

**Private Officer International and eVerifile are pleased to offer a variety of products for your hiring needs. Our most common criminal background check combines the National Criminal Database Search with the Standard Nationwide Multi-County Record Search. Verifications, drug testing and continuous criminal monitoring can be added to the criminal searches to provide a comprehensive view of an applicant.**

**National Criminal Database Search-\$6.00/person (includes all state fees with the exception of NY and PR)**

Get **fast** returns on criminal record searches via a national database to conduct traditional criminal background searches. This check includes:

- Searches by full name and date of birth
- Searches by SSN if included in the database
- More than 254 million criminal records on file from over 310 sources
- Includes Sex Offenders Registry for all 50 states
- Reports criminal history from all 50 states
- Utilizes 15 national security sources (such as OFAC, GSA, OIG, Office of Thrift Supervision, FBI Most Wanted, Interpol Most Wanted, etc)

**Standard Nationwide Multi-County Criminal Record Search Using 7-year Address History-\$30.00/person (includes all county fees with the exception of NY and PR)**

We use over 3000 researchers nationwide to obtain current and complete criminal records. We send these researchers directly to the courthouses to check criminal records at the county level. The social security number is used to locate a minimum of seven years of previous addresses, which are used to track undisclosed addresses where the subject has previously resided. We locate criminal records, both felonies and misdemeanors (if at the same location) from courts in other states in addition to the current state of residence. County criminal searches contain both arrest and disposition records. Furthermore, our compliance department evaluates the data to confirm the accuracy of subject and adherence to FCRA requirements. Our search and evaluation technique minimizes your vulnerability to career criminal activity, and reduces exposure to negligent hiring and discriminatory labor practices litigation. The report is typically delivered within 24 to 72 hours on average.

**State Wide Criminal Record Search -\$8.00/person (+state fees)**

Available in approximately forty-one (41) states. Criminal history information reported to each statewide criminal system is derived from local law enforcement agencies within that particular state, and may not always contain all criminal record information within the state and/or subsequent judicial court record dispositions. Crimes reported to the statewide system may include felonies, misdemeanors, and/or traffic violations. Due to legal restrictions in some states, however, the dissemination of criminal record information from their state law enforcement database is not permissible, (i.e., only a county-level criminal record search may be conducted). Please note that each state may establish specific criteria before permitting the dissemination of criminal history information, (those requirements may include fingerprint cards, or submitting an originally signed & notarized authorization

form, etc.). Finally, response time for processing and returning statewide criminal record searches may vary greatly between states. On average, response time will range from 2 days to 4 weeks.

Due to the nature of statewide criminal record systems, we recommend county-level criminal record searches, (which are available in all 50 states). County criminal record information reflects the most up-to-date and accurate status of a criminal record history. In addition, county criminal record information is on average, generally accessible within a 24 - 72 hour time frame.

### **Continuous Criminal Monitoring-\$1.75/person per month**

Continuous criminal monitoring allows you to monitor your employees after an initial criminal background is completed. If an arrest and conviction occurs within a one-year period after hire, you only pay to validate those court records. If a court record needs to be validated, we will check the single county record for \$9.65.

### **Education Verification-\$11.25 /person**

One of the most common areas of resume fraud occurs in the overstatement of the applicant's education. This search can determine if your applicant is qualified to do the job. With the exception of experience, education is the most important component in determining salary. This search will verify all education claims: undergraduate and graduate schools; technical, business and trade schools; and medical, nursing, accounting, and schools. Unless specified, this search verifies the highest level of education.

### **Employment Verification-\$11.25/person**

An employee reference verification can provide you with key information about an applicant's work history, productivity, and overall work ethic. Previous employers and co-workers are valuable sources when compiling a complete profile on your applicant. This search validates dates of hire, terminations, job title or position held, and rehire eligibility.

### **Professional Reference Verification-\$11.25/person**

Professional references (typically a colleague, vendor, etc.) can provide valuable information about the applicant.

### **Credit Check-\$13.75/person**

This employment version of a consumer credit report is specifically designed for hiring purposes and can provide valuable insight into an applicant's financial responsibilities as well as verify previous employment and past address information. Some of the "critical facts" included in this report are: applicant identification information,

former addresses, past employment, payment status and history as well as detailing the promptness of an applicant's ability to meet regular financial obligations, and pertinent public records (collections, lawsuits, or judgments).

### **Motor Vehicle Records-\$6.50 plus state fees/person**

A search to accurately assess the subject's driving record. The information returned may include a history of reckless driving, speeding, driving under the influence of drugs and alcohol, suspended and revoked driver's license. Accurate assessment of one's driving record is critical, and requires reliable, timely, and complete information. Every time an employee starts a car on company time, the employee and company are liable. eVerifile provides access to Motor Vehicle Reports. Motor Vehicle Reports from all 50 states, including the District of Columbia. Pertinent information regarding driving history--speeding, reckless driving, and driving under the influence of alcohol and drugs--can directly relate to an applicant's personal conduct and responsibility. A suspended or revoked license will disqualify an applicant from a position where driving is required.

You can receive reports in 24 hours or less. More than half of the reports are available instantly.

### **NCS4 CSVS Certification-\$36/person for three years**

The Certified Sport Venue Staff certification is available to individuals who are responsible for a specific post, duty, or detail as part of an overall event operations plan. The certification cost is \$36 per individual and is valid for three years. This online training program provides a comprehensive method for ensuring basic and role-specified competencies of persons entrusted to work at sports and special events venues. In addition to training, a background-screening component provides an extra check which results in a credential with significant value.

### **Drug Testing (5 panel eCup)-\$38.60 for in-network clinics, \$44.75 for tier two clinics and \$52.65 for out-of-network clinics**

Our drug testing includes MRO review and are performed by a certified lab. The 5 panel includes Cannabinoids (THC), Cocaine, Methamphetamine, Opiates and Phencyclidine.