

1. Background Checks and Professional Licensing.

- a. We may conduct a background check on you for the purpose of assessing your qualifications, suitability, and eligibility to perform Services under this Agreement before granting you access to the Platform and periodically thereafter. The background check may include, but is not limited to, criminal history, credit history, employment history, educational background, and professional certifications and licenses.
- b. You agree to provide accurate and complete information to us, which may include personal identification details, such as full legal name, date of birth, social security number, and any other information reasonably necessary to perform the background check.
- c. We reserve the right to engage the services of third-party background check providers to conduct the background investigation. You acknowledge that we will share necessary information with these third parties for the sole purpose of performing the background check.
- d. We will maintain the confidentiality and security of your personal information obtained during the background check process. Access to this information will be limited to authorized personnel only and used in accordance with our Privacy Policy.
- e. We agree to conduct background checks in compliance with applicable laws, regulations, and industry standards, including but not limited to the Fair Credit Reporting Act (FCRA) and any relevant state or local laws regarding background checks.
- f. We will use the information obtained through the background check solely for evaluating your suitability for providing Shifts. Our decision to allow you access to our Platform will be based on a comprehensive review of all relevant factors.
- g. In the event that adverse information is discovered during the background check that may impact our decision, you will be provided with a copy of the report and a summary of your rights under the FCRA, if applicable. You will also have an opportunity to dispute the accuracy of any information contained in the report.
- h. You retain the right to withdraw consent for the background check process at any time. However, withdrawal of consent will result in termination of your access to the Platform.
- i. You agree to release, indemnify, and hold harmless MedicalMatch and its affiliates, officers, directors, employees, and agents from any claims, liabilities, damages, or losses arising from or related to the background check process, including but not limited to any adverse decisions made as a result of the background check.