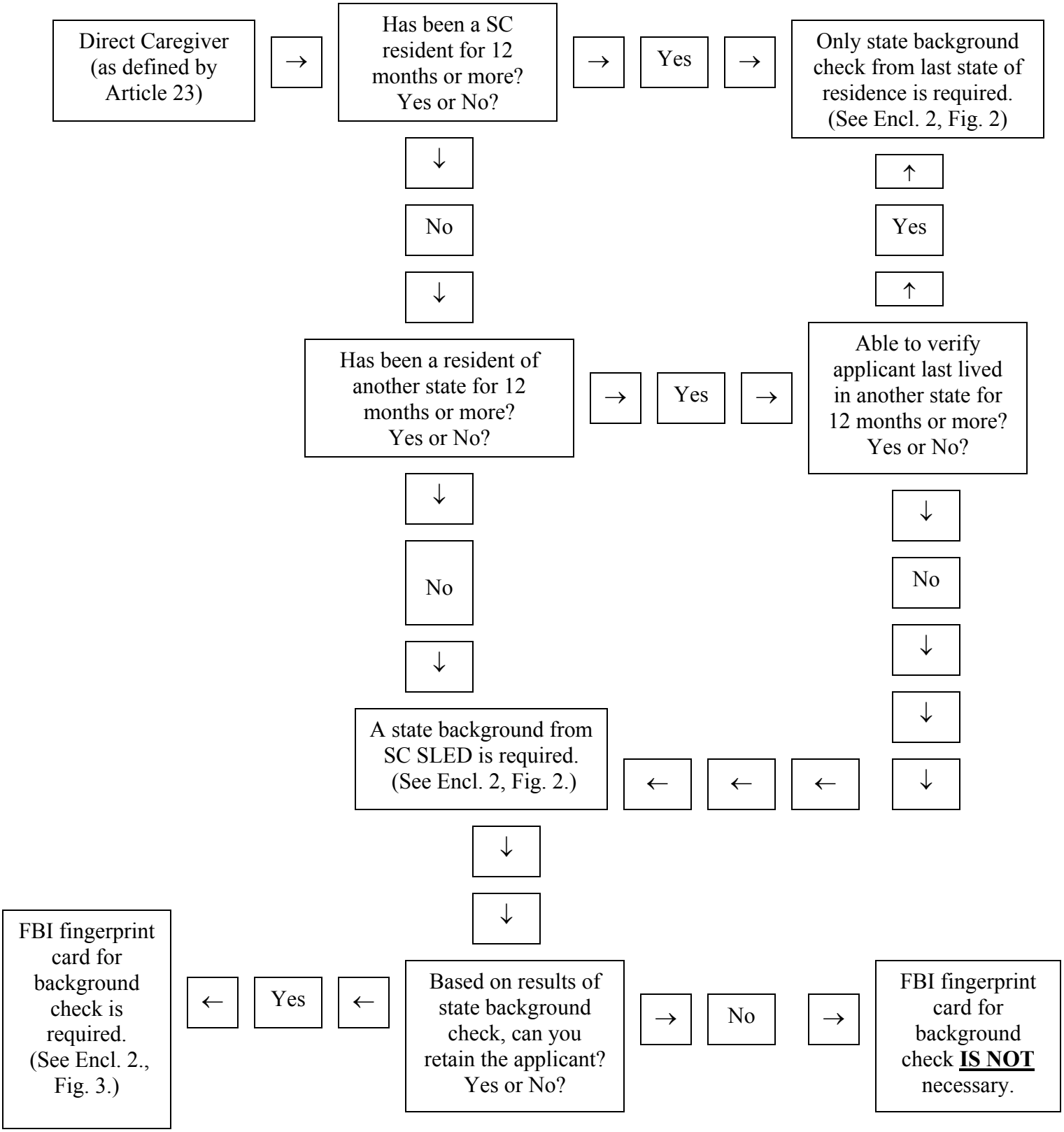**Determining Type of Criminal Background Check Required**