



## Our Products and Services

*Credit Report:* Credit Reports are obtained directly from 2 national credit bureau repositories (Experian and TransUnion), and we are a reseller of this information. The credit bureaus are storehouses of trade information and public records such as bankruptcy proceedings, collection accounts, trade line account history, and liens/judgments. ScreeningOne is mindful of the particular laws which apply to the use of a consumer credit report for employment purposes.

*Social Security Trace:* The Social Security Trace (“SST”) is a product that searches a third-party proprietary database from a variety of sources that provides information on an applicant’s past addresses, and variations on names and alias names based on a social security number. ScreeningOne’s SST vendor is TradeHouse Data. In addition to returning information about whether a Social Security Number (“SSN”) is valid, the SST also provides names associated with the SSN, addresses, and sometimes date of birth and phone information as well. The SST is an investigative starting point for developing a more complete background check. Also, the ScreeningOne analysts use this product as a cross referencing tool to review the accuracy of consumer report information from other 3<sup>rd</sup> party sources.

*County Criminal Records Search:* ScreeningOne’s county criminal court research 3<sup>rd</sup> party vendors provide real-time searches about a consumer’s criminal record history directly from the county court house.

*Statewide Criminal Records Search:* This search involves a search of a “statewide” compilation of criminal history information in a particular state that is generally maintained by that state. For example, the “statewide” North Carolina product searches a statewide database which is updated by each North Carolina county daily. However, given variation in the databases from state to state, no “statewide” record is returned by ScreeningOne to its end user clients unless that record first has been verified and confirmed at the primary county level source which is conducted through a *County Criminal Records Search*.

*National Criminal Records Search:* The National Criminal Records Search is a search of a third-party proprietary “nationwide” or “multi-state” database that consists of over 250 million records. Information contained in the database is compiled from records which include state and county record repositories, Department of Corrections records, sex and violent offenders registries, Administrative Office of Courts records, and other state agencies. However, based on the variation in the data that feeds into the 3<sup>rd</sup> party “nationwide” database, no record that originates from a *National Criminal Records Search* is returned by ScreeningOne to its end user clients unless the record first has been verified and confirmed at the primary county level source which is conducted through a *County Criminal Records Search*. In other words, in the event of a “hit” on the *National Criminal Records Search*, the primary county is pulled and the record is returned only if the “national” record is confirmed at the county level. If it is not, no record is returned. ScreeningOne’s *National Criminal Records Search* vendor is CoreLogic National Background Data.



*Sex Offender Registry Search:* This is a search against state public sex offender registry records of currently registered sex offenders. This search may be conducted on a single state basis or at the national level by going directly to the National Sex Offender website that is maintained by the Department of Justice, and then going to the specific state sex offender repository.

*Federal Criminal Records Search:* A federal criminal records search returns convictions for violations of federal criminal laws, including federal criminal fraud statutes, drug trafficking, conspiracy, counterfeiting and a number of other federal crimes. This search is conducted by going directly to the appropriate Federal District Court through the online PACER system.

*Motor Vehicle Record Search:* A Motor Vehicle Record Search obtains the driving record report from a specified state's Department of Motor Vehicles. ScreeningOne's MVR vendor is Softech International.

*Global Security Watch List:* A search of the Treasury Department's database to identify individuals and organizations subject to sanction or asset freezing. The purpose of this database is to prevent individuals and businesses from providing financial support to known terrorist or drug-trafficking foreign nationals and organizations. In the event that a consumer's name is found on this list, the Department of the Treasury is notified.

*Employment Verification:* Employee history verification is obtained through direct contact with a supervisor or a human resources representative at the relevant employer. Information regarding the name of the employer, dates employed and job title are included as available.

*Education Verification:* Education history verification is accomplished directly through the educational institution. Inquiries are made concerning dates of attendance, date of graduation (if applicable), type of degree and fields of study. In the event that the subject school uses a 3<sup>rd</sup> party vendor to house the educational records (i.e. National Student Clearinghouse), then ScreeningOne will query that 3<sup>rd</sup> party database.

*Professional License Verification.* These investigations are conducted through the appropriate governing bodies, organizations, and professional associations. Our end user clients specify the license designation (i.e. attorney, health care professional, public accountant, etc.) and the source of the license. The license or certification grantor is queried about the date issued, expiration date (if applicable) and any restrictions or limitations attached to the license or certification.

*Personal or Professional Reference Verification:* This verification includes contact with the person(s) identified by the consumer (i.e. on job application) to determine length of time known, frequency of contact, and relationship (to the consumer).

*Drug Screening:* Drug Screening is utilized through analysis of body fluid or specimen. ScreeningOne's third party vendor, Alere eScreen, coordinates specimen collection services,



laboratory analysis, and physician review and reporting of test results, and other administration services.

*Business Credit Report:* A business credit report is obtained directly from a credit bureau, and provides key information regarding business public records, trade payment history, corporate family tree, etc. ScreeningOne has partnered with Equifax as our provider for Business Credit Reports.

*International Criminal Search:* The International Criminal Records Search is an investigation into criminal history in countries outside of the United States. ScreeningOne has partnered with Straightline International as our provider for International Criminal Records Searches.

*Eviction Search:* The Eviction search is a search of evictions, unlawful detainers, and monetary judgments against an individual. ScreeningOne has partnered with TradeHouse Data as our provider for Eviction Searches.

*County Civil Records Search:* The County Civil Records Search provides a report of civil litigation listed on the index at the local county court involving a particular individual. Results include the names of the plaintiff and defendant, date filed, type of action, and current status or disposition. ScreeningOne has partnered with GAPRS as our provider for County Civil Records Searches.

*Federal Criminal Records Search:* A federal criminal search returns convictions for violations of federal criminal laws, including federal criminal fraud statutes, drug trafficking, conspiracy, counterfeiting and a number of other federal crimes. This search is conducted by going directly to the appropriate Federal District Court through the online PACER system.

*Federal Civil Search:* The Federal Civil Records Search provides a report of any civil litigation listed on the index at the federal court involving a particular individual. Results include the names of the plaintiff and defendant, date filed, type of action, and current status of disposition. This search is conducted by going directly to the appropriate Federal District Court through the online PACER system.

*Bankruptcy, Liens, and Judgment Filing Search:* This product is searched through a 3<sup>rd</sup> party database for Bankruptcy, Liens, and/or Judgment records. ScreeningOne has partnered with TracersInfo.com to provide this product.

*CrimWatch Search:* The “CrimWatch” product is a proprietary national database search offered by CoreLogic National Background Data. See the SOP for our protocol on returning records from a “national” criminal search.

*Abuse Registry Search:* The abuse registry search is a search of a state’s central repository of child or elderly abuse records. The state’s abuse registry contain records on individuals who have abused, neglected, or misappropriated personal property of a vulnerable person who is under eighteen years of age, or who, by reason of advanced age or other physical or mental condition is vulnerable to abuse, neglect or misappropriation of property. ScreeningOne



currently offers an Abuse Registry Search in 8 states: Arizona, Indiana, Vermont, Colorado, Illinois, Kansas, Missouri, and Pennsylvania. All records are obtained directly from the state repository.

*FDA Debarment Search:* The FDA Debarment product is a search of the U.S. Food and Drug Administration list of firms or persons that have been convicted of a felony under Federal law for conduct relating to the development or approval of any abbreviated drug application, or for conduct relating to development or approval of any drug product, or otherwise relating to any drug product under the Federal Food, Drug, and Cosmetic Act. ScreeningOne obtains all records directly from the FDA Debarment List.

*National Wants and Warrants Search:* ScreeningOne offers a nationwide search for any outstanding felony wants and warrants issued by law enforcement. ScreeningOne's provider for this product is TracersInfo.com.

*Residence Verification:* The Residence Verification is obtained by direct contact with a consumer's prior landlord or property manager.

*I-9 Verification:* An I-9 search is a means for determining the employment eligibility of new hires and the validity of their social security numbers. This search is conducted electronically through a direct link to the Department of Homeland Security and the Social Security Administration. ScreeningOne utilizes the E-Verify program for all I-9 Verifications.

*CDLIS (Commercial Drivers Information System):* A CDLIS report provides commercial driving records for three years, verification of driving privileges, previously held licenses, names used and identification verification. ScreeningOne's CDLIS vendor is Softech International.

*Healthcare Compliance Search:* ScreeningOne's Healthcare Compliance Searches include sanctions and disciplinary actions taken against a certificate holder, registrant or license/licensee. ScreeningOne's vendor is Verisys.

*PSP Report:* The PSP Report helps carriers make more informed hiring decisions by providing secure, electronic access to a commercial driver's five-year crash and three-year inspection history from the SMCSA Motor Carrier Management Information System. ScreeningOne obtains all PSP Reports direct from NIC Technologies.