

**IN THE UNITED STATES DISTRICT COURT  
WESTERN DISTRICT OF TEXAS  
AUSTIN DIVISION**

**GEROME OWENS, *Individually and  
behalf of all others similarly situated,***

**Plaintiff,**

v.

**Hospital Housekeeping Systems, LLC**

**Defendant.**

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**Civil Action No. 17-693**

**CLASS ACTION COMPLAINT AND DEMAND FOR JURY TRIAL**

Plaintiff Gerome Owens (“Plaintiff” or “Owens”) brings this class action complaint against Defendant Hospital Housekeeping Systems, LLC (“Defendant” or “HHS”) to obtain redress for, and put an end to, Defendant’s violations of the Fair Credit Reporting Act, (“FCRA” or “Act”), specifically its failure to provide proper disclosures and pre-adverse action notices and other required documents. Plaintiff, for his class action Complaint, alleges as follows upon personal knowledge as to himself and his own acts and experiences, and, as to all other matters, upon information and belief, including investigation conducted by his attorneys.

**NATURE OF THE ACTION**

1. Enacted to promote the accuracy, fairness, and privacy of consumer information contained in the files of consumer reporting agencies, the FCRA explicitly acts to protect both applicants for employment and existing employees from adverse employment action taken as a result of potentially inaccurate or immaterial information. To that end, employers who obtain and use consumer reports regarding their applicants and employees are required to provide to such applicant and employees: (1) express disclosures and authorizations prior to obtaining the

consumer reports, and (2) copies of the report obtained and a summary of rights under the Act prior to taking any adverse employment action against them based on information contained in such reports.

2. Here, Defendant willfully violates the FCRA by: (1) failing to provide a standalone up-front notice that HHS may procure consumer reports about its applicants and employees, and (2) failing to provide its applicants and employees copies of such reports *before* taking adverse action against them.

3. First, on information and belief, Defendant fails to provide its applicants or employees with standalone notice that Defendant may obtain a consumer report about them for employment purposes. Section 1681b(b)(2) establishes that such notice must be made “in a document that consists solely of the disclosure.” Here, on information and belief, Defendant provides a disclosure that contains unnecessary and extraneous information and therefore fails to standalone. That is, the disclosure and authorization are combined with unrelated information. This violates Section 1681b(b)(2)(A)(i) of the FCRA, which unambiguously states that the disclosure must be made “in a document that consists solely of the disclosure.”

4. Defendant has also willfully violated the FCRA by procuring background checks, drugs tests, and consumer reports about its job applicants and employees without providing such applicants and employees with copies of the reports and summaries of their FCRA rights before taking adverse action against them. Instead, Defendant takes adverse action against applicants and employees based on consumer reports *before* providing the applicant or employee with any required “pre-adverse action” notice, copy of the report, or summary of rights. Indeed, it appears that Defendant does not provide any pre-adverse action notice at all.

5. As such, Defendant serially violates the FCRA.

6. As a result of Defendant's willful violations of the FCRA, employees and applicants such as Plaintiff Owens are deprived of rights, including privacy rights guaranteed to them by federal law, and are thus entitled to statutory damages of at least \$100 and not more than \$1,000 for each violation. *See* 15 U.S.C. § 1681n(a)(1)(A).

### **PARTIES**

7. Plaintiff Gerome Owens is a natural person and citizen of the State of Colorado. He resides in Denver, Colorado.

8. Defendant HHS is a limited liability company existing under the laws of the State of Texas with its principal place of business located at 216 E. 4th Street, Austin, Texas 78701. Defendant does business in this District, throughout the State of Texas, and has a physical location in at least six states, including in Austin, Texas.

### **JURISDICTION AND VENUE**

9. This Court has subject matter jurisdiction under 28 U.S.C. § 1331 because this action arises under the Fair Credit Reporting Act, 15 U.S.C. § 1681 *et seq.*, which is a federal statute.

10. This Court has personal jurisdiction over Defendant because its principal place of business is within this District, and Defendant conducts business in this District, is registered to do business in this District, operates a factory in this District, and the unlawful conduct alleged in the Complaint occurred in, was directed to, and/or emanated from this District.

11. Venue is proper in this District under 28 U.S.C. § 1391 because Defendant conducts substantial business in this District, and Plaintiff's claims arose in substantial part out

of his application for a job with Defendant the form and content of which, on information and belief, was designed and decided upon and emanated from within this District.

**FACTS COMMON TO ALL COUNTS**

12. HHS is a privately owned company that started in 1975 (as Hospital Housekeeping Systems). Today, HHS provides hundreds of facilities with multiple service offerings, including: Environmental Services, Culinary and Nutrition, Patient Flow, Facilities, Clinical and Biomedical Engineering, and Linen Utilization and Laundry Management. In essence it provides janitorial services to hospitals, nursing homes, and restaurants.

13. On information and belief, HHS employs hundreds if not thousands of people.

14. HHS is headquartered in Austin, Texas but it does business at facilities across the United States.

15. HHS uses the exact same job application for all of its facilities containing the same FCRA disclosures. Likewise, HHS employs the same process—taking adverse action before providing notice of its intent to do so—throughout all of its facilities.

**FACTS SPECIFIC TO PLAINTIFF GEROME OWENS**

16. In or around March 2017, Plaintiff applied for work to be a janitor with HHS at Hillcrest Medical Center in Tulsa, Oklahoma.

17. The job sought was not one regulated by the Department of Transportation.

18. Shortly thereafter, he was invited to interview for the position.

19. Mr. Owens was thereafter notified via telephone by a woman named Kenya that he was not being hired due to his background check.

20. Several days later Mr. Owens called HHS and requested his application, background check, and any other documents or disclosures provided to him/obtained about him in regards to his application. He was told that he could not see his application but that he could obtain a copy of the background check.

21. Owens thereafter went to HHS and Kenya provided him with copies of a Background Screening Report from JD Palatine, a medical services report from JD Palatine and LabCorp, an immunization review, and a urine chain of custody form. (*See* Background Check and Medical Screening Paperwork, attached Group Exhibit A.)

22. Plaintiff did not receive a copy of the reports HHS relied on at any point prior to being told he wasn't being hired.

23. Likewise, Plaintiff wasn't provided any summary of his rights under the FCRA.

24. Plaintiff was also denied a copy of his application and related paperwork.

25. On or about June 13, 2017 Owens sent, through his counsel, a letter requesting HHS's file on Owens, including any FCRA notice or authorization provided to him. (*See* Exhibit B.) A representative for HHS signed the certified mail receipt on June 16, 2017 but to date HHS has failed to provide any response (a response was requested by June 30, 2017).

26. Thus, and critically, HHS skips the pre-adverse action process entirely. Under the FCRA, it was required to send Plaintiff a pre-adverse action notice, including a copy of the background check and medical reports, *before* taking adverse action. Instead of sending the required pre-adverse action documents, Defendant failed to send any pre-adverse action notice at all. Rather, it took adverse action against Plaintiff and then, after he called and requested

information, HHS provided him with the reports (yet still no summary of FCRA rights). This is improper under the FCRA.

27. HHS has also disregarded its duty to devise policies and procedures “that are appropriate, keeping in mind the clear purpose of the [FCRA] provisions to allow consumers to discuss the report with employers before adverse action is taken.” (*See, e.g.*, FTC Advisory Letters to Lewis, Coffey, and Hawkey, available at <http://www.ftc.gov/policy/advisory-opinions/>.)

28. As the FTC has made clear, the purpose of the FCRA section at issue is for job seekers to have the opportunity to review the consumer report and discuss it with their prospective employer before losing out on a job because of information contained in the report. The FTC has made clear that in general an employer must wait at least five (5) business days following the notice to the applicant or employee of the anticipated adverse action before actually taking the adverse action. This notice advises the applicant or employee of their ability to discuss the report with their employer. (*See, e.g.*, FTC Advisory Opinion to Weisberg, available at <http://www.ftc.gov/policy/advisory-opinions/advisory-opinion-weisberg-06-27-97>.)

29. Because of the unlawful disclosure provided to applicants and employees including Plaintiff, as well as Defendant’s failure to send pre-adverse action notices along with a copy of the consumer report and a summary of FCRA rights, Defendant has willfully denied Plaintiff the rights guaranteed to him by the FCRA. Such a denial entitles him to statutory damages of not less than \$100 and not more than \$1,000.

#### **CLASS ACTION ALLEGATIONS**

30. Plaintiff brings this action pursuant to Federal Rule of Civil Procedure 23(b)(2) and Rule 23(b)(3) on behalf of himself and two Classes defined as follows:

**Disclosure Class:** All persons in the United States (1) who applied for employment with HHS on or after July 20, 2015, (2) about whom Defendant procured a consumer report, and (3) who were provided the same disclosure and authorization regarding the possibility that a consumer report may be procured about them as HHS provided to Plaintiff Owens.

**Pre-Adverse Action Class:** All persons in the United States who (1) were subject to adverse employment action on or after July 20, 2015 based in whole or in part on any consumer report procured by Defendant, and (2) who received a copy of the report, if at all, only after Defendant had already taken adverse action.

Excluded from the Classes are (1) Defendant, Defendant's agents, subsidiaries, parents, successors, predecessors, and any entity in which Defendant or its parents have a controlling interest, and those entities' current and former employees, officers, and directors, (2) the Judge or Magistrate Judge to whom this case is assigned and the Judge's or Magistrate Judge's immediate family, (3) persons who execute and file a timely request for exclusion, (4) persons who have had their claims in this matter finally adjudicated and/or otherwise released, and (5) the legal representatives, successors, and assigns of any such excluded person. Plaintiff anticipates needing to amend the class definition following discovery into class issues.

31. **Numerosity:** The exact number of the members of the Classes is unknown to Plaintiff at this time, but it is clear that individual joinder is impracticable. Defendant has hundreds of employees and a potentially even a greater number of job applicants. Further, the Class members can readily be ascertained through Defendant's records.

32. **Commonality:** Common questions of law and fact exist as to all members of the Classes for which this proceeding will provide common answers in a single stroke based upon common evidence, including:

- (a) Whether Defendant's conduct described herein violated the FCRA;
- (b) Whether Defendant has procured or caused to be procured consumer reports for the purpose of investigating prospective employees;
- (c) Whether Defendant's disclosure violates the FCRA's requirement that the pre-report disclosure "stand alone";
- (d) Whether Defendant has acted willfully;
- (e) Whether Defendant has failed to provide a pre-adverse action notice and copy of the consumer report and summary of FCRA rights to applicants and employees *prior* to taking adverse action and,
- (f) the proper measure of statutory damages and the availability and appropriateness of declaratory and injunctive relief.

33. **Typicality:** As a result of Defendant's uniform disclosures and conduct, Plaintiff and the Class members suffered the same injury and similar damages. Thus, Plaintiff's claims are typical of the claims of the other Class members.

34. **Adequate Representation:** Plaintiff is a member of the Classes and both he and his counsel will fairly and adequately represent and protect the interests of the Classes, as neither has interests adverse to those of the Class members and Defendant has no defenses unique to Plaintiff. In addition, Plaintiff has retained counsel competent and experienced in complex litigation and class actions. Further, Plaintiff and his counsel are committed to vigorously



prosecuting this action on behalf of the members of the Classes, and Counsel has the resources to do so.

35. **Injunctive and Declaratory Relief:** In using uniform disclosures that violate the FCRA and by uniformly failing to provide proper pre-adverse action notices as required, Defendant has acted or refused to act on grounds generally applicable to the Classes as respective wholes so as to render injunctive and declaratory relief appropriate. Stated differently, Defendant's uniform conduct requires the Court's imposition of uniform relief to ensure compatible standards of conduct toward the Class members, thus making final injunctive and/or declaratory relief appropriate with respect to the Classes as a whole. Further, because Defendant's uniform practices result in similar, if not identical, injuries for all Class members, Plaintiff's challenge of those practices hinges on Defendant's conduct with respect to the Classes, not on facts or law applicable only to Plaintiff.

36. **Predominance:** The common questions of law and fact set forth above go to the very heart of the controversy and predominate over any supposed individualized questions. Irrespective of any given Class member's situation, the answer to whether Defendant's pre-report disclosure and failure to provide pre-adverse action notices and documents are unlawful is the same for everyone and they will be proven using common evidence.

37. **Superiority and Manageability:** A class action is superior to all other methods of adjudicating the controversy. Joinder of all class is impractical, and the damages suffered by/available to the individual Class members will likely be small relative to the cost associated with prosecuting an action. Thus, the expense of litigating an individual action will likely prohibit the Class members from obtaining effective relief for Defendant's misconduct. In

addition, there are numerous common factual and legal questions that could result in inconsistent verdicts should there be several successive trials. In contrast, a class action will present far fewer management difficulties, as it will increase efficiency and decrease expense. Further, class-wide adjudication will also ensure a uniform decision for the Class members.

38. Plaintiff reserves the right to revise the definition of the Class as necessary based upon information learned in discovery.

**COUNT I**  
**Violation of 15 U.S.C. § 1681b(b)(2)(A)(i)**  
**(On Behalf of Plaintiff and the Disclosure Class)**

39. Plaintiff incorporates by reference the foregoing allegations as if fully set forth herein.

40. The FCRA states that:

Except as provided in subparagraph (B), a person may not procure a consumer report, or cause a consumer report to be procured, for employment purposes with respect to any consumer, unless—

(i) a clear and conspicuous disclosure has been made in writing to the consumer at any time before the report is procured or caused to be procured, in a document that consists solely of the disclosure, that a consumer report may be obtained for employment purposes . . . .

15 U.S.C. § 1681b(b)(2)(A) (emphasis added).

41. The FCRA defines a consumer report as:

. . . any written, oral, or other communication of any information by a consumer reporting agency bearing on a consumers' credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living which is used or excepted to be used or collected in whole or in part for the purpose of serving as a factor establishing the consumer's eligibility for . . .

(B) employment purposes . . . .

15 U.S.C. § 1681a(d)(1).

42. On information and belief, the pre-report disclosure that Defendant provided to Plaintiff and the putative Disclosure Class members as part of the application process willfully violated the FCRA by not being clear and conspicuous and by including extraneous information such that the disclosure cannot be said to “stand alone.”<sup>1</sup>

43. Defendant procured consumer reports, including background screening reports and medical screening reports, with respect to Plaintiff and the Disclosure Class members. The disclosure provided to Plaintiff was the same or substantially the same as the one provided to all Disclosure Class members. Thus, by providing a faulty disclosure and authorization to Plaintiff, Defendant uniformly violated the rights of all Class members in the same way by including extraneous information in the disclosure that made it vague and confusing.

44. As a result, Plaintiff did not understand the disclosures.

45. Defendant’s violation of 15 U.S.C. § 1681b(b)(2)(A)(i) was willful for at least the following reasons:

(i) The rule that FRCA disclosures be “clear and conspicuous” and part of a document consisting “solely” of that disclosure has been the law established for well over a decade.

(ii) Defendant is a large corporation who regularly engages outside counsel—it had ample means and opportunity to seek legal advice regarding its FCRA responsibilities. As such, any violations were made in conscious disregard of the rights of others.

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<sup>1</sup> On June 13, 2017 Owens's counsel sent, via certified letter, a request to HHS for Owens's application and file, including all disclosures regarding HHS's obtaining of any background check or medical screening. (See Ex. A; received June 16, 2017.) Although Plaintiff asked for an answer by June 30, 2017 to date HHS has failed to respond.

(iii) Clear judicial and administrative guidance—dating back to at least the 1990s—regarding a corporation’s FCRA responsibilities exists and is readily available explaining that such disclosures must stand-alone. This readily-available guidance means Defendant either was aware of its responsibilities or plainly should have been aware of its responsibilities but ignored them and violated the FCRA anyway.

46. Plaintiff and the Disclosure Class are entitled to statutory damages of not less than \$100 and not more than \$1,000 for each of Defendant’s willful violations pursuant to 15 U.S.C. § 1681n(a)(1)(A).

47. Accordingly, under the FCRA, Plaintiff and the Disclosure Class seek statutory damages, reasonable cost and attorneys’ fees, an injunction against further violations, and a declaration that Defendant’s conduct is unlawful.

**COUNT II**  
**Violation of 15 U.S.C. § 1681b(b)(3)**  
**(On Behalf of Plaintiff and the Pre-Adverse Action Class)**

48. Plaintiff incorporates by reference the foregoing allegations as if fully set forth herein.

49. The FCRA provides that:

(3) Conditions on use for adverse actions.

(A) In General. Except as provided in subparagraph (b), in using a consumer report for employment purposes, *before* taking any adverse action based in whole or in part on the report, the person intending to take such adverse action shall provide to the consumer to whom the report relates—

- (i) a copy of the report; and
- (ii) a description in writing of the rights of the consumer under this subchapter, as prescribed by the Bureau under section 1681g(c)(3) of this title.

*See* 15 U.S.C. 1681b(b)(3) (Emphasis added).

50. The FCRA defines adverse action as “a denial of employment or any other decision for employment purposes that adversely affects any current or prospective employee.” 15 U.S.C. § 1681a(k)(1)(B)(ii).

51. Defendant violated Section 1681b(b)(3)(A) of the FCRA by failing to provide Plaintiff and members of the Pre-Adverse Action Class with a copy of their consumer reports under the FCRA before taking adverse employment action against them. Instead, Defendant only provides copies of such papers if they are requested *after* adverse action has already been taken. And at no time does Defendant provide a summary of the employee or applicant's rights under the FCRA as required.

52. Defendant obtained a consumer report about Plaintiff for employment purposes. Based in whole or in part on information contained within Plaintiff's consumer report, Defendant did not hire Plaintiff—an adverse employment action.

53. In contravention of the FCRA, Defendant willfully failed to provide Plaintiff with his consumer report and a written description of his rights before taking such adverse action.

54. The FCRA requires that the employee or applicant receive five (5) business days to explain such negative information directly to the employer before adverse action is taken. Not with HHS. That is, HHS doesn't afford any time to dispute the information contained in the report or to explain any negative information to Defendant. Simply put, Defendant skipped the “pre-adverse action” step entirely with respect to Plaintiff and the rest of the class members. As such, Owens has been denied rights specifically guaranteed to him under the FCRA.

55. Defendant's violations of 15 U.S.C. § 1681b(b)(3)(A) were willful. The rule that a copy of the report relied upon must be sent to a person against whom an employer intends to take

adverse action before such adverse action is taken is well established. Defendant is a large corporation that regularly engages counsel—it has ample means and opportunity to seek legal advice regarding their FCRA responsibilities. Further, there is a glut of judicial and administrative guidance—dating back to the 1990’s—regarding a corporation’s FCRA responsibilities. As a consequence of such readily available guidance, Defendant either were aware of its responsibilities or should have been aware of its responsibilities but violated the FCRA anyway.

56. Plaintiff and the Pre-Adverse Action Class are entitled to statutory damages of not less than \$100 and not more than \$1,000 for each of Defendant’s willful violations pursuant to 15 U.S.C. § 1681n(a)(1)(A).

57. Accordingly, under the FCRA, Plaintiff and the Pre-Adverse Action Class seek statutory damages, reasonable cost and attorneys’ fees, an injunction against further violations, and a declaration that Defendant’s conduct is unlawful.

#### **PRAYER FOR RELIEF**

WHEREFORE, Plaintiff Gerome Owens, individually and on behalf of the Classes, respectfully requests that this Court issue an order:

- A. Certifying this case as a class action on behalf of the Classes defined above, appointing Gerome Owens as class representative and appointing his counsel as class counsel;
- B. Declaring that Defendant’s actions, as set out above, constitute violations of the Fair Credit Reporting Act, 15 U.S.C. § 1681b;
- C. Awarding damages, including statutory and treble damages where applicable, to

- Plaintiff and the Classes in amounts to be determined at trial;
- D. Awarding injunctive and other equitable relief as is necessary to protect the interests of the Classes, *inter alia*: (i) an order prohibiting Defendant from engaging in the wrongful and unlawful actions described herein; and (ii) requiring Defendant to provide proper disclosures, notices, and documents under federal law;
  - E. Awarding Plaintiff and the Classes their reasonable litigation expenses and attorneys' fees;
  - F. Awarding Plaintiff and the Classes pre- and post- judgment interest, to the extent allowable;
  - G. Providing such other injunctive and/or declaratory relief as necessary to protect the interests of Plaintiff and the Classes; and
  - H. Such further and other relief as the Court deems reasonable and just.

Dated: July 21, 17

Respectfully submitted,

**GEROME OWENS**, individually and on behalf of  
all others similarly situated,

/s/ Robert Kleinman  
One of Plaintiff's Attorneys

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\* *Pro Hac Vice* admission to be filed

*Attorneys for Plaintiff and the Putative Class*

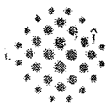


**LOCAL RULE CV-5 CERTIFICATION**

I, Robert Kleinman, hereby certify that on July 21, 17, I filed the above and foregoing *Class Action Complaint and Demand for Jury Trial* with the Clerk of the Court

/s/ Robert Kleinman  
Robert Kleinman

# EXHIBIT A



# JD PALATINE

JD Palatine  
Oxford One Centre 301 Grant Street  
Suite 4300  
Pittsburgh, PA 15219  
Phone: 877-745-8525  
Fax: 877-389-5105

FILE NUMBER	1808356	REPORT DATE	04-21-2017	Lisa O4 Cooke
REPORT TO	HHS-413 (10023-125) Hillcrest Medical Center 1120 South Utica Avenue Tulsa, OK 74104-4090 Phone: - Fax: -	ORDER DATE	03-30-2017	Steven Willis
		REFERENCE	413	
		TYPE	Background/Drug/Health Screening-One Step	

## Application Information

APPLICANT	OWENS, GEROME ROMERO	SSN	XXX-XX-5858	DOB	09-02-XXXX
ADDRESS(ES)	2323 CURTIS ST	CITY / STATE / ZIP	DENVER, CO 80205		

## Investigative

### County Criminal Records Search

RESULTS	<b>No Reportable Records Found</b>			
NAME SEARCHED	OWENS, GEROME ROMERO	SEARCH DATE	03-30-2017 3:25 PM MDT	
DOB SEARCHED	09-02-XXXX	SEARCH SCOPE		
JURISDICTION	CO-CHAFFEE			

RESULTS	<b>Records Found</b>			
NAME SEARCHED	OWENS, GEROME ROMERO	SEARCH DATE	04-03-2017 5:02 AM MDT	
DOB SEARCHED	09-02-XXXX	SEARCH SCOPE		
JURISDICTION	CO-DENVER			

### \*\*\* Abstract \*\*\*

NAME ON RECORD	OWENS, GEROME	CASE NUMBER	2005CR005740
DOB ON RECORD	XXXX-09-02	COURT	DENVER, CO - DISTRICT COURT;
OTHER IDENTIFIERS	AKA: OWENS, JEROME ROMERO	FILE DATE	2005-12-22

Matched By: NAME ON FILE (OWENS, GEROME); DOB ON FILE (09/02/1963); ALIAS NAME(S) ON FILE (OWENS, JEROME ROMERO);

### OTHER INFO

### Count-2

TYPE	FELONY	OFFENSE	ESCAPE-ATTEMPT FROM FELONY PENDING
DISPOSITION	GUILTY		
DISPOSITION DATE	2007-01-26	OFFENSE DATE	2005-09-28
SENTENCE	Sentence Date: 2007-01-26		
	Sentence: 3 YEARS PRISON; 437 DAYS CREDIT FOR TIME SERVED; FEES AMOUNT UNSPECIFIED;		
	Comments: 08/02/2007- PRISON 733 DAYS; CREDIT TIME SERVED 72 DAYS;		

### OTHER INFO

### COMMENT

### \*\*\* Abstract \*\*\*

NAME ON RECORD	OWENS, GEROME	CASE NUMBER	2004CR003076	
DOB ON RECORD	XXXX-09-02	COURT	DENVER, CO - DISTRICT COURT;	
OTHER IDENTIFIERS	Matched By: NAME ON FILE (OWENS, GEROME); DOB ON FILE (09/02/1963);		FILE DATE	2004-08-18

OTHER INFO

**Count-7**

TYPE	FELONY	OFFENSE	ASSAULT 2-CAUSE SBI-HEAT OF PASSION
DISPOSITION	GUILTY		
DISPOSITION DATE	2005-02-04	OFFENSE DATE	2004-06-27
SENTENCE	Sentence Date: 2005-02-04		
	Sentence: 18 MONTHS PRISON; 222 DAYS CREDIT FOR TIME SERVED; FEES AMOUNT UNSPECIFIED;		
	Comments: DISPOSITION DATE: 02/08/2005		

OTHER INFO

COMMENT

**\*\*\* Abstract \*\*\***

NAME ON RECORD	OWENS, GEROME	CASE NUMBER	1998CR001598
DOB ON RECORD	XXXX-09-02	COURT	DENVER, CO - DISTRICT COURT;
OTHER IDENTIFIERS	AKA: SMITH, RON	FILE DATE	1998-04-23
	Matched By: NAME ON FILE (OWENS, GEROME); DOB ON FILE (09/02/1963); ALIAS NAME(S) ON FILE (SMITH, RON);		

OTHER INFO

**Count-2**

TYPE	FELONY	OFFENSE	CRIMINAL ATTEMPT - ESCAPE
DISPOSITION	GUILTY		
DISPOSITION DATE	1998-04-29	OFFENSE DATE	1997-07-04
SENTENCE	Sentence Date: 1998-04-29		
	Sentence: 1 YEAR PRISON; \$30.00 COSTS; FEES AMOUNT UNSPECIFIED;		

OTHER INFO

COMMENT

**\*\*\* Abstract \*\*\***

NAME ON RECORD	OWENS, GEROME	CASE NUMBER	1995CR003261
DOB ON RECORD	XXXX-09-02	COURT	DENVER, CO - DISTRICT COURT;
OTHER IDENTIFIERS	AKA: BROOKS, GEROME; OWENS, DELBER DEWAYNE; OWENS, GEROME ROMERO; OWENS, JEROME ROMERO; ROMERO, JEROME	FILE DATE	1995-08-14
	Matched By: NAME ON FILE (OWENS, GEROME); DOB ON FILE (09/02/1963); ALIAS NAME(S) ON FILE (BROOKS, GEROME; OWENS, DELBER DEWAYNE; OWENS, GEROME ROMERO; OWENS, JEROME ROMERO; ROMERO, JEROME		

ROMERO; ROMERO,  
JEROME);

## OTHER INFO

**Count-1**

TYPE	FELONY	OFFENSE	POSSESS/ SALE OF SCHEDULE I OR II CONTROLLED SUBSTANCE
DISPOSITION	GUILTY		
DISPOSITION DATE	1995-11-29	OFFENSE DATE	1995-08-09
SENTENCE	Sentence Date: 1995-11-29		
	Sentence: 50 HOURS COMMUNITY SERVICE; \$480 FINE; \$30.00 COSTS; FEES AMOUNT UNSPECIFIED;		
	Comments: 2 YEARS DEFERRED SENTENCE 12/04/1996- PROBATION REVOKED; PRISON 4 YEARS; CREDIT TIME SERVED 74 DAYS; 05/02/1996- DEFERRED SENTENCE REVOKED; PROBATION 3 YEARS;		

## OTHER INFO

## COMMENT

## \*\*\* Abstract \*\*\*

NAME ON RECORD	OWENS, JEROME	CASE NUMBER	1996CR003196
DOB ON RECORD	XXXX-09-02	COURT	DENVER, CO - DISTRICT COURT;
OTHER IDENTIFIERS	AKA: BROOKS, GEROME; JEROME, ROMERO; OWENS, DELBERT DWAYNE; OWENS, GEROME	FILE DATE	1996-07-23

Matched By: NAME ON FILE (OWENS, JEROME); NOTE NAME DOES NOT MATCH; DOB ON FILE (09/02/1963); ALIAS NAME(S) ON FILE (BROOKS, GEROME; JEROME, ROMERO; OWENS, DELBERT DWAYNE; OWENS, GEROME);

## OTHER INFO

**Count-1**

TYPE	FELONY	OFFENSE	POSS/SALE SCHED. IV CONTROLLED SUBSTANCE POSSESSION OF DIAZEPAM
DISPOSITION	GUILTY		
DISPOSITION DATE	1996-11-13	OFFENSE DATE	1996-07-18
SENTENCE	Sentence Date: 1996-12-04		
	Sentence: 4 YEARS PRISON; 74 DAYS CREDIT FOR TIME SERVED; FEES AMOUNT UNSPECIFIED;		
	Comments: ORIGINAL CHARGE TYPE: FELONY (CLASS 4 FELONY); ORIGINAL CHARGE DESCRIPTION: POSS/SALE SCHED. I OR II CONTRLD SUBST;		

## OTHER INFO

## COMMENT

RESULTS **No Reportable Records Found**

NAME SEARCHED	OWENS, GEROME ROMERO	SEARCH DATE	03-30-2017 3:28 PM MDT
DOB SEARCHED	09-02-XXXX	SEARCH SCOPE	
JURISDICTION	CO-JEFFERSON		

WARNING: Based on the information provided JD Palatine searched for public records in the sources referenced herein for criminal history information as permitted by federal and state law. 'No Reportable Records Found' means that our researchers could not locate a record that matched at least two personal identifiers (i.e., Name, SSN, Date of Birth, Address) for the subject in that jurisdiction. 'Records Found' means that our researchers found a record(s) in that jurisdiction that matched the personal identifiers listed for the subject in the above abstract. JD Palatine does not guarantee the accuracy or truthfulness of the information as to the subject of the investigation, but only that it is accurately copied from public records. Information generated as a result of identity theft, including evidence of criminal activity, may be inaccurately associated with the consumer who is the subject of this report. Further investigation into additional jurisdictions, or utilization of additional identifying information, may be warranted. Please call for assistance.

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**National Criminal Database**


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**RESULTS No Reportable Records Found**

NAME SEARCHED OWENS, GEROME ROMERO SEARCH DATE 04-03-2017 5:02 AM MDT

DOB SEARCHED 09-02-XXXX

JURISDICTION NATIONWIDE

NAME VARIATION(S) SEARCHED

GEROME ROMERO OWENS; JEROME ROMERO OWENS; GEROME OWNES; GEROME OWENS; JEROME OWENS; RON OWENS

JURISDICTION(S) SEARCHED

The search you have selected is a search of our criminal database(s) and may not represent 100% coverage of all criminal records in all jurisdictions and/or sources. Coverage details available upon request.

## SSN VALIDATION INFORMATION

Message:

SSN IS PRESUMED TO BE VALID. Issued in CO - Issued In Year 1976-1976

## ADDRESS/IDENTITY HISTORY INFORMATION

FULL NAME / SSN	DOB	ADDRESS	PHONE/NAME/COMPANY	REPORTED DATE(S)
GEROME OWNES XXX-XX-xxxx	XXXX-09-02	1540 S ALBION ST 205 DENVER, CO 80222 County: DENVER		First: 2011-01 Last: 2017-02
GEROME OWENS XXX-XX-xxxx	XXXX-09-02	1540 S ALBION ST 205 DENVER, CO 80222 County: DENVER		First: 2011-01 Last: 2017-02
JEROME OWENS XXX-XX-xxxx	XXXX-09-02	1540 S ALBION ST 205 DENVER, CO 80222 County: DENVER		First: 2011-01 Last: 2017-02
GEROME ROMERO OWENS XXX-XX-xxxx	XXXX-09-02	1540 S ALBION ST 205 DENVER, CO 80222 County: DENVER		First: 2011-01 Last: 2017-02
JEROME ROMERO OWENS XXX-XX-xxxx	XXXX-09-02	1540 S ALBION ST 205 DENVER, CO 80222 County: DENVER		First: 2011-01 Last: 2017-02
GEROME OWNES XXX-XX-xxxx	XXXX-09-02	1651 KENDALL ST LAKEWOOD, CO 80214 County: JEFFERSON		First: 2009-06 Last: 2017-03
GEROME OWENS XXX-XX-xxxx	XXXX-09-02	1651 KENDALL ST LAKEWOOD, CO 80214 County: JEFFERSON		First: 2009-06 Last: 2017-03

JEROME OWENS  
XXX-XX-xxxx

XXXX-09-02

1651 KENDALL ST  
LAKEWOOD, CO 80214  
County: JEFFERSON

First: 2009-06  
Last: 2017-03

GEROME OWNES  
XXX-XX-xxxx

XXXX-09-02

CORR FAC  
BUENA VISTA, CO  
81211  
County: CHAFFEE

First: 2016-03  
Last: 2017-01

GEROME OWENS  
XXX-XX-xxxx

XXXX-09-02

CORR FAC  
BUENA VISTA, CO  
81211  
County: CHAFFEE

First: 2016-03  
Last: 2017-01

JEROME OWENS  
XXX-XX-xxxx

XXXX-09-02

CORR FAC  
BUENA VISTA, CO  
81211  
County: CHAFFEE

First: 2016-03  
Last: 2017-01

GEROME OWNES  
XXX-XX-xxxx

XXXX-09-02

3556 CLAYTON ST  
DENVER, CO 80205  
County: DENVER

First: 1996-08  
Last: 2005-12

GEROME OWENS  
XXX-XX-xxxx

XXXX-09-02

3556 CLAYTON ST  
DENVER, CO 80205  
County: DENVER

First: 1996-08  
Last: 2005-12

JEROME OWENS  
XXX-XX-xxxx

XXXX-09-02

3556 CLAYTON ST  
DENVER, CO 80205  
County: DENVER

First: 1996-08  
Last: 2005-12

GEROME OWNES  
XXX-XX-xxxx

XXXX-09-02

1 PO BOX  
BUENA VISTA, CO  
81211  
County: CHAFFEE

First: 2000-11  
Last: 2005-06

GEROME OWENS  
XXX-XX-xxxx

XXXX-09-02

1 PO BOX  
BUENA VISTA, CO  
81211  
County: CHAFFEE

First: 2000-11  
Last: 2005-06

JEROME OWENS  
XXX-XX-xxxx

XXXX-09-02

1 PO BOX  
BUENA VISTA, CO  
81211  
County: CHAFFEE

First: 2000-11  
Last: 2005-06

GEROME OWNES  
XXX-XX-xxxx

XXXX-09-02

3400 DEXTER ST  
DENVER, CO 80207  
County: DENVER

First: 1990-03  
Last: 2003-01

GEROME OWENS XXX-XX-xxxx	XXXX-09-02	3400 DEXTER ST DENVER, CO 80207 County: DENVER	First: 1990-03 Last: 2003-01
JEROME OWENS XXX-XX-xxxx	XXXX-09-02	3400 DEXTER ST DENVER, CO 80207 County: DENVER	First: 1990-03 Last: 2003-01
GEROME OWNES XXX-XX-xxxx	XXXX-09-02	6000 PO BOX STERLING, CO 80751 County: LOGAN	First: 2001-04 Last: 2001-04
GEROME OWENS XXX-XX-xxxx	XXXX-09-02	6000 PO BOX STERLING, CO 80751 County: LOGAN	First: 2001-04 Last: 2001-04
JEROME OWENS XXX-XX-xxxx	XXXX-09-02	6000 PO BOX STERLING, CO 80751 County: LOGAN	First: 2001-04 Last: 2001-04
GEROME OWNES XXX-XX-xxxx	XXXX-09-02	1350 LAFAYETTE ST 408 DENVER, CO 80218 County: DENVER	First: 1990-06 Last: 1997-08
GEROME OWENS XXX-XX-xxxx	XXXX-09-02	1350 LAFAYETTE ST 408 DENVER, CO 80218 County: DENVER	First: 1990-06 Last: 1997-08
JEROME OWENS XXX-XX-xxxx	XXXX-09-02	1350 LAFAYETTE ST 408 DENVER, CO 80218 County: DENVER	First: 1990-06 Last: 1997-08
GEROME OWNES XXX-XX-xxxx	XXXX-09-02	1280 CLAYTON ST DENVER, CO 80206 County: DENVER	First: 1992-06 Last: 1992-06
GEROME OWENS XXX-XX-xxxx	XXXX-09-02	1280 CLAYTON ST DENVER, CO 80206 County: DENVER	First: 1992-06 Last: 1992-06
JEROME OWENS XXX-XX-xxxx	XXXX-09-02	1280 CLAYTON ST DENVER, CO 80206 County: DENVER	First: 1992-06 Last: 1992-06



RON OWENS  
XXX-XX-XXXX

XXXX-09-02

1280 CLAYTON ST  
DENVER, CO 80206  
County: DENVER

First: 1992-01  
Last: 1992-01

CAUTION: Based on the information provided JD Palatine searched for public records in the sources referenced herein for criminal history information as permitted by federal and state law. 'No Reportable Records Found' means that our researchers could not locate a record that matched the SSN and at least one personal identifier (i.e., Name or Date of Birth) for the subject in that jurisdiction. Further investigation into additional jurisdictions, or utilization of additional identifying information, may be warranted. Please call for assistance.

---

### Credentials

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#### FACIS Level 1 (OIG/GSA Sanction Check)

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RESULTS	<b>No Reportable Records Found</b>		
NAME SEARCHED	OWENS, GEROME ROMERO	SEARCH DATE	03-30-2017 8:12 AM MDT
DOB SEARCHED	09-02-XXXX	SEARCH SCOPE	
TYPE	Basic		

CAUTION: Based On The Information Provided JD Palatine Searched The Above Mentioned Applicant For The Healthcare Sanctions Search And Found No Individual By This Identification. This Means That No One By This Identification Has Been Found As Reported Of An OIG Medicare / Medicaid Sanction. Further Investigation May Be Warranted. Call For Assistance!

---

### Disclaimer

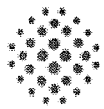
---

This report is furnished to you pursuant to the Agreement for Service between the parties and in compliance with the Fair Credit Reporting Act. This report is furnished based upon your certification that you have a permissible purpose to obtain the report. The information contained herein was obtained in good faith from sources deemed reliable, but the completeness or accuracy is not guaranteed.

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\*\*\* End Of Report \*\*\*

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# JD PALATINE

## Medical and Substance Abuse Screening

JD Palatine  
Oxford One Centre 301 Grant Street  
Suite 4300  
Pittsburgh, PA 15219  
Phone: 877-745-8525  
Fax: 877-389-5105

FILE NUMBER	1808356	REPORT DATE	04-21-2017	Lisa 04 Cooke
REPORT TO	HHS-413 (10023-125) Hillcrest Medical Center 1120 South Utica Avenue Tulsa, OK 74104-4090 Phone: - Fax: -	ORDER DATE	03-30-2017	Steven Willis
		REFERENCE	413	
		TYPE	Background/Drug/Health Screening-One Step	

### Application Information

APPLICANT	OWENS, GEROME ROMERO	SSN	XXX-XX-5858	DOB	09-02-XXXX
ADDRESS(ES)	2323 CURTIS ST	CITY / STATE / ZIP	DENVER, CO 80205		

### Substance Abuse Screening

#### Substance Abuse Detection

#### HHS Drug Test

#### Substances Screened For:

Amphetamines; Barbiturates; Benzodiazepines; Cannabinoids; Cocaine; Methadone; Methaqualone; Opiates; Phencyclidine; Propoxyphene

RESULTS	Negative
SEARCH DATE	03-30-2017 8:12 AM MDT
REASON FOR TESTING	PRE-EMPLOYMENT
CONTACT EMAIL ADDRESS	
SPECIMEN ID	0621706643
RESULT COMMENTS	
SOCIAL SECURITY #	XXX-XX-5858
COLLECTION DATE / TIME	2017-03-30T14:11:00.000Z
COLLECTION LOCATION	LABCORP
COLLECTED BY	
CERTIFYING SCIENTIST	
LABORATORY	LabCorp, 7207 North Gessner, Houston, TX 77040

#### Result: Negative

Result Text: Substance: Amphetamines

Screening Cutoff: 1000

Confirm Cutoff: 500

Result Quantitative:

Units: ng/mL

Reference Interval:

Result: Negative

#### Result: Negative

Result Text: Substance: Barbiturate

Screening Cutoff: 200

Confirm Cutoff: 200

Result Quantitative:

Units: ng/mL

Reference Interval:

Result: Negative

#### Result: Negative

Result Text: Substance: Benzodiazepines

Screening Cutoff: 200

Confirm Cutoff: 200

Result Quantitative:

Units: ng/mL

Reference Interval:  
Result: Negative

Result: Negative  
Result Text: Substance: Cocaine  
Screening Cutoff: 300  
Confirm Cutoff: 150  
Result Quantitative:  
Units: ng/mL  
Reference Interval:  
Result: Negative

Result: In Range  
Result Text: Substance: Creatinine  
Screening Cutoff:  
Confirm Cutoff:  
Result Quantitative: 166.2  
Units: mg/dL  
Reference Interval:  $\geq 20$   
Result: In Range

Result: Negative  
Result Text: Substance: Cannabinoids  
Screening Cutoff: 50  
Confirm Cutoff: 15  
Result Quantitative:  
Units: ng/mL  
Reference Interval:  
Result: Negative

Result: Negative  
Result Text: Substance: Methadone  
Screening Cutoff: 300  
Confirm Cutoff: 300  
Result Quantitative:  
Units: ng/mL  
Reference Interval:  
Result: Negative

Result: Negative  
Result Text: Substance: Methaqualone  
Screening Cutoff: 300  
Confirm Cutoff: 300  
Result Quantitative:  
Units: ng/mL  
Reference Interval:  
Result: Negative

Result: Negative  
Result Text: Substance: Opiates  
Screening Cutoff: 2000  
Confirm Cutoff: 2000  
Result Quantitative:  
Units: ng/mL  
Reference Interval:  
Result: Negative

Result: Negative  
Result Text: Substance: Phencyclidine  
Screening Cutoff: 25  
Confirm Cutoff: 25  
Result Quantitative:  
Units: ng/mL  
Reference Interval:  
Result: Negative

Result: Negative  
Result Text: Substance: Propoxyphene  
Screening Cutoff: 300  
Confirm Cutoff: 300  
Result Quantitative:  
Units: ng/mL  
Reference Interval:

Result: Negative

Result: Negative  
Result Text: Substance: Nitrite  
Screening Cutoff:  
Confirm Cutoff:  
Result Quantitative:  
Units: ug/mL  
Reference Interval: < 200  
Result: Negative

Result: In Range  
Result Text: Substance: PH  
Screening Cutoff:  
Confirm Cutoff:  
Result Quantitative: 5.7  
Units:  
Reference Interval: 4.5 - 8.9  
Result: In Range

WARNING: Confidential Information - To Be Used As Per State And Federal Laws. Misuse May Result In A Criminal Prosecution. This statement of controlled substance abuse screen is reported in Accordance with part 40 of Federal rule s382.407.

---

**Blood Draw**

---

NO RESULTS

---

**Chickenpox/Varicella Titer**

---

NO RESULTS

---

**Hepatitis B Titer**

---

NO RESULTS

---

**MMR Titer**

---

NO RESULTS

---

**PPD Skin Test**

---

NEGATIVE

---

**Disclaimer**

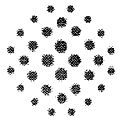
---

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**\*\*\* End Of Report \*\*\***

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# JD PALATINE MEDICAL SCREENING SERVICES

**FOR LABCORP:**

---

**PATIENT ID:** 1808356

**LabCorp Account #:** 42322875

**Donor Name:** GEROME ROMERO OWENS



Please submit test results via fax - (877) 389-5105

**FOR DONORS:**

---

**Facility Information:**

LabCorp  
533 N Gilcrease Museum Rd  
Tulsa, OK 74127  
PH: (918) 747-7506

**DON'T FORGET!**

- Take this document and Photo ID
- Recommended to call LabCorp to schedule an appointment for services
- Take this document and LabCorp form to the facility

**Authorization:**

I authorize LabCorp to release my results of the medical services listed on the enclosed LabCorp form to JD Palatine.

Donor Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Contact JD Palatine Customer Service with questions: (877) 745 - 8525 Option 1**



HHS c/o JD Palatine, LLC  
LABCORP WELLNESS VERIFIED  
216 East 4th Street  
AUSTIN TX 78701  
512.478.1888

To find the nearest patient service center, visit www.labcorp.com or call 888-LABCORP (888-522-2677).

Fax      Send electronic copy of report to:

Call      Send electronically to work phone      Home phone

Mail      Print & mail report      E-mail report

0709.21

\*\*\*ENTER ONLY THE ACCOUNT NUMBER CIRCLED\*\*\*  
LABCORP ACCOUNT NUMBER: **42322875**

CIRCLE ONE:  
1235536756-MICHEL,  
FRANTZ

CHECK ONE:  
03  ACCOUNT BILL

Patient's Legal Name (Last, First, MI)		Sex	Date of Birth			Collection Time	Fasting	Collection Date			Uninsured
[ ]			MM	DD	YY	AM	<input type="checkbox"/> YES <input type="checkbox"/> NO	MM	DD	YY	Yes <input type="checkbox"/> No <input type="checkbox"/>
Physician's Name (Last, First)		Physician's ID #		Patient's ID #		Hospital Patient Status:					
[ ]		[ ]		[ ]		<input type="checkbox"/> In-Patient <input type="checkbox"/> Out-Patient <input type="checkbox"/> Non-Patient					
Diagnosis/Signs/Symptoms in ICD-CM format in effect at Date of Service						Patient's Address					
Highest Specificity REQUIRED						City State ZIP					
PRIMARY BILLING PARTY						SECONDARY BILLING PARTY					
Insurance Carrier *						Insurance Carrier *					
ID #						ID #					
Group #						Group #					
Insurance Address						Insurance Address					
Name of Insured Person						Name of Insured Person					
Relationship to Patient						Relationship to Patient					
Employer Name						Employer Name					
TX Medicaid State Physician's Provider #						Medicare Comp <input type="checkbox"/> Yes <input type="checkbox"/> No					

RESPIRATORY PATIENT

Name of Policy Holder (if different from patient)

Address of Policy Holder APT #

City State ZIP

Medicare ADVANCE BENEFICIARY NOTICE OF NONCOVERAGE (ABN)

Refer to Determining Necessity of ABN Completion on reverse.

PLEASE PRINT

PLEASE PRINT

ORIGINAL LABORATORY / COPY LABORATORY / COPY CLIENT

- 006395 Hep B Surface Ab
- 058495 Measles/Mumps/Rubella Immunity
- 096206 Varicella-Zoster V Ab, IgG

NOTE: WHEN ORDERING TESTS FOR WHICH MEDICARE OR MEDICAID REIMBURSEMENT WILL BE SOUGHT, PHYSICIANS SHOULD ONLY ORDER TESTS THAT ARE MEDICALLY NECESSARY FOR THE DIAGNOSIS OR TREATMENT OF THE PATIENT LISTED ABOVE. ARE THE CUSTOMER PROFILE YOU HAVE SPECIFICALLY REQUESTED FROM LABCORP. THE INDIVIDUAL COMPONENTS HAVE BEEN DISCLOSED TO YOU AND THEY MAY ALSO BE ORDERED INDIVIDUALLY IN THE SPACE ABOVE. COMPONENTS AND BILLING CODES FOR NON-CUSTOMER TEST PROFILES ARE LISTED ON REVERSE. COMPONENTS MAY BE BILLED SEPARATELY IN ACCORDANCE WITH CARRIER POLICIES.

OHC SJHS Immunization Review Entered On: 04/01/17 09:38 CDT  
Performed On: 04/01/17 09:37 CDT by King, Katie A

**Immunization Documentation**

*Date TB Read - Amb* : 04/01/2017 09:37 CDT  
*Date of TB Skin Test - Amb* : 03/30/2017 09:31 CDT  
*TB Skin Test Results - Amb* : 0 mm  
*TB Forearm - Amb* : Left forearm

King, Katie A - 04/01/17 09:37 CDT

**Completed Action List:**

- \* VERIFY by King, Katie A on Saturday, April 01 , 2017 09:37 CDT
- \* Sign by King, Katie A on Saturday, April 01 , 2017 09:37 CDT
- \* Perform by King, Katie A on Saturday, April 01 , 2017 09:37 CDT

Result type: OHC Immunization Review/Document-text  
Result date: Saturday, April 01 , 2017 09:37 CDT  
Result status: Auth (Verified)  
Result title: OHC SJHS Immunization Review  
Performed by: King, Katie A on Saturday, April 01 , 2017 09:37 CDT  
Verified by: King, Katie A on Saturday, April 01 , 2017 09:37 CDT  
Encounter info: AMB0019270543, SJUCC UTICA, Ambulatory, 04/01/17 -

Printed by: King, Katie A  
Printed on: 04/01/17 09:38 CDT

1904 Alexander Dr., Research Triangle Park, NC 27709  
69 First Ave., Raritan, NJ 08869

7207 North Gessner, Houston, TX 77040  
1120 Main St., Southaven, MS 38671

Specimen Id No. 0621706643



0621706643

STEP 1: TO BE COMPLETED BY COLLECTOR OR EMPLOYER REPRESENTATIVE

A. Employer Name, Address, Phone, Fax, I.D.No.:	B. MRO Name, Address, Phone, Fax:
HHS ATTN:CHAD KILLIAN 8953 HARMONY DR PITTSBURGH, PA 15237 Phone: (412)837-2321 Fax: (877)389-5105 Location: 009999	
C. Donor SSN: 523155858 Donor I.D.: CO ID	
D. Reason for Test: PRE EMPLOYMENT	



455962

E. Collection Site Address.:	Collector Phone No. (918)747-7506
LABCORP - 062964 533 N GILCREASE MUSEUM ROAD TULSA, OK 74127	Collector Fax No. (918)742-3860
F. Donor Identification Verified By: PHOTO ID	

STEP 2: TO BE COMPLETED BY COLLECTOR

Read specimen temperature within 4 minutes. Is temperature between 90 & 100 F? YES Split Specimen Collection? YES Collection Observed? NO

REMARKS:

STEP 3: TO BE COMPLETED BY COLLECTOR AND DONOR Collector affixes bottle seal(s) to container(s). Collector dates seal(s). Donor initials seal(s)

STEP 4: TO BE COMPLETED BY COLLECTOR AND DONOR

G. Daytime Phone: (720)272-8242	Evening Phone:	Date of Birth (Mo/Day/Yr):
Donor Sex : m		a.z.u.3

H. TEST(S) REQUESTED BY EMPLOYER: 071876.0001

I authorize the collection of this specimen for the purpose of a drug screen. I acknowledge that the specimen container(s) was/were sealed with tamper-proof seal(s) in my presence; and that the information provided on this form and on the label(s) affixed to the specimen container(s) is correct. I authorize the laboratory to release the results of the test to the company identified on this form or its designated agents.

Gerome R. Owens Donor's Name (First MI Last)	 Signature of Donor	03/30/2017 Month Day Year
---	------------------------	------------------------------

STEP 5: CHAIN OF CUSTODY-INITIATED BY COLLECTOR AND COMPLETED BY LABORATORY

I certify that the specimen given to me by the donor identified on this form was collected, labeled, sealed, and released to the Delivery Service noted in accordance with applicable requirements.

X Signature of Collector Kedrah Williams Collector's Name (First Last)	Collection Time: 10:11 AM CDT Collection Date: 03/30/2017	SPECIMEN BOTTLE(S) RELEASED TO: LabCorp Courier Name of Delivery Service Transferring Specimen to Lab
---	--	---

RECEIVED AT LAB: X _____ Signature of Accessioner _____ (Print) Accessioner's Name (First, MI, Last)	Primary Specimen Bottle Seal Intact [ ] Yes [ ] No, enter remark below	SPECIMEN BOTTLE(S) RELEASED TO: _____ Date (Mo/Day/Yr)
--	---	--



# EXHIBIT B



June 13, 2017

***Via Certified U.S. Mail:***

Hospital Housekeeping Systems (HHS)  
Attn: Legal Department; Willis, Steven  
216 E. 4th Street  
Austin, Texas 78701

**Re: Owens, Gerome R. – Background Check Disclosure and Notices**

Counsel:

Our law firm represents Mr. Gerome Owens with respect to his prospective employment at Hillcrest Housekeeping Systems ("HHS"). In or around March 2017 Mr. Owens applied for a position with HHS for work at Hillcrest Medical Center. Shortly thereafter, he was invited to interview for the position. Mr. Owens was thereafter notified via telephone by a woman named Kenya that he was not being hired due to his background check. Several days later Mr. Owens called HHS and requested his application, background check, and any other documents or disclosures provided to him/obtained about him in regards to his application. He was told that he could not see his application but that he could obtain a copy of the background check. He thereafter went to HHS and Kenya provided him with copies of a Background Screening Report from JD Palatine, a medical services report from JD Palatine and LabCorp, an immunization review, and a urine chain of custody form.

Please provide the following within fourteen (14) days from the date of this letter:

- Mr. Owens's complete file, including his employment application;
- All documents and communications sent to Mr. Owens related to his application and the background check HHS caused to be procured about him, including any disclosures, authorizations, pre-adverse action letters, adverse action letters, copies of the background check, and summaries of rights as required by the Fair Credit Reporting Act ("FCRA");
- Any dispute resolution agreement/arbitration agreement provided to Mr. Owens when he applied to HHS, if such agreement exists.

\* \* \* \* \*

For the sake of transparency, our goal is to determine whether HHS complied with the FCRA with respect to Mr. Owens and, if not, whether such violations were systemic. To



that end, we invite HHS to engage in a discussion with us regarding Mr. Owens's potential claims.


We look forward to your response within fourteen (14) days. If it will aid your ability to locate Mr. Ownes's file, his birthdate is 9-2-63 and the last four digits of his social security are 5858.

Best regards,

/s/ Steven L. Woodrow

Steven L. Woodrow

swoodrow@woodrowpeluso.com  
720.213.0675

SENDER: COMPLETE THIS SECTION	COMPLETE THIS SECTION ON DELIVERY																
<ul style="list-style-type: none"> <li>Complete items 1, 2, and 3.</li> <li>Print your name and address on the reverse so that we can return the card to you.</li> <li>Attach this card to the back of the mailpiece, or on the front if space permits.</li> </ul>	<p>A. Signature <span style="float: right;"><input type="checkbox"/> Agent <input type="checkbox"/> Addressee</span></p> <p><i>[Signature]</i></p>																
<p>1. Article Addressed to:</p> <p>Hospital Housekeeping Services Attn: Legal Department &amp; Willis, Steven 216 E. 4<sup>th</sup> Street Austin, Texas 78701</p>  <p>9590 9402 1621 6053 2950 37</p>	<p>B. Received by (Printed Name) <span style="float: right;">C. Date of Delivery</span></p> <p><i>Jamie Basno</i> <span style="float: right;"><i>6/16/17</i></span></p>																
<p>2. Article Number (Transfer from service label)</p> <p>7017 0660 0000 0469 3432</p>	<p>D. Is delivery address different from item 1? <input type="checkbox"/> Yes If YES, enter delivery address below: <input type="checkbox"/> No</p>																
<p>PS Form 3811, July 2015 PSN 7530-02-000-9053</p>	<p>3. Service Type</p> <table border="0"> <tr> <td><input type="checkbox"/> Adult Signature</td> <td><input type="checkbox"/> Priority Mail Express®</td> </tr> <tr> <td><input type="checkbox"/> Adult Signature Restricted Delivery</td> <td><input type="checkbox"/> Registered Mail™</td> </tr> <tr> <td><input checked="" type="checkbox"/> Certified Mail®</td> <td><input type="checkbox"/> Registered Mail Restricted Delivery</td> </tr> <tr> <td><input type="checkbox"/> Certified Mail Restricted Delivery</td> <td><input checked="" type="checkbox"/> Return Receipt for Merchandise</td> </tr> <tr> <td><input type="checkbox"/> Collect on Delivery</td> <td><input type="checkbox"/> Signature Confirmation™</td> </tr> <tr> <td><input type="checkbox"/> Collect on Delivery Restricted Delivery</td> <td><input type="checkbox"/> Signature Confirmation Restricted Delivery</td> </tr> <tr> <td><input type="checkbox"/> Insured Mail</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Insured Mail Restricted Delivery (over \$500)</td> <td></td> </tr> </table> <p style="text-align: right;">Domestic Return Receipt</p>	<input type="checkbox"/> Adult Signature	<input type="checkbox"/> Priority Mail Express®	<input type="checkbox"/> Adult Signature Restricted Delivery	<input type="checkbox"/> Registered Mail™	<input checked="" type="checkbox"/> Certified Mail®	<input type="checkbox"/> Registered Mail Restricted Delivery	<input type="checkbox"/> Certified Mail Restricted Delivery	<input checked="" type="checkbox"/> Return Receipt for Merchandise	<input type="checkbox"/> Collect on Delivery	<input type="checkbox"/> Signature Confirmation™	<input type="checkbox"/> Collect on Delivery Restricted Delivery	<input type="checkbox"/> Signature Confirmation Restricted Delivery	<input type="checkbox"/> Insured Mail		<input type="checkbox"/> Insured Mail Restricted Delivery (over \$500)	
<input type="checkbox"/> Adult Signature	<input type="checkbox"/> Priority Mail Express®																
<input type="checkbox"/> Adult Signature Restricted Delivery	<input type="checkbox"/> Registered Mail™																
<input checked="" type="checkbox"/> Certified Mail®	<input type="checkbox"/> Registered Mail Restricted Delivery																
<input type="checkbox"/> Certified Mail Restricted Delivery	<input checked="" type="checkbox"/> Return Receipt for Merchandise																
<input type="checkbox"/> Collect on Delivery	<input type="checkbox"/> Signature Confirmation™																
<input type="checkbox"/> Collect on Delivery Restricted Delivery	<input type="checkbox"/> Signature Confirmation Restricted Delivery																
<input type="checkbox"/> Insured Mail																	
<input type="checkbox"/> Insured Mail Restricted Delivery (over \$500)																	

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JS 44 (Rev. 06/17)

**CIVIL COVER SHEET**

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON NEXT PAGE OF THIS FORM.)

**I. (a) PLAINTIFFS**

GEROME OWENS, Individually and on behalf of all others similarly situated,

(b) County of Residence of First Listed Plaintiff **Denver**  
(EXCEPT IN U.S. PLAINTIFF CASES)

(c) Attorneys (Firm Name, Address, and Telephone Number)  
Kleinman Law Firm, 404 W. 7th St., Austin, TX 78701 512-299-5329  
Woodrow & Peluso, 3900 E. Mexico Ave., Denver, CO 80210  
720-213-0675

**DEFENDANTS**

HOSPITAL HOUSEKEEPING SYSTEMS, LLC

County of Residence of First Listed Defendant **Travis**  
(IN U.S. PLAINTIFF CASES ONLY)

NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE TRACT OF LAND INVOLVED.

Attorneys (If Known)

**II. BASIS OF JURISDICTION** (Place an "X" in One Box Only)

- 1 U.S. Government Plaintiff
- 3 Federal Question (U.S. Government Not a Party)
- 2 U.S. Government Defendant
- 4 Diversity (Indicate Citizenship of Parties in Item III)

**III. CITIZENSHIP OF PRINCIPAL PARTIES** (Place an "X" in One Box for Plaintiff and One Box for Defendant)

	PTF	DEF		PTF	DEF
Citizen of This State	<input type="checkbox"/> 1	<input type="checkbox"/> 1	Incorporated or Principal Place of Business In This State	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 4
Citizen of Another State	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 2	Incorporated and Principal Place of Business In Another State	<input type="checkbox"/> 5	<input type="checkbox"/> 5
Citizen or Subject of a Foreign Country	<input type="checkbox"/> 3	<input type="checkbox"/> 3	Foreign Nation	<input type="checkbox"/> 6	<input type="checkbox"/> 6

**IV. NATURE OF SUIT** (Place an "X" in One Box Only)

Click here for: [Nature of Suit Code Descriptions.](#)

CONTRACT	TORTS	FORFEITURE/PENALTY	BANKRUPTCY	OTHER STATUTES	
<input type="checkbox"/> 110 Insurance <input type="checkbox"/> 120 Marine <input type="checkbox"/> 130 Miller Act <input type="checkbox"/> 140 Negotiable Instrument <input type="checkbox"/> 150 Recovery of Overpayment & Enforcement of Judgment <input type="checkbox"/> 151 Medicare Act <input type="checkbox"/> 152 Recovery of Defaulted Student Loans (Excludes Veterans) <input type="checkbox"/> 153 Recovery of Overpayment of Veteran's Benefits <input type="checkbox"/> 160 Stockholders' Suits <input type="checkbox"/> 190 Other Contract <input type="checkbox"/> 195 Contract Product Liability <input type="checkbox"/> 196 Franchise	<b>PERSONAL INJURY</b> <input type="checkbox"/> 310 Airplane <input type="checkbox"/> 315 Airplane Product Liability <input type="checkbox"/> 320 Assault, Libel & Slander <input type="checkbox"/> 330 Federal Employers' Liability <input type="checkbox"/> 340 Marine <input type="checkbox"/> 345 Marine Product Liability <input type="checkbox"/> 350 Motor Vehicle <input type="checkbox"/> 355 Motor Vehicle Product Liability <input type="checkbox"/> 360 Other Personal Injury <input type="checkbox"/> 362 Personal Injury - Medical Malpractice	<b>PERSONAL INJURY</b> <input type="checkbox"/> 365 Personal Injury - Product Liability <input type="checkbox"/> 367 Health Care: Pharmaceutical Personal Injury Product Liability <input type="checkbox"/> 368 Asbestos Personal Injury Product Liability <b>PERSONAL PROPERTY</b> <input type="checkbox"/> 370 Other Fraud <input type="checkbox"/> 371 Truth in Lending <input type="checkbox"/> 380 Other Personal Property Damage <input type="checkbox"/> 385 Property Damage Product Liability	<input type="checkbox"/> 625 Drug Related Seizure of Property 21 USC 881 <input type="checkbox"/> 690 Other <b>LABOR</b> <input type="checkbox"/> 710 Fair Labor Standards Act <input type="checkbox"/> 720 Labor/Management Relations <input type="checkbox"/> 740 Railway Labor Act <input type="checkbox"/> 751 Family and Medical Leave Act <input type="checkbox"/> 790 Other Labor Litigation <input type="checkbox"/> 791 Employee Retirement Income Security Act <b>IMMIGRATION</b> <input type="checkbox"/> 462 Naturalization Application <input type="checkbox"/> 465 Other Immigration Actions	<input type="checkbox"/> 422 Appeal 28 USC 158 <input type="checkbox"/> 423 Withdrawal 28 USC 157 <b>PROPERTY RIGHTS</b> <input type="checkbox"/> 820 Copyrights <input type="checkbox"/> 830 Patent <input type="checkbox"/> 835 Patent - Abbreviated New Drug Application <input type="checkbox"/> 840 Trademark <b>SOCIAL SECURITY</b> <input type="checkbox"/> 861 HIA (1395ff) <input type="checkbox"/> 862 Black Lung (923) <input type="checkbox"/> 863 DIWC/DIWW (405(g)) <input type="checkbox"/> 864 SSID Title XVI <input type="checkbox"/> 865 RSI (405(g)) <b>FEDERAL TAX SUITS</b> <input type="checkbox"/> 870 Taxes (U.S. Plaintiff or Defendant) <input type="checkbox"/> 871 IRS—Third Party 26 USC 7609	<input type="checkbox"/> 375 False Claims Act <input type="checkbox"/> 376 Qui Tam (31 USC 3729(a)) <input type="checkbox"/> 400 State Reapportionment <input type="checkbox"/> 410 Antitrust <input type="checkbox"/> 430 Banks and Banking <input type="checkbox"/> 450 Commerce <input type="checkbox"/> 460 Deportation <input type="checkbox"/> 470 Racketeer Influenced and Corrupt Organizations <input checked="" type="checkbox"/> 480 Consumer Credit <input type="checkbox"/> 490 Cable/Sat TV <input type="checkbox"/> 850 Securities/Commodities/Exchange <input type="checkbox"/> 890 Other Statutory Actions <input type="checkbox"/> 891 Agricultural Acts <input type="checkbox"/> 893 Environmental Matters <input type="checkbox"/> 895 Freedom of Information Act <input type="checkbox"/> 896 Arbitration <input type="checkbox"/> 899 Administrative Procedure Act/Review or Appeal of Agency Decision <input type="checkbox"/> 950 Constitutionality of State Statutes
<b>REAL PROPERTY</b> <input type="checkbox"/> 210 Land Condemnation <input type="checkbox"/> 220 Foreclosure <input type="checkbox"/> 230 Rent Lease & Ejectment <input type="checkbox"/> 240 Torts to Land <input type="checkbox"/> 245 Tort Product Liability <input type="checkbox"/> 290 All Other Real Property	<b>CIVIL RIGHTS</b> <input type="checkbox"/> 440 Other Civil Rights <input type="checkbox"/> 441 Voting <input type="checkbox"/> 442 Employment <input type="checkbox"/> 443 Housing/ Accommodations <input type="checkbox"/> 445 Amer. w/Disabilities - Employment <input type="checkbox"/> 446 Amer. w/Disabilities - Other <input type="checkbox"/> 448 Education	<b>PRISONER PETITIONS</b> <b>Habeas Corpus:</b> <input type="checkbox"/> 463 Alien Detainee <input type="checkbox"/> 510 Motions to Vacate Sentence <input type="checkbox"/> 530 General <input type="checkbox"/> 535 Death Penalty <b>Other:</b> <input type="checkbox"/> 540 Mandamus & Other <input type="checkbox"/> 550 Civil Rights <input type="checkbox"/> 555 Prison Condition <input type="checkbox"/> 560 Civil Detainee - Conditions of Confinement			

**V. ORIGIN** (Place an "X" in One Box Only)

- 1 Original Proceeding
- 2 Removed from State Court
- 3 Remanded from Appellate Court
- 4 Reinstated or Reopened
- 5 Transferred from Another District (specify)
- 6 Multidistrict Litigation - Transfer
- 8 Multidistrict Litigation - Direct File

**VI. CAUSE OF ACTION**

Cite the U.S. Civil Statute under which you are filing (Do not cite jurisdictional statutes unless diversity):

15 USC Sec. 1681, et seq.

Brief description of cause:

Violation of Fair Credit Reporting Act

**VII. REQUESTED IN COMPLAINT:**

CHECK IF THIS IS A CLASS ACTION UNDER RULE 23, F.R.Cv.P.

DEMAND \$

CHECK YES only if demanded in complaint:

Amount in Court's Jurisdiction

CHECK DEMAND:  Yes  No

**VIII. RELATED CASE(S) IF ANY**

(See instructions):

JUDGE

DOCKET NUMBER

DATE  
07/21/2017

SIGNATURE OF ATTORNEY OF RECORD

FOR OFFICE USE ONLY

RECEIPT #

AMOUNT

APPLYING IFP

JUDGE

MAG. JUDGE

# ClassAction.org

This complaint is part of ClassAction.org's searchable class action lawsuit database and can be found in this post: [Rejected Applicant Sues Hospital Housekeeping Systems Over 'Illegal' Background Checks](#)

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