

EQUIFAX EMPLOYMENT SERVICES

EMPLOYMENT SCREENING

services available

EMPLOYMENT/FORMER EMPLOYMENT VERIFICATION

EDUCATION VERIFICATION

SCHOOL TRANSCRIPTS

CRIMINAL RECORD SEARCHES

MOTOR VEHICLE RECORDS

CREDIT BUREAU IN-FILE

CIVIL LITIGATION RECORDS

BANKRUPTCY RECORDS

PERSONAL REFERENCES

WORKERS' COMPENSATION RECORDS
(subject to ADA guidelines)

MILITARY SERVICE RECORDS

PROFILE PACKAGE SERVICES

BASIC = 3 year employment history

STANDARD = 5 year employment history

EXPANDED = 10 year employment history

All other components reflect a single component search

	PROFILE 1	PROFILE 2	PROFILE 3	PROFILE 4
	Employment Education Felony Record Financial Report MVR	Employment Financial Report Felony Record MVR	Employment Education Felony Record	Employment Financial Report Felony Record
BASIC	\$ 68.00	\$ 55.00	\$ 52.00	\$ 48.00
STANDARD	\$ 74.00	\$ 61.00	\$ 57.00	\$ 53.00
EXPANDED	\$ 90.00	\$ 78.00	\$ 74.00	\$ 70.00

VEHICLE OPERATOR PROFILE (VOP)

Includes MVR

3 Year	\$ 58.00
5 Year	\$ 64.00

Without MVR

3 Year	\$ 51.00
5 Year	\$ 57.00

PRICE ASSUMPTIONS

- 1) If transcript requested with education, any associated fees are charged.
- 2) MVR - Registry expense included for all states except in ARKANSAS, MARYLAND, MISSISSIPPI, MASSACHUSETTS, NEW HAMPSHIRE and RHODE ISLAND.
- 3) All expenses for Felony records included, except in ILLINOIS, PENNSYLVANIA and LOUISIANA.
- 4) Felony record does not include checking state wide repositories.
- 5) Prices apply to continental U.S. and include T&T and fax charges.

PROFILE COMPONENT SERIES

Financial Report.....	\$15.00
Education.....	\$12.00*
Employment.....	\$13.00
Personal Reference.....	\$11.00

PUBLIC RECORDS

Felony and Misdemeanor.....	\$25.00*
Felony Record Information.....	\$16.00*
Misdemeanor Record Information.....	\$16.00*
Federal Felony and Misdemeanor (expense included).....	\$16.00

Miscellaneous Records

Motor Vehicle Record.....	\$3.25**
Workers' Compensation Record (Post Job Offer).....	\$18.00
Military Record.....	\$35.00

CREDENTIAL VERIFICATION

\$16.00

State Insurance Check
Federal Aviation Administration (FAA)
Professional License Verification
Certification
Industry Accreditation

*The above prices do not include expenses. Prices apply to the continental U. S. and include T&T and fax charges.

**Motor Vehicle Record price when ordered in conjunction with other service(s); price as stand alone service is \$10.50, plus state registry fee.

All prices are subject to change with 30 days notice.

REFERENCE CHECKING

JUSTIFICATION

EQUIFAX CAN HELP YOU VERIFY RESUME' INTEGRITY: From a cross-section of reports performed for various industries on different candidate levels, an Equifax study showed inaccuracies in the following areas:

Employment Dates (3+ months)	. 29%
Job Title	. 4%
No Record of Employer	. 3%
No Record of Employment	. 3%
Reason for Leaving (fired, terminated, etc.)	. 11%
Eligibility for Rehire (deemed significant only when applicant not eligible for rehire)	. 7%
School Dates (3+ months)	. 8%
Degree (not earned diploma listed)	. 3%
Major (not declared on application or given incorrectly)	. 4%

CRIMINAL RECORD SEARCH

JUSTIFICATION

"Review of an applicant's criminal records may be an essential part of a background check. Indeed, some appellate courts have specifically noted that the cost of a criminal record investigation is insignificant when measured against its value." (NEGLIGENT HIRING: GUILT BY ASSOCIATION, by R. Craig Scott)

EQUIFAX conducted a two-month study of all criminal record searches performed in randomly selected Equifax offices. During this period, 11,618 criminal court records were checked, and 488 individuals were found to have criminal conviction records -- equivalent to a 4.2% hit ratio. Some offenses which occurred most often were:

DUI	. 14.2%
Speeding	. 9.0%
Drug/Alcohol Possession	. 8.6%
Theft	. 5.8%
Battery/Assault	. 5.4%
Driving w/Suspended License	. 5.0%
Public drunkenness/disorderly intoxication	4.1%
Disorderly conduct/disturbing the peace	. 3.4%
Burglary	. 3.0%
Fraud	. 3.0%

EQUIFAX EMPLOYMENT SERVICES

WHY DO COMPANIES USE OUR EMPLOYMENT SCREENING SERVICES?

People are often not what they appear to be. That is why over 10,000 companies throughout North America use Equifax information services.

When it comes to making a job offer today, first impressions -- even long second looks -- simply are not enough. Equifax Services has experienced professionals in place, ready to gather the information needed. It takes access to employment histories, education and criminal records, credit histories and more, to make sound hiring decisions. The accessibility to that information is important to employers.

Information is our business; it has been for decades. We know how to handle information, and the companies we provide service to can be sure we will represent their interests professionally and confidentially.

Equifax can provide timely information to expedite hiring decisions. We are aware of the problems our customers face and can work with employers to help guard against these in the search for the best candidate. Information needs vary by industry, and there are those industries that need employment screening to satisfy government regulations, such as:

- * Federal Aviation Administration - The FAA requires that background checks be completed on those persons who will have access to secured areas in commercial airports.
- * Department of Transportation - DOT requires a multi-year background check on individuals who drive commercial motor vehicles.
- * Nuclear Regulatory Commission - The NRC requires that a background investigation be completed prior to an employee being granted access to secured areas of nuclear power plants. These investigations usually follow NUMARC guidelines.

Some employers request employment screening to reduce risk to their companies. More importantly, however, employment screening is used to select the individual who is most qualified for the position, who will be happy in his or her job, and who will make the best contribution to the company. In this way both the organization and the employee will benefit, and employment screening can help meet this objective.

EQUIFAX SERVICES

Why Do Companies Use Our Pre-Employment Services?

People are often not what they appear to be. That is why approximately 10,000 companies throughout Northern America use Equifax pre-employment information services.

There is no time like before hiring to help reduce problems that will occur later, such as resume fraud, employee theft, and negligent hiring. Equifax Services has experienced professionals already in place in offices throughout northern America ready to gather the information needed. It takes access to employment histories, education and criminal records, credit histories and more, to make sound hiring decisions. The accessibility to that information is important to employers.

Information is our business. It has been for decades. We know how to handle information and the companies we provide service to can be sure we will represent their interests professionally and confidentially.

We can provide timely information to expedite hiring decisions. We are aware of problems such as negligent hiring, resume fraud and employee theft, and can work with employers to help guard against these problems in the search for the best candidate. Information needs vary by industry. There are industries that need pre-employment screening to satisfy government regulations. Some of these are:

- Federal Aviation Administration - The Federal Aviation Administration requires that background checks be completed on those persons who will have access to secured areas in commercial airports.
- Department of Transportation - The Department of Transportation requires a three-year background check on individuals who drive commercial motor vehicles.
- Nuclear Regulatory Commission - The Nuclear Regulatory Commission requires that persons having access to the secured area in nuclear power plants have a background investigation completed on them prior to receiving a security clearance. These background investigations usually follow the NUMARC Guidelines for a five-year background check.

Some employers request pre-employment screening to reduce the risk to their companies. Some of the risks include employee theft, resume fraud and negligent hiring.

Pre-employment screening is used by employers to select the individual who will have the best fit with the company. If the company selects an individual who will be happy with his employment and contribute to the organization, both the organization and the employee will benefit. Pre-employment screening can help meet this objective.