

Product Summary

Value Added Services

Service	Description	Benefit
Compliance Fulfillment	Assists you by fulfilling your FCRA adverse hiring decision responsibilities. Both Pre-Adverse letters (and reports) and the Adverse Action letter can be sent by American Background to your applicant, whose background screening has uncovered information that may lead to a no-hire decision.	Eliminates the FCRA mandated burden of developing Pre-Adverse and Adverse Action letters and their subsequent distribution for each applicant whose background screening uncovers information that can potentially lead to an adverse (no-hire) decision.
Drug Testing	Provides you and your applicant with drug site and specimen collection coordination, chain of custody documentation, medical review officer access, and test results for common illegal and/or prescriptions drugs.	Helps you to reduce the number of workplace accidents, limit your liability, and improve productivity by providing a single-source of contact for the entire drug-screening process.
Random Drug Testing	Establishes a consistent drug-testing program for current employees that uses approved random selection software for the percentage and interval of your choosing.	Helps to ensure that your workforce is compliant with company drug policies, weeding out undesirable drug users.
Pay Guard	American Background analyzes your payroll records on a regular basis to ensure that all employees have been screened.	Prevents your employees from "falling between the cracks"; thus ensuring complete screening program compliance and making your workplace more secure.
Real-Time Guarantee	Online program that calculates and communicates a Guaranteed turnaround time for each application submitted.	You know when to expect the completed application to be available by, and receive a 50% account credit for applications that exceed the deadline.
Risk Scoring	Utilizes your criteria of what is acceptable and not acceptable (sometimes varies by position) to score criminal, MVR, education, and social results (other products can potentially be included) and deliver a red (do not hire), yellow (needs further review), or green (hire) light.	Allows you to customize the decision making criteria initially, but frees your resources from having to review and decipher each application to which your criteria is applied by having American Background (the experts) do it for you.
Sentry	Closes the "back door" by utilizing a customer-supported mandate that requires all contingent workers (temps, consultants, etc.) to be screened utilizing the same criteria that your full-time employees are screened by.	Provides you with assurance that all individuals who have access to your facilities and proprietary knowledge have been screened in the same manner as your full-time employees. Contingent worker providers are charged at your negotiated rate.



Core Services: Criminal

Service	Description	Benefit
Crim Express	An alternative to traditional Statewide Criminal searches when proprietary sources are considered more complete and timely than the official state government repository.	Offers an option (for those states covered) to utilize a faster and more complete search...often at a reduced cost.
Crime Guard	Dynamic and ever-growing criminal database search that provides access to tens of millions of criminal records in 35+ states with a single search. Any hits (criminal records) must be followed-up and verified by traditional Local searches before being reported.	Provides the ability to search 35+ states with a single search that costs less than a single Local jurisdiction search. Provides a much broader geographic net by which potential criminal information can be uncovered and verified.
Federal	Searches "local" federal jurisdictions for federal crime information (i.e. kidnapping, bank robbery, drug trafficking, etc.). There are usually several federal jurisdictions per state.	Uncovers criminal records that are filed only in Federal court systems and are thus unavailable in Local or Statewide searches.
Local	Most up-to-date and complete type of criminal record search. Mostly conducted on-site at city and county (local) courthouses where most criminal records originate.	Applicant's criminal background search is conducted at "most likely" local jurisdiction(s), i.e. local jurisdictions indicated by applicant's social locator search (address history), uncovering most recent and complete criminal record information.
Sex Offender Registry	Initiated by the Pam Lychner Sexual Offender Tracking and Identification Act of 1996, and empowered by Megan's Law (1996), each state must maintain programs that register and track all known sexual offenders. Each state must also provide regular updates to the FBI to enable coordinated national tracking. Information made available to the general public varies greatly from state-to-state.	Provides the ability to search each state as a whole on a state-by-state basis. Additional information that might otherwise be disallowed by the 7 year reporting guideline is available because sexual offenses are often regarded as "special circumstances".
Statewide	Most comprehensive and broad-scoped type of traditional (direct from "official" source) criminal records search. Each state requires all Local court systems to channel their criminal records to the state so that the state may maintain and utilize a centralized repository/database. Many states do not make their databases available.	Offers access to all of the local jurisdictions for a given state in a single search for those states that provide access. Often used in combination with specific local searches within the state because there are often delays between the time criminal information is filed at the local courthouse and when the information is channeled into the statewide repository.



Core Services: Verifications

Service	Description	Benefit
Education	Verification of educational degrees. Typical verifications include High School, Undergraduate, Graduate, and Post-Graduate degrees.	Allows for the verification of the applicant's reported education history. Helps to ensure that an applicant actually has the educational background necessary to perform the duties required of the position that you are hiring for.
Employment	Verification of previous employment positions, salaries, duties, dates, performance, etc. You have many options regarding what information is asked. Many employers only verify a limited amount of information.	Allows for the verification of the applicant's reported work history. Helps to ensure that an applicant actually has the skills and experience necessary to perform the duties required of the position that you are hiring for.
Personal / Professional References	Verification of both Personal and Professional references listed by the applicant. Typical questions involve the applicant's dependability, honesty, judgment, stress response, character and years known.	Helps you learn about the applicant's key personal characteristics from those who know them the best.
Professional Licenses	Verification of professional licenses that are normally required either by the employer or by law to perform the duties of the position being hired for.	Provides you with assurance of the applicant's competency within a specific field as well as with legal protection in cases where a specific license is required by law.



Core Services: Other Searches

Service	Description	Benefit
Civil	Searches that provide information regarding any civil suits or records that are related to the applicant. Civil records often include information regarding bankruptcy, tax liens and small claims court cases.	Information about an applicant's civil history can provide insight into characteristics and actions that indicate a propensity for behavior that might not be conducive to your company culture.
Credit	Provides a credit summary of the applicant's balances, payment history, liens, judgments, bankruptcies and official inquiries. Often only utilized for positions that have significant financial access and/or responsibility.	Provides information that allows you to determine if the applicant is financially responsible and/or is in a highly leveraged position that would make the pilfering of company funds enticing.
Healthcare Federal Sanctions	Provides the ability to perform a single search that meets the Government's minimum requirements, that is inclusive of OIG, GSA and all other Federal Healthcare sanctioning records.	Allows our healthcare industry customers to uncover any federal sanctions that have been levied against potential and/or current employees.
International	Local Criminal searches, Employment and Education Verification capabilities for over 90 foreign countries.	Enables the verification of education and work experience for your international applicant, as well as providing a criminal record check for the area in which the applicant currently lives.
Driving Records	Provides current driving record based upon the applicant's reported driver's license number. Often only utilized for positions that require the applicant to drive company vehicle(s).	Provides information that you to decide whether or not the applicant is suitable for a position that requires driving company vehicles.
Social Locator	Based upon the applicant's social security number, provides a starting point to establish the scope and expanse of the background check. Used as the basis for ordering Local criminal searches based upon the address history.	Provides information on the validity and issuance date of the applicant's reported social security number, as well as information regarding their current and previous address(es), and potential additional/previous names.
Social Security Employee Verification Service	Verifies name and date of birth of the applicant against the social security number given. Also verifies whether or not the number is valid.	Authoritative source for verification of applicant's social security number against their other reported key identifiers. Also increases W-2 accuracy.
Treasury Enforcement	Compares your applicants against the United States Department of the Treasury, Office of Foreign Assets Control Specially Designated Nationals and Blocked Persons List. This list is otherwise known as the "Terrorist List".	Provides you with the ability screen applicants against the official Government "Terrorist List" to protect yourself both operationally and legally against hiring individuals known to pose a risk to national security.