BUSHWAY WORKS

Context

BETTER CONTEXT. BETTER OUTCOMES.

CASE RECORD	EMPLOYER REFERENCE	REVIEWED BY	GENERATED
BOS-2026-NBFR	Req- Hawaii - Client Servs Rep II	user-dwoods-002	Oct 23, 2026, 02:54 PM

Bushway Opportunity Score™

17 / 28

Bushway Opportunity Score™

A higher score means the record shows more of what research links to lower modeled risk of reconviction within the next year.

WHAT THIS RESULT MEANS

- A score of 17 means this record carries some, but not all, of the markers research links to low modeled risk of reconviction within the next year.
- Most people with records like this one are not reconvicted within the next year.
- Records scoring 22 and above carry modeled risk of reconviction within the next year comparable to that of many people under 30 who have never been convicted.
- Scores are not static — with no new conviction the score rises over time, and conversely a new conviction lowers the score. The Context Journey shows the specifics for this record.
- A clearer picture comes from what the model cannot see — work history, references, and what this candidate has been doing since.

Where this score sits

Research comparison point*

10	11	12	13	14	15	16	**17**	18	19	20	21	22	23	24	25	26	27	28

Higher relative risk — Lower relative risk

What this shows: this record scores 17 on the 10–28 scale.

* Records scoring 22 and above carry modeled risk of reconviction within the next year comparable to that of many people under 30 who have never been convicted. It is a reference point for reading the scale, not a threshold — the score is not a pass or a fail.

Context Journey

How this same record could score as time passes, assuming no further convictions and no significant change to the scoring model.

No look-forward is shown for this record. Its most recent conviction reaches the edge of the applicable lookback window within two years, and beyond that point there is nothing left for the model to score.

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No one is zero risk

Everyone of working age has some statistical risk of being convicted within the next year. For most people it is low, but it is never zero.

So this is not a comparison between a group with no risk (people without a criminal record) and a group with high risk (people with a criminal record). Both groups carry measurable risk, and what the score describes is how far apart they are.

These statements describe groups of people. The candidate you are considering may or may not mirror them.

Using the score

The Bushway Opportunity Score™ adds context to what the background report already shows, on one question only: what the record indicates about modeled risk of reconviction within the next year. It does not replace the employer's assessment.

WHAT THE SCORE TELLS YOU

- What the record indicates about modeled risk of reconviction within the next year.
- This candidate scored 17.

WHAT THE SCORE DOES NOT TELL YOU

- Character, dependability, or how someone will perform in a job.
- Whether this particular job is a good fit.
- What any one person will do.

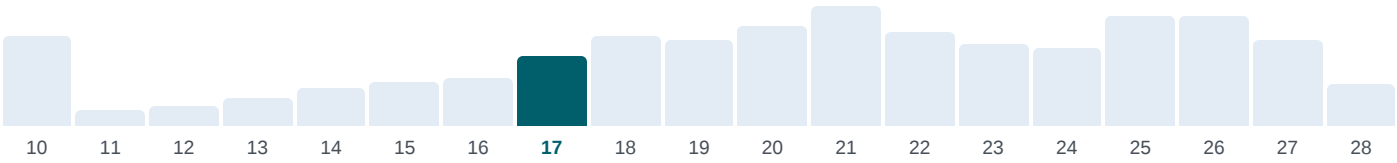
What to consider alongside the score

- The nature of the offense and how it relates to this specific job
- Time elapsed since the most recent conviction or disposition
- Work history and employment stability
- Interview information and references
- Evidence of rehabilitation, and what this candidate has been doing since
- The responsibilities, environment, and risk profile of the position

The boundary is intentional

The score answers one question: what does the record indicate about modeled risk of reconviction within the next year? Whether the record is relevant to this job, and the hiring decision itself, remain the employer's.

Where scores fall in a random sample



What this shows: about 5 out of every 100 records in the sample scored 17. The most common single score was 21, at about 9 in 100. Scores appear across the whole 10–28 scale; a further 190 records (4%) could not be scored.

The scale does not go below 10. Every result of 10 or lower is recorded as 10, which is how the model works — so that first bar holds all of them.

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What else to consider at this score

A score at this level usually means the record is mixed. Some of what the model looks at points toward lower modeled risk of reconviction within the next year, and some of it points toward higher.

It is also worth knowing what the model does best. It was designed to identify when modeled risk of reconviction within the next year is low, and it does that with the greatest certainty at the higher end of the scale, where the research contains more observations to support the estimate. At the lower end, there are fewer observations to draw from, so the model speaks with less certainty.

That does not make the score wrong. It means the things the model cannot see carry more weight here:

- Work history and employment stability
- References, and what this candidate has been doing since
- Evidence of rehabilitation
- How the record relates to this particular job

The score can also change with the passage of time. How long ago the last conviction happened and how old a person is are both facts the model uses, and convictions eventually pass out of the applicable lookback window and stop counting at all. The Context Journey shows how this same record would score in the years ahead.

All of this describes groups of people. The candidate you are considering may or may not mirror it.

What the model does not see

The model does not take in, and cannot account for:

- Education
- Interview performance
- References
- Work history
- Evidence of rehabilitation
- What this person’s life looks like now
- The specific offense itself

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How the score is calculated

The Bushway Opportunity Score™ is built from a short list of facts about the record. The model uses no AI and no personally identifiable information.

FACT THE MODEL USES	DIRECTION
Time since the most recent conviction	Longer is associated with a higher score.
Age now	Older is associated with a higher score.
Age at the first conviction	Older is associated with a higher score.
Number of convictions	Fewer is associated with a higher score.
Age at the most recent conviction	Older is associated with a higher score.
Classification of the most recent conviction	The model distinguishes whether the most recent conviction included felony counts or was misdemeanor-only, because those two histories carry different statistical patterns.

That is the entire list. Several of these are about time and age and move together; the model weighs each one.

The model measures elapsed time since the most recent conviction. It does not receive custody dates, and it does not distinguish time spent in the community from time spent incarcerated.

Where a person was incarcerated for part of that interval, the elapsed time the model used is not the same as time lived in the community. This is a property of how the measure is defined, not a gap in the background report supplied.

This limit is stated so the reviewer knows what the number counts. It is not a direction to adjust or discount the score.

The model uses adult convictions only; a conviction before age 18 is not part of the score. No score is produced for a person outside ages 18 to 60, or when the most recent conviction is under a year old; the case is recorded with the reason stated.

Why the specific offense is not part of the score

This can seem counterintuitive, especially when the background report includes a serious offense. Let’s break this into two parts.

- **Likelihood of another conviction.** On this question, the specific offense adds little additional context once the model knows factors such as time since conviction, age, and number of convictions. That is why the model does not use it.
- **Relevance to this particular job.** That judgment is the employer’s, and it always has been. Job fit, the nature of the work, and how the record relates to the position are outside the model.

The score speaks to the first of these only.

The model’s lookback boundary

The model’s lookback boundary reflects the data available to support the research. Convictions beyond approximately ten years therefore fall outside the model’s supported range.

This is a limit of the model. It is not a legal rule, and it says nothing about how far back an employer may lawfully consider criminal history.

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Use restrictions

The score supports the employer's review. It does not replace employer judgment, applicable legal requirements, or the employer's own adjudication process. Bushway Works does not publish, recommend, or endorse any score threshold.

- Do not use the score as the only reason to hire or not hire someone.
- Do not use the score as an automatic way to rule someone out.
- Do not use the score in place of employer judgment or applicable legal requirements.
- Do not treat the score as a prediction of what any one person will do.
- Do not use this case record for decisions about housing, credit, insurance, licensing, or any purpose other than the employment decision it was produced for.
- Do not rely on this case record more than 24 months after the generated date.

Using this in your review

Bring this into the hiring discussion as one factor among several. The score covers one narrow thing — the record. It is most useful next to the things the score cannot see: work history, how the interview went, what references said, what this candidate has been doing since, and what this particular job actually involves.

This case record is also a record of the decision. It carries an audit trail of what was entered, what was decided about it, and the score that resulted. Nobody has to reconstruct it from memory six months later — what was known, what was weighed, and when are all written down. That helps when a hiring manager moves on, when someone applies again, or when a colleague asks how your team handles these.

This case record describes the facts as they stood on the generated date. Several things change after that: time since the most recent conviction keeps accruing, convictions pass out of the applicable lookback window and stop counting, and the record itself may have changed. After 24 months, score the case again rather than relying on this record.

Disclaimer

This score supports individualized assessment — it does not make a hiring decision.

The Bushway Opportunity Score™ is a research-based tool that adds context after a background check. It is not a background check. It is not legal advice. It is not a recommendation to hire or not hire.

A qualified human reviewer must evaluate this score alongside the full context of the applicant's background, the nature and relevance of any offenses to the specific job, evidence of rehabilitation, and time elapsed since the most recent disposition. Adverse action based solely on this score, without individualized assessment, may violate EEOC guidance on the use of criminal history in employment decisions and applicable state or local hiring compliance requirements.

This score supports the employer's decision. It does not make it. The decision, and following the law, stay with the employer.

Disclaimer v1.2

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Scoring audit trail

A self-contained record of what was submitted, what was derived from it, what the scoring engine returned, and the identifiers associated with this scoring event.

Submitted from the source background report

Felony convictions	1 (num_fel)
Misdemeanor convictions	1 (num_misd)
Work state	HI
Employer state	—
Remote	No
Applied lookback key	HI

Derived by Context

Age now	27.94 (age)
Age at first offense	22.31 (age_first)
Age at most recent offense	24.8 (age_recent)
Years since most recent	3.13 (yearsSinceRecent)
Most recent conviction classification	Misdemeanor only
Technical flags	felony=0 | misd=1

The felony and misdemeanor flags describe the most recent conviction only, not the whole record: felony=1 when it included felony counts, misd=1 when it was misdemeanor-only.

Returned by the scoring engine

Score result	17 / 28
Scoring version	1.2.3
Score calculated	Oct 23, 2026, 02:53 PM

Record identifiers

Record ID	BOS-2026-NBFR
Context Engine score ID	BOS-ID-178342
Case record version	3.10.1
Disclaimer version	1.2
Organization	Bushway Works LLC
Reviewed by	user-dwoods-002
Case record generated	Oct 23, 2026, 02:54 PM

Data and privacy

BUSHWAY WORKS RECEIVED

- The numeric attributes required for scoring.
- The employer-controlled case reference.

BUSHWAY WORKS DID NOT RECEIVE

- The applicant’s Social Security number.
- The applicant’s date of birth.
- The background report itself.

The case reference is free text your organization controls. It is stored by Bushway Works so you can match this record to your files, and it is never sent to the scoring engine. Bushway Works Context does not ask for the applicant’s name and asks that a full name not be entered here. The attributes sent for scoring carry no identity of any kind.