

### **Identity Verification**

Searches up to 30 years of history, from hundreds of sources, for all known aliases and former addresses associated with the applicant: information contained in the Social Security Administration Death Master File (SSA DMF) is also included. Primarily used as an investigative starting point, the Identity Verification product helps with the selection of the most appropriate jurisdictions in which to conduct additional searches.

### **County Criminal Search**

County courts are where the majority of misdemeanors and felonies are tried. CIS utilizes an extensive network of research professionals who perform their searches at the more than 3,100 county court locations nationwide. County criminal searches provide the most accurate, current & thorough criminal record information and therefore should be used as the foundation for all employee background checks.

### **National Criminal Search**

An instant [1] electronic search of a nationwide proprietary database, compiled from multiple sources consisting of court records, incarceration records, prison/inmate records, probation/parole/release information, arrest data, wants and warrants and/or other proprietary sources. A national criminal search is recommended in conjunction with county level searches as a way to uncover potential criminal records from additional locations.

### **State Criminal Search**

An instant [2], Statewide, electronic search of that state's official, centralized repository of criminal records. Content varies by State and States do not share information with each other, nor do all county courthouses report up to the state level. Sources typically comprise of Law enforcement agencies, prosecutors, county courts, bureaus of criminal investigations, departments of public safety, correction agencies and other law-enforcing entities.

### **Federal Criminal Search**

Violations of federal criminal law include crimes such as bank robberies, embezzlements, drug trafficking, crimes committed across state lines, tax evasion and more. There are 94 federal districts nationwide with each state having between 1-4 districts. Federal crimes do not appear in county, state or national court records, repositories or databases.

### **National Sex Offender Registry Search**

Helps identify whether or not an individual is listed as a registered sex offender by searching the sex offender registries of all 50 States.

### **Civil Searches**

Information obtained from county civil research services commonly include divorces, breaches of contract, lawsuits, paternity suits, domestic disputes, restraining orders and other civil matters: Federal civil searches are also available. A civil case will be heard in Federal District court, whenever the parties are citizens of different states or counties and are litigating potential damages of more than \$75,000, or there must be a constitutional or Federal law violation.

### **Motor Vehicle Report/Driving Record/DMV Search**

Contains individual driving record history filed with the State's Department of Motor Vehicles. DMV searches may include license type(s), driving restrictions, driving history (accidents, suspensions, violations and other vehicle-related offenses).

### **Global Security Watch List**

Search a multitude of database sources including both US and foreign governments and international organizations, to identify individuals who may be involved in terrorist activities, money laundering, illegal imports, fraud against government agencies, violations of federal banking regulations, fugitives from justice and other offenses. The Global Security Watch List aids in complying with provisions of the US Patriot Act.

### **Financial Sanction List**

Search a multitude of database sources providing a comprehensive list of individuals & firms excluded and debarred by Federal government agencies from receiving federal contracts or federally approved subcontracts. The Federal Sanctions List is also referred to as the Excluded Parties List System (EPLS).

### **Healthcare Sanction List**

This search includes multiple federal and/or state sources and includes adverse records of disbarred, disciplined, excluded or sanctioned individuals and entities. The search covers over 50 types of healthcare professionals ranging from physicians, nurses, PAs, pharmacists and mental health professionals to home health agencies, managed care and hospitals.

### **Drug-Screening**

Lab based, urine drug screening, with 5-panel, 10-panel and customized screening options available, with all results reviewed by a Medical Review Officer[3]. CIS offer ease of ordering, electronic chain of custody and both DOT and non-DOT panels are available.

The 5-panel includes tests for: Amphetamines (1000 ng/mL screen), Cocaine Metabolites, Marijuana Metabolites (50 ng/mL screen), Opiates, Phencyclidine.

The 10-panel includes tests for: Amphetamines, Barbituates, Benzodiazepines, Cocaine Metabolite, Marijuana Metabolite, Methadone, Methaqualone, Opiates, Phencyclidine (PCP), Propoxyphene.

[1+2] CIS investigators review all records to ensure maximum possible accuracy and minimize false positives.

[3] MRO qualifications require that the MRO is licensed as a medical doctor (MD) or doctor of osteopathic medicine (DO) in any one state. The MRO must have knowledge of substance abuse disorders, plus clinical experience. The MRO must pass a certification test by a nationally recognized MRO certification board (e.g., MROCC, AAMRO) which includes a mandated training curriculum. The MRO is required to complete requalification training every five (5) years. MRO's do not work for the laboratory nor do they have a financial relationship with the laboratory. The laboratory may not derive financial benefit by having an employer use a specific MRO. The laboratories used maintain an independent relationship with the MRO in all of its operations.