



Product Overview

Your one source for screening solutions

PeopleFacts provides employment data to organizations nationwide with the highest quality employment screening products and customer support available in the industry. With an extensive suite of products to choose from, our solutions are a cost-effective and easy-to-administer way for you to hire the best candidates, keeping your entire company safe and secure. With an array of services such as background reporting, drug and health screening, industry-related assessments, and occupational eligibility confirmation, PeopleFacts is your number one solution for complete and accurate results.

How You Will Benefit

- Fast response times and results
- Cutting-edge technology improves quality of hire
- Managed processes ensuring compliance regulation
- Structured workflow increase efficiency and lowers costs
- Outstanding customer service
- Competitive pricing

Background Reporting

Consumer Credit Reporting

This service provides an individual's credit history and may also provide information such as places of employment, prior addresses, credit account types, terms, amounts past due, loan types, balances, public records, high credit, dates accounts were opened and closed, payment patterns, credit limits and modes of payment. The source of this report is a credit bureau.

County Criminal Record Search

County criminal checks performed directly at the county court house are the most accurate check available. There are over 3,100 county court houses in the United States. We order county searches based on your defined criteria. One of our researchers will actually go to the courthouse and check

the file to see if your applicant or volunteer has a criminal conviction. Most courthouses go back a minimum of 7 years, where federal and state laws allow.

State Criminal Records Search

Several states offer searches that include all counties within a state. This database search is for those states that provide access to conviction records. These searches can help identify if a person committed a crime in one or more county within a state. We have developed best practices to assist statewide searches. The instantaneous state search returns information on state and county criminal records, sex and violent offenders, OFAC, FBI terrorist and wanted fugitives list.

Criminal Database Search

The comprehensive criminal records database of over 500 million criminal records is aggregated across all 50 states from local, state and federal government sources. These sources include administrative offices of the courts, departments of public safety, and state corrections departments. While data from some sources is updated on a daily basis, most sources

are updated monthly or quarterly. This search can help reveal offenses in jurisdictions purposely excluded from an application by a candidate.

Criminal Records Search with Aliases

This includes the national sex offender search, national security and sanctions databases and criminal record searches of all names detected in the SSN trace. Results include names, address, pictures (when available), aliases and description of crimes.

Federal Criminal Record Search

This search is conducted by searching a subject's name in all available online federal district courts and may include charges such as bank robbery, embezzlement, tax evasion, mail fraud, crimes occurring across state lines or crimes occurring on federal property. For common names, results will be returned in those jurisdictions associated with the subject's social security number search or social security number address locator.

Global Report

This search includes U.S. and foreign sanctions and watch lists. Lists are provided by the U.S. Treasury Department, which administers and enforces economic and trade sanctions, along with foreign governments and international organizations. Some include: OFAC, Department of State Trade Control Debarred Parties, FBI Most Wanted Terrorists, Interpol, European Union Terrorism List, United Nations Consolidated Sanctions list and more.

Social Security Number Trace

This search may provide the following information:

- Name and name variations used by the individual, such as maiden, divorced or previous names
- Current and former address(es) associated with that SSN
- Date of birth (may be limited to month and/or year of birth)
- Whether or not the Number is on the Master Death File
- Date and State of issuance

This search is derived from consumer credit information and requires all FCRA consumer credit compliance.

Drug and Health Screening

Health Services

PeopleFacts Screening offers a variety of health services testing; such as, physicals, vaccines and titers. Our qualified health care professionals follow the latest guidelines, protocols and use the best technology to provide the largest selections of high quality health screening programs.

Physical Examinations

Physician will carefully review the patient's medical and occupational history before proceeding with the physical examination. A thorough medical examination will include

complete medical history, examination of head, eyes, ears, nose and throat, skin and lymphatic examination, neurological evaluation, evaluation of the cardiovascular system, visual acuity and vital signs, including blood pressure.

Substance Abuse Testing

Testing for Pre-Employment or Random include any of the following tests: urine, hair, and saliva testing (including blood alcohol) for illegal substances. A "panel" is a list of specific drugs tested for. Panels are customizable starting from 5-panel through 15-panel urine, 6-panel hair and saliva testing. In some states a MRO (Medical Review Officer) must review both positive and negative results; some states only require MRO on positive results and some states have no requirement. Collection locations are available nationwide and chain of custody (COC) options include online and paper; the client should specify during the set up process.

Occupational Eligibility

E-Verify

Verify work eligibility through the Department of Homeland Security and the Social Security Administration. E-Verify is an Internet-based system that allows an employer, using information reported on an employee's Form I-9, Employment Eligibility Verification, to determine the eligibility of that employee.

Paperless I-9

Electronically complete, sign and store I-9 forms. Our technology ensures input is valid and properly formatted. Expiration notices provide advance notification of expiring work authorizations, and automatically purges I-9 forms according to the three/one-year rule.

Professional Reference

Professional reference checking interviews include a discussion of the employee's strengths and weaknesses, and a performance evaluation. This includes questioning regarding leadership, communication, productivity, administration, skills, and overall work ethic.

Employment Verification

An employer's previous Human Resources Department is contacted for dates of employment, positions, duties, eligibility for rehire, salary, attendance, and performance. All professional report levels will depend on corporate policy.

Industry-Related Assessments

Professional License Verification

This search is for license information on individuals regulated by state and federal regulations, including financial and health care licensed professionals. Contact is made with the applicable State or National licensing board or agency to verify information such as license type, license number, status, original issue date and disciplinary action.

FACIS Federal & State Sanctions with OIG/GSA

This search offers sanction histories on individuals and entities in the healthcare field. FACIS reports on disciplinary actions including exclusions, debarments, probation and letters of reprimand. This search also includes the list of sanctioned individuals with the Dept. of Health and Human Services/Office of Inspector General.

Education Verification

This search is primarily for employment verifying the certification, training, or educational claims of a job applicant. Contact is made with institutions where degrees were attempted or received, and may report dates of attendance, major or course of study, degrees received and dates of graduation.

Credential Verification

Contact is made with an organization or agency to verify a qualification or affiliation, member status and other available information. This report provides primary source credentialing verification services for hospitals, physician practices, health plans, and other institutional organizations.

Motor Vehicle Report

The driving/motor vehicle record will verify the driver's license number, state of issuance, and may provide information such as full name and physical description, as well recent moving traffic violations and accidents. This report is for an individual who holds a license necessary to drive company vehicles or their own vehicles on company business. ** Note that several states require a state specific release form.*

Our Commitment to Your Company

PeopleFacts is dedicated to making your hiring process seamless. With extensive services to exceed your objectives, our solutions enable you to effectively manage the screening process from end-to-end. Designed as functional, capable, and all-encompassing, we keep your organization competitive in the search to attract and attain the most qualified candidates. In addition, we'll get you up and running on our platform quickly, with the assistance of our skilled experts. With unsurpassed customer care, and technology that is unequalled in the marketplace, we're confident that our products and services will exceed your expectations.

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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