



# Your **one** solution to Employment Screening



# Screening Overview

## About PeopleFacts

With a corporate history spanning over a century and serving as a leading provider of employment screening for over 40 years, PeopleFacts combines unsurpassed customer service, leading-edge technology and customized solutions to provide clients with flexible, affordable screening programs. As a member of the National Association of Professional Background Screeners (NAPBS), all of PeopleFacts' products and services are designed to minimize risk, protect investments and ensure a safe work place.

We service a variety of industries with FCRA-compliant screening and data products all managed through a client customized, web-based interface that allows hiring organizations complete control over the due-diligence process. We reliably deliver verified, compliant results that meet all federal, state and local laws with drug testing services available at over 12,000 locations nationwide. With hundreds of pre- and post-employment screening options available, we keep your organization competitive in the search to attract and attain the most qualified candidates.

## PeopleFacts Advantages

- Strict operational compliance with federal, state and local laws with early adoption of changes to procedures
- Superior accuracy of reports through direct court and multiple system search and verification
- Our system increases the accuracy of reports through manual reviews by industry professionals located in our domestic headquarters
- Guaranteed cost reductions from existing vendor relationships
- Live telephone customer support and dedicated account management

## About Sackett National Holdings

PeopleFacts operates as a subsidiary of SNH, Inc. For almost 20 years, SNH has operated in some of the most exciting and dynamic industries in the nation. The SNH portfolio encompasses significant business entities, such as National Credit Center, Inc. (NCC), Sperian Energy, PeopleFacts and the SettlementOne family of companies, which includes SettlementOne Valuation and SettlementOne Credit Corporation.

Although SNH's portfolio is comprised of a diverse set of holdings, each subsidiary shares a core set of values and principles. At the heart of these principles is the belief that following the tenets of superior service, operational efficiency, a culture of improvement, value of partnership and corporate responsibility, strengthen the commitment to excellence that our company was built on.

# Operational Overview

PeopleFacts consistently delivers high quality screening solutions through customized ordering, streamlined processing, fast turnaround times, ongoing communication and one-on-one client support through the entire hiring process. PeopleFacts provides one-stop, easy-to-use employment screening services to help organizations work smarter and more efficiently. Our web-based client dashboard displays real-time status updates, turnaround times and notifications to ensure our clients are on top of their candidates' progress every step of the way.

PeopleFacts takes every step possible to ensure that our clients' reports are accurate and are representative of their candidates. Our background screening professionals complete manual reviews in our domestic headquarters to confirm precision and preciseness. We do not outsource or rely solely on automated technologies to process our reports. Clients can rest assured knowing PeopleFacts will return higher quality results.

## Client Customization

With PeopleFacts, orders are tailored to accommodate employer's requirements. Each client is assigned to a dedicated staff of experts who ensure they receive quality and verified results each and every time. PeopleFacts provides our clients with a customized product dashboard, meeting each client's requirements based on position type. **Clients can select from any of the following screening services:**

### Criminal

- County Criminal Search
- Federal Criminal Record Search
- National Criminal Record Search
- State Criminal Search
- Global Report
- Sex Offender Registry Search
- International Criminal Record

### Drug & Alcohol Screening

- Urine
- Hair
- Saliva
- Medical Review Officer
- Over 12,000 Collection Sites
- Blood Alcohol
- DOT Testing
- Pre-Employment Physicals

### Verifications

- Credit Reports
- SSN Address History /Alias Trace
- SSN Verifications
- Motor Vehicle Reports
- Workers Compensation Reports
- Employment Verification
- Education Verification
- Personal & Professional References
- Medical Sanctions, Risk and Compliance
- Professional License Verification

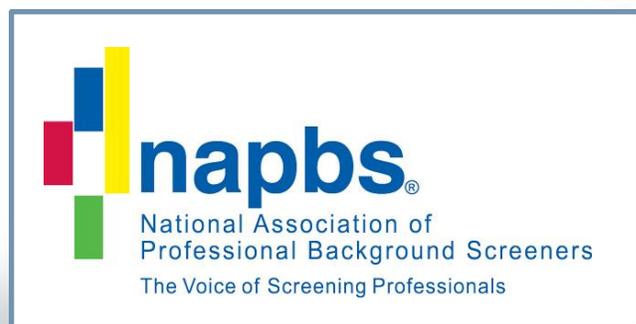
# PeopleFacts Compliance

PeopleFacts offers our clients peace of mind knowing that their screening processes are completely compliant with all federal, state and local laws. The FCRA was designed to protect consumers by promoting accuracy and fairness in credit reports from every CRA. PeopleFacts ensures that all of its processes and products remain compliant, in turn keeping our clients compliant.

## Compliance Solutions

PeopleFacts provides the following compliant solutions:

- **Filtering Reports** - to ensure that each and every report pulled and processed remains compliant, we filter based on federal, state and local laws individualized to each client's needs
- **Secured Data** - PeopleFacts takes every step and precaution necessary to ensure that all of your personal and sensitive data is secured and safely stored
- **Pre-Adverse & Final Adverse Action Letter Queue** - PeopleFacts can automatically generate both pre-adverse and final adverse action letters for your organization to maintain a high level of compliance. Our easy-to-use platform allows your human resource professionals to view and deliver letters with the click of a button



# Advanced Technologies

## ATS Integrations

PeopleFacts provides clients with the most efficient way possible to manage their employee screening program in unison with their current recruiting efforts. Easily integrate our completely customizable screening platform with multiple Applicant Tracking Systems. Seamless integration means not missing a step, or the perfect applicant. Through these partnerships, PeopleFacts gives its clients the ability to connect with industry-leading companies and extend the use and value of their PeopleFacts platform.

## Online Applications

Streamline your candidate's application process by allowing them to easily complete and submit their employment application plus authorizations and disclosure forms online through a secured portal provided by PeopleFacts. Using PeopleFacts Quick App Pro, application information is auto-populated from the employment application into your screening dashboard as a new candidate profile. This allows you to control the entire process from the initial application all the way through the final hiring decision.

## Decision Reporting

Streamline and simplify your entire hiring process with PeopleFacts' Decision Reporting. Utilize our technology platform to identify and communicate applicant status of employment to all members of your team who have access. Customize your filtering options to indicate applicant statuses such as; approved, declined, pending, pre-adverse, dispute or any customized status you want. Automatic notifications help your organization stay compliant by reminding your staff of unsent adverse action letters or alerting them of non-compliant actions. Take the extra step to keep your staff informed and compliant.

## Online Drug Screening Registration

In today's world, time is everything. Customize drug screening packages specific to certain positions or roles, and effortlessly place an order for an applicant with the click of a button.

No need for double data entry, paper trails or having applicants obtaining registration in person, which impedes hiring. PeopleFacts will automate your entire process.



# Partnering with PeopleFacts

## The Benefits of Partnering with PeopleFacts

PeopleFacts strives to set the industry standard by delivering timely, compliant and accurate results to its clients and providing a dedicated client account manager for the entire life of the relationship. Clients can benefit from PeopleFacts' decreased turn times, guaranteed cost reductions, live customer support, easy-to-use screening platform and one-click ordering of all products.

**Experience why more human resource professionals are choosing PeopleFacts as their one solution for employment screening.**

**Contact us today to learn more:**

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