



SERVICES

| Civil | Description |
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| County Civil Search | A county civil search is a search of the upper and/or lower county civil courts. This is a name only search and will locate civil litigation cases filed by an individual. Results can include defendant name, plaintiff name, date filed, current status and final disposition. |
| Federal Civil Search | A federal civil search is a search of civil cases that are handled through the US District Courts. There are 94 federal courts in the U.S. and are divided by jurisdictions. Results can include case number, date filed, current status and final disposition. Federal civil cases usually include individual and corporation civil filings that cross state lines or restitution is over the county court limit. |
| Criminal | Description |
| County Criminal Search (7 years) | A county criminal search is a search of county level court(s) where felony and misdemeanor cases are filed. Results can include incident date, charge, current status and final dispositions. This information can vary slightly per jurisdiction. This service is used to identify any criminal records on an individual. |
| County Criminal Search (10 years) | A county criminal search is a search of county level court(s) where felony and misdemeanor cases are filed. Results can include incident date, charge, current status and final dispositions. This information can vary slightly per jurisdiction. This service is used to identify any criminal records on an individual. |
| Federal Criminal Search | A federal criminal search is a search in any of the 300+ federal district courts. Federal crimes will not appear in state or county court record searches. Results can include case number, charge, date filed, current status and final disposition. Federal criminal cases include tax evasion, mail fraud, bank robbery or other federal statute violations. |
| Global Security Search <i>For Reference</i> OIG- (Office of Inspector General) GSA- (General Services Administration) OFAC- (Office of Foreign Asset Control) LEIE- (List Excluded Individuals/Entities) EPLS- (Excluded Parties List System) | A collection of U.S. and international searches comprised of three expansive search components for Watch Lists and Sanctions, Politically-Exposed Persons and Adverse Global Media records. Includes the U.S. Department of Treasury's Office of Foreign Asset Control (OFAC), OIG, GSA, EPLS and subsets, LEIE, HUD EPLS/LDP, DTC Debarred Parties, Interpol and FBI Most Wanted lists, United Nations Named Terrorists, State Dept. Foreign Terrorists Organizations + Exclusions, Sam.Gov, etc. |
| International Criminal Search | The international criminal search will locate any crimes or offenses in the country where applicant has previously lived and/or worked. The turnaround time can be lengthy (10-30 days) and most countries require a special release. Contact us for a full list of available countries and rates. |
| National Sex Offender Registry Search | A nationwide search of registered sex offenders using the Dru Sjodin National Sex Offender public website, which checks public state, territorial and some tribal sex offender registries. |
| Nationwide Criminal Indicator | The national criminal indicator searches hundreds of databases, state repositories, some department of corrections, fugitive watch lists and sex offender registries. This service is not a comprehensive search including full disclosure of case details. It is not a stand-alone service and should only be used as an indicator of possible records. Additional research is needed to fully verify potential records. |
| Nationwide Plus | Nationwide Plus is the Nationwide Criminal Indicator, National Sex Offender Registry and the Global Security Search combined in one report. It is not a stand-alone service and should only be used as an indicator of possible records. Additional research is needed to fully verify potential records. |

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| Statewide Criminal Record Search | A statewide criminal search will reveal felony and misdemeanor convictions for all counties within the state requested. The results can include incident date, charge, current status and final dispositions. This service may require a state specific release. (Statewide not available in CA, DC, LA, MA, MS, NH, NV, WV, WY) |
| Tennessee Felony Offender Search | This search reports whether an individual has ever been convicted of a felony in the State of Tennessee. Case details are not returned and additional research is needed to determine the nature and scope of offense if a record is found. |
| Drug Testing | Description |
| Drug Screening (DOT Testing & Physicals Available) | Comprehensive drug and alcohol testing services, with the largest network of collection sites and testing laboratories. Our provider can ensure unparalleled efficiency and support for your regional, national and international business needs in both regulated and non-regulated environments. Tests available are urine, saliva, breath/alcohol, hair and blood. Pricing may vary depending on location. The following services are available: <ul style="list-style-type: none"> • Electronic Chain of Custody (ECOC) • Laboratory Selection & Management, Program Administration • Medical Review Officer (MRO) Services • Random, After-Hours or Post-Accident Testing • In-House Testing Methods Available (cups, swabs, saliva strips) |
| Business Services | Description |
| Adverse Action Letter | Required by anyone using a Consumer Reporting Agency for the denial of an application whether credit, employment or tenant. You have the ability to generate Adverse Action Letters from your account to assist you in meeting FCRA compliance regulations. |
| Bankruptcy | All bankruptcy filings are handled in federal courts. If a bankruptcy record is found, the filing date, chapter of bankruptcy and case status will be returned. |
| Bankruptcy, Liens & Judgments | This search returns bankruptcies filed as recently as yesterday and searches more than 100 million liens and judgments records at the federal, state and local levels. |
| Credit Report | Reporting of an individual's credit history as provided by Transunion. This service can be used for certain executive positions, investment and tenant screening purposes. A FICO score is not available for employment purposes. On-site inspection may be required. |
| Education Verification | An education verification will verify the institution name, date of attendance, type of degree or certificate and completion date. Some educational institutions require verifications to be made through a third party such as the National Student Clearinghouse, which may result in additional fees. |
| Employment Verification | An employment verification will verify the business name, dates of employment and position. This information can vary depending upon the organization's policy of verifying one's past employment. Some employers require verifications to be made through a third party such as The Work Number, Thomas & Co., etc., which may result in additional fees. |
| IVES Income Verification Express Services <i>(alternative option of third party verification services such as The Work Number)</i> | An IRS Database employment verification option which provides the company name and year of employment only. Because the IRS database contains information based on W2/1099 filings, the current year of employment will not be available. For current year, might opt to allow pay stub or other form of acceptable documentation per client's company policy. Separate applicant consent required and will need to create an ID.me account. |
| DOT Employment Verification | An expanded employment verification regulated by the Department of Transportation which complies with the FMCSA rule for verification of three years of previous employment and drug/alcohol history. Requires special form provided by employer. |
| Financial Institution Sanction | This is a search of the Financial Industry Regulatory Authority (FINRA). Research the professional backgrounds of brokerage firms and brokers currently or formerly registered with FINRA or a national securities exchange, as well as, current or former investment advisor firms and representatives. |

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| HUD Limited Denial | A search of the Housing and Urban Development is conducted to determine if an individual or business has been debarred from any or all federal housing programs. |
| Motor Vehicle Report (MVR) | A MVR is a search of the applicant's driving history through a specific state's DMV database. This service is available in all 50 U.S. States, plus Puerto Rico, U.S. Virgin Islands and most Canadian Provinces. |
| PSP Reports (Pre-Employment Screening Program) | PSP reports provides a commercial driver's five-year crash and three-year inspection history from FMCSA Motor Carrier Management Information System (MCMIS). |
| CDLIS (Commercial Driver's License Information System) | CDLIS allows employers and their agents to comply with FMCSA requirements (§ 391.21-391.27), by searching within the "Commercial Driver's License Information System" for any prior licenses, current CDL and up to three prior licenses held by said individual. Provides Present Jurisdictional State and Driver's License Number, Name, DOB, Social Security Number Match, Up to Three Previously held CDL Numbers, AKA Information. |
| Professional Licensure/Certification Verification | Verifying a license and/or certificate will provide a confirmation of the applicant's qualifications. It verifies the license and/or certificate number, current status, state of issuance and expiration date. |
| Professional Reference | A professional reference provides direct contact with the reference provided by the applicant. It helps give insight to the applicant's work ethic, abilities, accomplishments, reliability and past performance. Confirm Choice has a prepared list of questions to be used in the reference interview, however, a custom questionnaire can be created per client needs and specifications. |
| Social Media Search | A social media search in employment background screening reviews public profiles across major platforms like LinkedIn, X, Instagram, Reddit, Tik Tok, and Facebook to assess a candidate's professionalism, behavior, and cultural fit. It helps employers identify potential reputation risks, verify credentials, and ensure alignment with company values. Multi-platform reviews provide a well-rounded view of a candidate's online conduct and communication style beyond their résumé. When conducted ethically, using only public information and in compliance with privacy and employment laws, social media screening supports better hiring decisions, protects organizational reputation, and promotes a positive, trustworthy workplace culture. |
| Social Security Number (SSN) Trace | The SSN Trace returns information from lending institutions, utility providers, educational institutions, and credit card companies associated with the Social Security Number provided by the candidate. Results may include the year and state of issuance as recorded by the Social Security Administration, names linked to the SSN, and the candidate's address history. |
| Social Security Number (SSN) Verification | Verifies who the card was issued to and checks death master file. Requires a SSA-89 form to be completed by applicant. |
| UCC Search (Uniform Commercial Code) | Searches for legal claims against a business or business owner's property due to unpaid debts. |
| HealthCare | Description |
| Abuse Registry | The Abuse Registry service identifies individuals with documented abuse behavior in the healthcare profession, including abuse accusations, exploitation or neglect. This service is conducted through the current state DHHS and may not be available in all states. Includes DIDD Abuse (Dept. of Intellectual & Developmental Disabilities). |
| FACIS® (Fraud & Abuse Control Information Systems) <i>For Reference</i> OIG- (Office of Inspector General) SAM-(System for Award Management) | FACIS® Fraud and Abuse Control Information System - A current and historical database of sanctions, exclusions, debarments and disciplinary actions for all provider types at federal and state levels. <ul style="list-style-type: none"> LEVEL 3: the most comprehensive of the FACIS search products and identifies potential matches from all federal data sources (OIG, SAM (including SDN), FDA, DEA, TRICARE, FBI, USDOJ, US Treasury Dept., US State Dept.), all state level Federal Healthcare Entitlement Program (FHEP) sources (State Medicaid Exclusions, State Contractor Disqualification/Debarment Lists, HEAT Task Force News, State Attorney General News, Federal District - Attorney General News, |

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| SDN-(Specially Designated Nationals) HEAT-(Heath Care Fraud Prevention & Enforcement Action Team) GSA- (General Services Administration) OFAC- (Office of Foreign Asset Control) LEIE- (List Excluded Individuals/Entities) EPLS- (Excluded Parties List System) | Medicare/Medicaid Opt-Out Lists) as well as the remainder of the FACIS data set (includes State Board and State Agency issued sanctions and disciplinary actions, which contain approximately 2,500 primary sources, with 800+ taxonomies in 56 jurisdictions). The search includes information on disciplinary actions ranging from exclusions and debarments to letters of reprimand and probation. Historical and current primary source records are included. A FACIS 3 search is the gold standard of health care exclusion and debarment screening. |
| Tenant | Description |
| Landlord Reference | Direct contact with a past landlord as provided by the applicant. Confirm Choice has a prepared list of questions to be used in the reference interview, however, a custom questionnaire can be created per client needs. |
| Eviction Check | National eviction report including information such as unlawful detainers, tenant judgment, failure to pay rent, writs and warrants of eviction. |
| Eviction Suits, Liens & Judgments Search | This enhanced search is used to verify application information and uncover undisclosed evictions, suits, liens, and judgments. It is popular with landlords, leasing agents, employers, and other businesses conducting tenant screening, employment screening, merchant verification, business credentialing, and credit decisioning. Additional research may be needed to fully verify potential records on the civil level and will be added as needed. |
| Behavioral Assessment | Description |
| CollabGenius's Role-based Behavioral Talent Assessment and High-Performance Team-Building Platform | CollabGenius's Role-based behavioral talent assessment represents the pinnacle of objectivity, efficiency, and accuracy in evaluating job candidates. Trusted by leading organizations, it guides informed hiring decisions and facilitates the creation of high-achieving teams. If you're interested, visit https://www.collabgenius.io/pricing to order your assessment or schedule a consultation. |

This is not an exclusive list - if you do not see a search you need, please ask.

Additional Services Offered

- Contract Review of Background Screening Requirements
- Integration with Payroll and HRIS Systems
- Education and Training Upon Client Request