Disposition Date:	11-12-1999		
Conviction:	YES		
Charges	Disposition	Sentence	Grading
Possession of marijuana	Pled Guilty	15 days jail, \$150 fine/costs	Misdemeanor
Additional Info:	NA		



SEARS/CBSD		11-94	\$0-L	\$2,919-H	PAID	CURR ACCT
1374790 BC CRC REV	1	9-07-09		9-09	(99)	B0000000000000
		9-99				00000000000000
WELLS FARGO HOME MORTG		3-97	\$139,900-O		PAID	CURR ACCT
1234099 FM R/C 30Y	2	2-21-03		2-03	(29)	BCCCCCCCCCCCCC
						CCCCCCCCCCCCC
*PROVIDIAN HOME LOAN		7-99	\$32,000-O		PAID	CURR ACCT
1234210 BM R/O 10	1	1-19-01		1-01	(17)	B--CCCCCCCCCCC
						CCCCC
*CITI		9-92	\$2,200-L	\$1,141-H	PAID	CURR ACCT
1234192 BC CRC REV	3	12-31-97		12-97	(32)	B0CCCCCCCCCCC0
						CCCCCCCCCCCCC

\*\* ACCOUNT CLOSED AT CREDIT GRANTOR'S REQUEST \*\*

TARGET NB		2-97	\$7,200-L		OPEN	CURR ACCT
1234220 BC CRC REV	1	12-09-09	\$0	11-09	(27)	N0000000000000
						00000000000000
GEMB/OLD NAVY		12-01	\$700-L	\$97-H	OPEN	CURR ACCT
1234370 FF CHG REV	1	12-03-09	\$0	12-09	(91)	00000000000000
		1-02				000000000000CC
GEMB/MENS WEARHOUSE		9-00	\$2,770-L	\$1,127-H	OPEN	CURR ACCT
1234720 FF CHG REV	1	12-01-09	\$0	12-09	(79)	00000000000000
		1-02				000000000000CC
KOHL'S/CHASE		12-01	\$200-L	\$240-H	OPEN	CURR ACCT
1234220 DC CRC REV	2	11-19-09	\$42	11-09	(90)	CCCCCCCCCCCCC
		11-09	\$10			CCCCCCCCCCCCC

----- INQUIRIES -----

LANDMADE	4-27-09	9902930 FM	UNK R/E
MIA MBNA	2-14-09	1230194 BC	

----- MESSAGES -----

SPELLING OF NAME USED TO ACCESS REPORT DOES NOT MATCH OFAC/PLC LIST

USER ACKNOWLEDGES RECEIPT OF A COPY OF THE SUMMARY OF THE CONSUMER'S RIGHTS PRESCRIBED BY THE FEDERAL TRADE COMMISSION UNDER SECTION 909 (c) (3) OF THE FCRA ("CONSUMER'S RIGHTS"). BY ACCEPTING THIS REPORT, THE USER HEREBY CERTIFIES AND CONFIRMS THAT HE OR SHE WILL ATTACH A COPY OF THE CONSUMER'S RIGHTS TO THE REPORT AS REQUIRED BY SECTION 904 (b) (1) (B) OF THE FCRA.

END -- EXPERIAN EMPLOYMENT INSIGHT

## Employment Record

BASIC EMPLOYMENT - Steel City Manufacturing	
Respondent:	Bob Jones, Shift Supervisor
Phone Number:	412-555-8522

< Applicant Info >		< Respondent Info >
05/21/2001	Start Date	(verified)
02/8/2007	End Date	(verified)
General Laborer	Job Title	Laborer III
\$12.00 per hour	Salary	(not released)
Reduction in work force	Reason For Leaving	(not released)

Would you rehire?

**(not released)**

Additional Comments:

**Due to company policy, the following information was not released by Steel City Manufacturing: salary, reason for leaving and rehire eligibily.**

Justifacts Representative: JeMu

The above information was verified on: 04/06/07 at 3:27 PM

COMPREHENSIVE EMPLOYMENT - Shenandoah Apple Orchard	
Respondent:	Johnny Appleseed, Orchard Supervisor
Phone Number:	540-668-7744

< Applicant Info >		< Respondent Info >
<b>! 03/1999</b>	<b>Start Date</b>	<b>! 01/25/2000</b>
01/2001	End Date	(verified)
Apple Picker/Packer	Job Title	(verified)
10.00 per hour	Salary	(verified)
Moved to PA	Reason For Leaving	(not released)

	Excellent	Above Average	Average	Below Average	Poor
Follows Instructions:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work Quality:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work Quantity:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Works Independently:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Dedication to Job:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Character & Integrity:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attendance / Punctuality:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gets along with Associates:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Job Description:

**John was primarily an apple picker. He worked in our packing area when needed.**

Has he/she received any promotions?

**No**

If not, why? If so, please describe:

**John didn't seem to have an interest in having more responsibility, so therefore he was never promoted.**

Has he/she ever shown a propensity for violence or dishonesty in the work force?

**No**

Would you rehire?

**Yes**

If not, why?

**"If I really needed someone, I would consider rehiring John. He would not be my first pick; but would do in a pinch."**

Justifacts Representative: JeMu

The above information was verified on: 04/06/07 at 2:32 PM

COMPREHENSIVE PLUS EMPLOYMENT - Super Southern Tractor Supply	
Respondent:	Darryl Dixon, Owner
Phone Number:	704-434-6807

< Applicant Info >		< Respondent Info >
04/1993	Start Date	(verified)
01/1999	End Date	(verified)
Mechanic	Job Title	(verified)
9.25 per hour	Salary	(verified)
Finished college and moved	Reason For Leaving	(verified)

What is the nature of his/her work?

**John was a tractor mechanic for my company. He also helped out around the shop with other duties as needed.**

Has he/she received any promotions?

**No, he did not receive any promotions because none were available.**

How did he/she follow instructions?

**John did a great job following instructions. If you told him to do something, he always did it.**

How would you compare the candidates performance to the performance of others with similar responsibilities?

**John's performance was above average compared to the other tractor mechanic that I had at the time.**

To what degree is there a need for supervision?

**He could work with little or no supervison.**

Is his/her attendance consistent and punctual? If not, please explain:

**! John was late for work every single day. And he was continually late returning from lunch and breaks. He really could have improved in that area.**

How does he/she get along with his/her associates?

**Everyone always liked John. The customers would ask for him time after time.**

Has he/she ever shown a propensity for violence or dishonesty in the work force?

**No, he never showed a propensity for violence or dishonesty in the work force.**

Would you rehire?

**! No**

If not, why?

**! Although he was a good worker, he was not reliable enough for me to rehire.**

Justifacts Representative: JeMu

The above information was verified on: 04/06/07 at 3:24 PM

## Confirmation of Degree

COD - Belmont Abbey College	
Name While Attending School:	John Deere
School Name:	Belmont Abbey College
School Address:	Mount Holly NC
School Type:	COLLEGE
Information Provided By:	Betty Jones
Department/Title:	Registrar
Phone Number:	704-865-5221

< Applicant Info >		< Respondent Info >
(not provided)	Start Date	08/28/1993
1997	End Date	05/01/1997
(not provided)	Graduation Date	1997
BA in Science	Degree Received	(verified)

Justifacts Representative: JeMu

The above information was verified on: 04/06/07 at 3:28 PM

## References

Professional Reference - Samantha Smith	
Reference Given by:	Samantha Smith
Contacted at:	Shenandoah Apple Orchard
Title:	Human Resources Clerk
Phone Number:	540-668-0077

What was the name of the company and your title when you worked with him/her?

**John and I worked together at Shendandoah Apple Orchard. I was, and still am, an accounting clerk at the orchard.**

What was his/her job title?

**John was an apple picker.**

In what capacity did you work with him/her?

**John and I were co-workers. I work in the office, and he worked in the orchard. Our paths crossed throughout the day.**

How long have you known him/her?

**I have known John for about five years.**

How would you describe his/her character?

**! John is very quiet. He strikes me as shady, like he is up to something sneaky.**

When he/she begins a task, would you say that he/she carries it through to completion? Please explain:

**Yes, John would complete any task he started.**

Did he/she ever show a propensity for violence or dishonesty in the work force?

**No, he never showed a propensity for violence or dishonesty in the work force.**

What was the nature of his/her work?

**John was responsible for picking apples and pruning apple trees as needed.**

What would you say is his/her greatest strength?

**His greatest strength would be that he likes to help others.**

Greatest weakness?

**! His greatest weakness would be his inability to be on time, for anything. He was late to work on a regular basis.**

To your knowledge, does he/she have a criminal record?

**! I am fairly certain that he does have a criminal record, but I am unaware of the details.**

Is he/she dependable?

**! No, I can not say that I would consider John a reliable person.**

How did he/she get along with his/her associates?

**John got along well with everyone, he was very well liked.**

Justifacts Representative: JeMu

The above information was verified on: 04/06/07 at 3:37 PM

This completes the information requested for John T Deere.

If you have any questions regarding the above information, please do not hesitate to contact us.

Sincerely Yours,

Jennifer Williams  
Account Manager

Twain Industries	John T Deere
This information is furnished in response to an inquiry for the purpose of screening. It has been obtained from sources deemed reliable. However, the accuracy of this information is not guaranteed by this organization. Information contained herein should not be the sole determination in evaluation of this individual. The inquirer has agreed to indemnify and hold reporting bureau harmless from claims or damages arising from misuse of this information, including Attorney fees incurred by the responsible bureau in connection with any such claims, and this report is furnished in reliance upon that indemnity. You must hold the information in strict confidence and comply with the provisions of Public Law 91-508, the Fair Credit Reporting Act. Quotes used for references from supervisors and others are to the best of our ability and may have been slightly modified to correct grammar or complete sentences. The language of this interview may have been changed slightly in the interest of clarity and continuity.	