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As a leader in the background screening industry, **Confirm Choice** is committed to going the extra mile to ensure that our clients are provided with accurate, timely information to help them make educated hiring decisions. There's a reason why so many companies trust **Confirm Choice** to manage their background screening needs. We offer flexible screening solutions tailored to meet each client's unique requirements through our diverse service offerings both in the United States and internationally. Our diversified service offering is the direct result of constant customer feedback, continual technology innovation, and a commitment to offer the background screening industry's best solutions.

About Our Company

Confirm Choice is an international, licensed investigative company that specializes in background screening and hiring solutions. We are a member of the National Association of Professional Background Screeners (NAPBS). Our services include: criminal background checks, references, verifications, drug testing, motor vehicle records, tenant screening, healthcare exclusion checks, and more.

Our Service

Competitive pricing, quick turnaround of reports, and excellent customer service have made us a trusted resource to our clients. Our entire staff is trained in FCRA compliance and we are dedicated to providing each client with a positive experience.

Our Flexibility

We utilize state-of-the-art technology that makes every process seamless and efficient. Clients find our online ordering system simple and easy to use. We tailor each package to meet the requirements of our clients to ensure that we continually deliver the results they expect.

Mission

Our mission is to provide our clients with timely and accurate information while receiving exceptional customer service from a dedicated team of professionals.

Vision

To be regarded as the most reputable and reliable background screening provider in the industry.

Values

Accuracy, Dedication, Expediency, Integrity, Professionalism, and Service Excellence.

Services

Civil Court Searches

- 📁 County Civil Search
 - County level records search for individuals or companies that may include information such as financial restitution cases, personal injury, and other civil disputes.
- 📁 Federal Civil Search
 - Federal court system search for cases involving copyright disputes, antitrust actions, and banking regulations.
- 📁 Bankruptcy Search
 - Federal search of bankruptcy records.

Criminal Court Searches

- 📁 County Criminal Search
 - Local or county level court system search for both felony and misdemeanor records.
- 📁 Statewide Criminal Search
 - State level criminal records repositories search for felony and/or misdemeanor convictions. This service is not available in all states.
- 📁 Federal Criminal Search
 - Federal court system search for criminal records.
- 📁 Nationwide Criminal Indicator
 - Multi-state, multi-jurisdictional database search of criminal records sourced from over 600 different government agencies.
- 📁 Nationwide Plus
 - Nationwide Criminal Indicator, National Sex Offender Registry, and the Global Watch Report in one combined report.

 Tennessee Statewide Felony Only Search

- Search that reports individuals convicted of a felony in the state of Tennessee. This search only reports whether the individual has been convicted of a felony and does not provide any detail about the nature of the conviction. A Tennessee statewide and/or county search is recommended if conviction details are required.

 International Criminal Search

- Search for criminal records outside of the United States. Record availability is dependent upon the foreign country in which the search is conducted.

Additional Services

 Credit Report

- Reporting of an individual's credit history as provided by TransUnion. We can provide credit reports for the following purposes: employment, tenant screening, certified financial planners, country club membership, potential franchise owners, and government licensing. We are required to conduct a brief one-time inspection of your office in order to supply credit reports.

 Motor Vehicle Report (MVR)

- Driving history report which includes violation and accident information, as well as CDL status where applicable.

 Global Watch Report

- Search of global sanctions, enforcement, and media watch lists. Includes the U.S. Department of Treasury's Office of Foreign Asset Control (OFAC), Interpol, and FBI Most Wanted lists.

 Homeland Security Search

- Comprehensive search of 137 national and international terrorist, fugitive, and debarment lists.

 National Sex Offender Registry

- Nationwide search of registered sex offenders using the Dru Sjodin National Sex Offender Registry, which checks state, territorial, and tribal sex offender registries.

 Drug Screening

- We offer a comprehensive array of drug and alcohol testing services. Our network includes over 15,000 locations nationwide.
- Electronic Chain of Custody is available for all drug screening, including DOT drug screening.
- All of our drug tests are certified by a Medical Review Officer (MRO).
- Random programs (DOT and non-DOT), after-hours testing, and post-accident testing are available.

Healthcare

 Abuse Registry

- Search state registry, where available, for records of anyone identified by state adult protective services as having a history of abuse in the healthcare profession, including abuse accusations, exploitation, and neglect.

 FACIS® (Fraud & Abuse Control Information Systems)

- Database check on medical providers who have been sanctioned or disciplined by governmental, state, and federal agencies, boards, and regulatory bodies.
 - Level I includes OIG, GSA, and other federal agencies. Information reported in this level meets the government's minimum requirements for sanctions screening as set forth by the OIG.
 - Level II combines the Level I search with disciplinary action information from multiple agencies and one state of choice.
 - Level III includes disciplinary actions from federal and state agencies in all 50 states.

Tenant Screening

- ☒ Landlord Reference
 - Direct contact with a prior landlord. A customized list of questions can be developed upon request.
- ☒ Evictions Search
 - Search across all 50 states for information including unlawful detainers, tenant judgments, failure to pay rent, and warrants of eviction.
- ☒ Evictions Plus
 - All of the information from the Evictions Search plus nationwide criminal data, most wanted lists, and sex offender registries.

Verifications

- ☒ Education Verification
 - Verification of a degree and date of graduation.
- ☒ Employment Verification
 - Verification of dates of employment and title. Customized areas of inquiry are available upon request.
- ☒ Professional License Verification
 - Verification of an applicant's stated professional licensure or certification, whether it is current, date issued, expiration date, state of issuance, and licensing authority.
- ☒ Professional Reference
 - Direct contact with a reference. A customized list of questions can be developed upon request.

Business Services

- ☒ Adverse Action Letter
 - These are required whenever a company or individual makes an adverse decision based on information contained in a background report. This includes but is not

limited to denial of employment, termination, demotion, denial of credit, and denial of tenancy. Adverse action letters can be generated directly from our website.

 E-Verify

- Verification of employment eligibility and social security number.

 Social Security Trace

- Used to generate an address history when running criminal searches that are location-dependent. May also provide the date and location where the number was issued.

 Social Security Number Verification

- Validation of a social security number with the Social Security Administration. Requires a special release form.

 TGI Teamability™ Report

- An assessment tool used for screening, selecting, and developing employees and teams using the following metrics:
 - Role (a person's affinity for specific modes of service to the needs of a team)
 - Coherence (expressed as positive, flexible, constructive teaming behaviors)
 - Teaming Characteristics (individual styles of responding and relating to others)
 - Role-Respect (the unique manner in which people of different roles experience appreciation and respect)
 - Role-Pairing (known, replicable synergies between specific roles)
 - Role-Fit (an appropriate match between a person's role and their assigned set of job responsibilities)
 - Team-Fit (structuring a team to include roles that are best-fit to the team's mission)