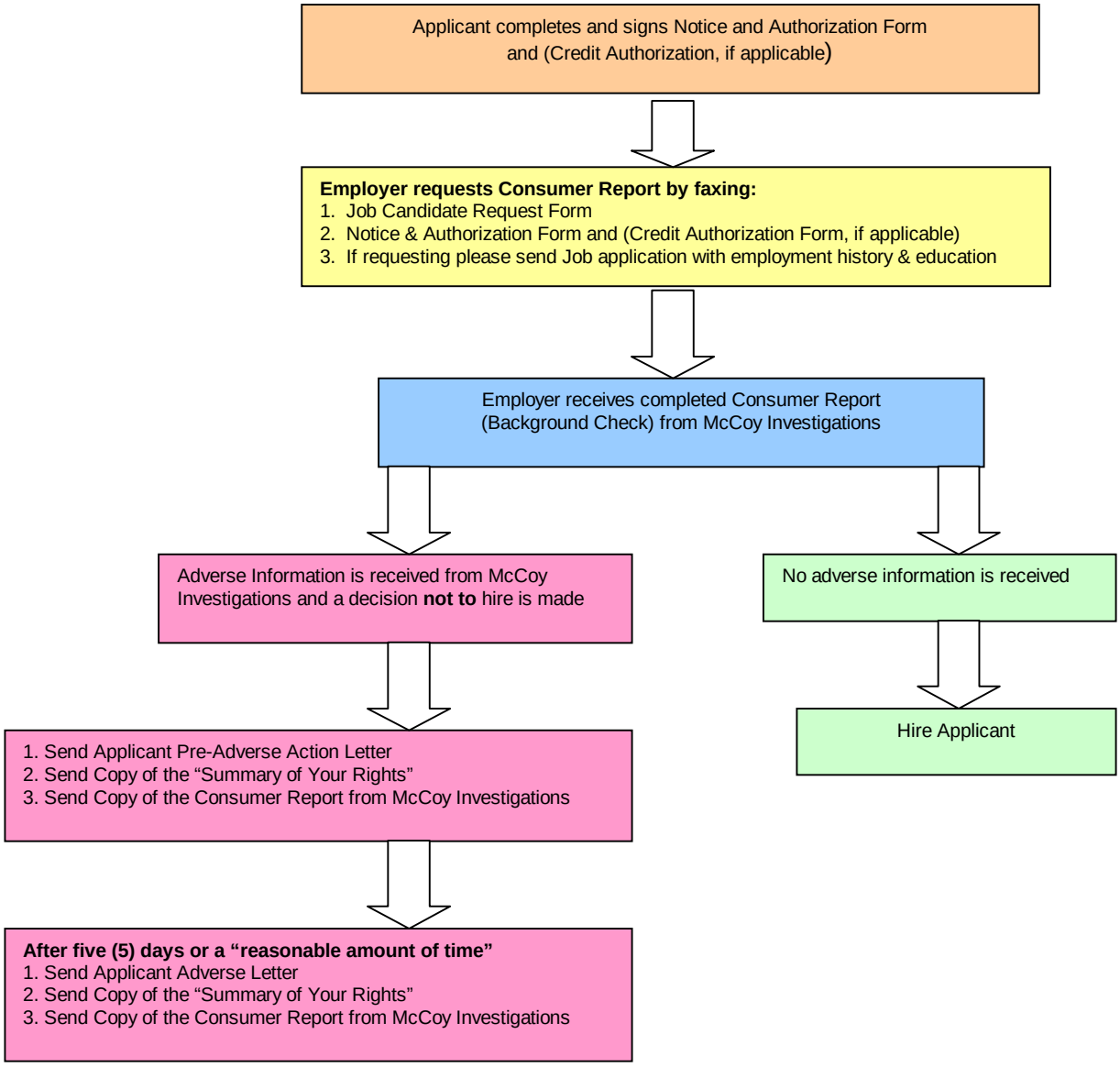PRE-EMPLOYMENT SCREENING PROCESS
FOR USERS OF CONSUMER REPORTS