



SERVICES

Civil	Description
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	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.

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, NH, 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. Test 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 is required.
Education Verification	An education verification will verify the institution name, date of attendance, type of degree or certificate and completion date.
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.
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.
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.
Social Security Number (SSN) Trace	The SSN Trace provides the state of issuance and the date it was issued.
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.
HealthCare	Description
Abuse Registries	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 states DHHS and may not be available in all states.
FACIS® (Fraud & Abuse Control Information Systems)	<p>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.</p> <ul style="list-style-type: none"> • LEVEL 2: conducts a search of residing state abuse registry, sanction information as taken by OIG, GSA, LEIE, State Medicaid sanctions, 42 HEAT sources and 51 AG Notice, release sources and other federal agencies. Information reported in this level meets the government's minimum requirements for sanction screening as set forth by the OIG. • LEVEL 3: the most robust and comprehensive search option. Includes all sources in FACIS®2 and the sanctioning boards from all 56 U.S. jurisdictions, allowing you to conduct a search of disciplinary actions taken by federal agencies as well as those taken by licensing and certification agencies including abuse registries where available. The FACIS® product is a registered trademark of the Verisys Corporation.
Tenant	Description
Tenant Screening/ 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.
Tenant Eviction Search	National eviction report including info such as unlawful detainers, tenant judgment, failure to pay rent, writs and warrants of eviction.
Tenant Risk Analysis Report with Credit	This feature allows you to utilize the TMC (Tenant Management Center) to capture information relevant to a tenant screening application, including signed rental release forms, prior landlord information, previous rent amounts, pets, etc. Searches include criminal records, sex offender registry, evictions, employment, references, bankruptcies, civil judgments, federal tax liens, collections, and credit report. Results are viewed in the Tenant Screening Dashboard where the applicant's name, property applied for, the property manager, tenant risk analysis score, status, and verified salary are shown for easy determination.

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

Confirm Choice

Additional Services Offered

- **Applicant Management Center** - *allows clients to accept candidate applications and track through the hiring process; from the initial invitation through the completed background check. The candidate enters their own information directly into the Confirm Choice web portal to begin the background screening process. This takes the data entry off the client but still allows client review of information before processing background screen.*
- **Contract Review of Background Screening Requirements**
- **Integration with Payroll and HRIS Systems**
- **Education and Training Upon Client Request**