

# Baker's Dozen: Screening Services

Company	*Employees Screened (2008)	URL
 <b>1 Intelius Screening Solutions</b>	<b>925,000*</b>	<b><a href="http://www.hr.intelius.com">www.hr.intelius.com</a></b>
<p>Intelius Screening Solutions is an on-demand employment and drug screening solutions provider that delivers configurable and comprehensive screening services to small and medium-sized businesses (SMB) throughout North America. The provider delivers affordable, customer-driven solutions that help lower cost, increase efficiency, and reduce risk. Headquartered in Bellevue, Washington, with offices throughout North America, Intelius is ranked 127th on Deloitte and Touche's 2008 list of Fastest Growing Tech Companies in North America, and is listed as an Inc. 500 company.</p> <p><b>Clients:</b> DeVry University, NEC Corporation, Wireless Advocates, Wellmed, REC Solar, Car Toys, AAA, Boys and Girls Club of America, Fred Hutchinson Cancer Research Institute, King County Metro Transit, and VMWare.</p> <p><b>Workplace Screening Services:</b> County criminal search; statewide criminal search; multi-state instant criminal search; federal criminal search; 50-state sex offender registry check; SSN verification; DOT verification; education verification; employment verification; license verification; reference checks; exclusion lists; credit checks; DMV/MVR check; skills and behavioral testing; drug testing; fingerprinting; workers' compensation search; adverse action; international criminal and DMV/MVR searches; international verification (education and employment); eligibility determination; and adjudication services and onboarding, including E-Verify.</p> <p><b>Most Important Metrics:</b> Turnaround time, hit rate, rate of responsiveness, price per applicant, verification completion rate (employment and education), and percent of issues resolved.</p>		
 <b>2 LexisNexis Screening Solutions</b>	<b>More than 12 million*</b>	<b><a href="http://www.lexisnexis.com/screening">www.lexisnexis.com/screening</a></b>
<p>LexisNexis offers innovative screening solutions developed from more than 30 years' supporting some of the largest companies worldwide. The company sets the standard for mitigating employment risk by providing fast, accurate, and decision-making tools to help companies succeed.</p> <p><b>Clients:</b> N/A.</p> <p><b>Workplace Screening Services:</b> Integration services with ATS; online applications; identity verifications, criminal record searches (both instant and at the court); global sanction searches; digital drug testing; form I-9 Employment Eligibility Verification (EEV); fingerprint screening; occupational health services (physicals and inoculations for ready-to-work); education, employment and reference verifications (personality assessments); DOT services; and electronic paperwork management (contractor badging services for site access).</p> <p><b>Most Important Metrics:</b> Turnaround times, data accuracy, and compliance guidance.</p>		
 <b>3 First Advantage</b>	<b>More than 9 million*</b>	<b><a href="http://www.fadv.com/employer">www.fadv.com/employer</a></b>
<p>First Advantage provides to hundreds of Fortune 1000 companies a comprehensive suite of talent acquisition solutions specifically designed to help reduce the time and cost associated with recruiting, applicant tracking, screening, and ongoing retention processes. With offices throughout North America, Europe/Middle East/Africa, and Asia Pacific, leading companies seek First Advantage for integrated talent acquisition solutions and support services.</p> <p><b>Clients:</b> N/A.</p> <p><b>Workplace Screening Services:</b> Employer services include global solutions; talent acquisition technology; recruiting solutions; assessment solutions; background verifications; fingerprinting/biometrics solutions; form I-9/E-Verify Employment Eligibility Verification; due diligence reporting; vendor/business partner verifications; drug-free workplace services; physical examinations/exam management; electronic application; employee assistance program/substance abuse program; crisis event management; employment and income verifications; HR administration; hiring tax credits and incentives; driver qualification file management; fleet management services; and school/church/volunteer and nonprofit screening solutions.</p> <p><b>Most Important Metrics:</b> Turnaround time, compliance support, best practices support, capabilities for screening contractors, contingent work-</p>		

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forces, and volunteers, global screening capability with local country experience, integrated services via leading ATS or via Web-based platform, strong data security, knowledgeable client support.



## 4 HireRight

5.4 million\*

[www.hireright.com](http://www.hireright.com)

HireRight provides on-demand employment background screening, drug and health screening, and employment eligibility solutions that help employers automate, manage, and control screening and related programs. Many companies, including more than 25 percent of the *Fortune* 500, employ HireRight because the company delivers customer-focused solutions that provide greater efficiency and faster results. HireRight also provides pre-integrated employment screening services through enterprise e-recruiting solutions from top providers such as Oracle, Taleo, SAP, ADP/VirtualEdge, PeopleAdmin, HealthcareSource, and HRsmart. HireRight is an Altegrity company.

**Clients:** N/A.

**Workplace Screening Services:** Criminal records searches; employment verifications; education verifications; motor vehicle records checks; credit history checks; professional license and credential checks; reference checks; sex offender registry searches; civil court records searches; drug and health screening; global screening; extended workforce screening; employment eligibility verifications; OFAC/Prohibited parties searches; industry-specific searches; FDIC and financial industry searches; military record verifications; national theft database; transportation employment history; commercial driver checks; and volunteer background checks.

**Most Important Metrics:** Customer satisfaction, turnaround time, first-time quality, and uptime.



## 5 Acxiom

2.1 million\*

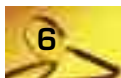
[www.acxiom.com/backgroundscreening](http://www.acxiom.com/backgroundscreening)

With 40 years' industry experience, Acxiom provides background screening and drug testing solutions with the latest technology options that help to ensure a consistent and legally compliant background screening program. The company delivers multi-layer, 100 percent in-person/real time FCRA-compliant reports, including but not limited to criminal record checks, credit reports and driving records. With the highest hit rates from a single-source solution, Acxiom's approach to background screening provides accurate information and secure technology. Acxiom is a founding member of the National Association of Professional Background Screeners.

**Clients:** N/A.

**Workplace Screening Services:** County criminal record checks; TRUSST™; statewide criminal record checks; federal record checks; civil record checks; motor vehicle record checks; credit reports; ID verification/social security trace reports; employment verifications; education verifications; professional license verifications; international checks; national criminal database searches; sexual offender registry checks; media searches; suspected terrorist watch list checks; federal exclusion list searches (OIG/GSA, FACIS, DEA & NPDB checks); drug testing services; fingerprinting services; I-9 verifications; workers' compensation checks; UCC filings; tax liens; national corporation checks; insurance verifications; secretary of state checks; fictitious business name checks; federal bankruptcy checks; state bankruptcy checks; address discrepancy services; applicant scoring services; adverse action fulfillment services; and Acxiom I-Check™.

**Most Important Metrics:** Hit rate/data quality, turnaround time, client retention, and customer service response time.



## 6 Intellicorp Records, Inc.

2.4 million\*

[www.intellicorp.net](http://www.intellicorp.net)

IntelliCorp is a nationwide provider of background check products and employment screening services. With customer driven-solutions and innovative technology, clients receive a streamlined process, cost savings, and paramount privacy and security to mitigate risk and recruit qualified applicants. The company is also a subsidiary of Verisk Analytic, a source of information about risk.

**Clients:** N/A.

**Workplace Screening Services:** Adjudication (scoring); batch processing; client-specific customized solutions; dedicated account management

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and integration options; bundled packages include criminal searches (instant, single-county, federal, sex offender); bankruptcies/liens/judgments; civil searches; credit reports; drug testing; education/employment verifications; evictions history; former last name criminal searches; international searches; FACIS; motor vehicle reports; professional licensing; SSN verification/address history; and terrorist database.

**Most Important Metrics:** Hit ratios, turnaround times, report accuracy, quality assurance programs to measure accuracy of data entry and correctness of results reported, completeness of results (monitoring that all cases, charges, and sentence details have been reported), FCRA compliance, consistency of reporting, web site performance, and strict privacy and security policies.



## 7 Corporate Screening Services, Inc.

300,000\*

[www.corporatescreening.com](http://www.corporatescreening.com)

Corporate Screening Services, Inc. is a global provider of background screening and HRO-related solutions. As a consultant to some of the nation's top employers, Corporate Screening combines innovation, state-of-the-art data-gathering technology, and in-depth examination and analysis. Headquartered in Cleveland, Ohio, Corporate Screening utilizes an expanding professional staff of 75 analysts and consultants to offer customized solutions specifically tailored to solve the customer's screening challenges.

**Clients:** N/A.

**Workplace Screening Services:** SSN trace/identification searches; court record searches, including criminal and civil at federal, county, and municipal courts; statewide criminal records; fingerprinting; national criminal database searches; sexual offender registry checks; motor vehicle record checks; credit reports; employment, education, and professional license verifications; international checks; news media searches; U.S. and international government database searches; drug testing; employment physical examinations; immunization tracking; electronic I-9 form completion and Employment Eligibility Verification; online job application; consumer-funded background screening portal; system integration technology; compliance services; and screening program assessments (SPA).

**Most Important Metrics:** Client satisfaction rating, mean and median turnaround time, percent decrease in outliers, accuracy rating, customer attrition, hit-to-search ratio, support response time, and trending reports.



## 8 Employment Background Investigations, Inc. (EBI)

1.25 million\*

[www.ebiinc.com](http://www.ebiinc.com)

Employment Background Investigations, Inc. (EBI) specializes in the development and implementation of employment, contractor, and volunteer screening programs for more than 5,000 clients, and provides screening solutions in more than 200 countries. EBI's "Just One" web-based solutions for background screening, drug testing, occupational healthcare, electronic form I-9, and other employer screening services needed to help human resource and loss prevention professionals minimize negligent hiring with due diligence and risk management tools.

**Clients:** N/A.

**Workplace Screening Services:** Identity and credit services include social security number traces and credit reports; employment eligibility services include paperless form I-9 solutions; E-Verify eligibility services, and I-9 compliance auditing; public record services include public records services, county, statewide, and federal criminal records, national criminal records, civil records, sex offender records, motor vehicle records, OFAC/international watch lists, and healthcare sanction reports; verification/credentialing services include employment verifications, education verifications, and professional references; drug testing/occupational healthcare solutions include DOT compliance management, lab-based, instant drug and alcohol testing solutions; pre-employment, random, and post-accident drug testing, MRO services, physical exams, and clinic lab work.

**Most Important Metrics:** World-wide capabilities, screening solutions, and services accessed from a single, cutting-edge technology platform, "real-time" customer service accessed by web, e-mail or phone, overall knowledge and expertise of industry compliance, and fast turnaround time from request-to-result.

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 <b>9 General Information Services (GIS)</b>	<b>More than 4.1 million*</b>	<b><a href="http://www.geninfo.com">www.geninfo.com</a></b>
<p>Established in 1966, GIS is the second oldest background screening company in the United States and the fourth largest background screening provider in the industry today. GIS provides full-service background screening services on both the domestic and international level to some of the largest employers. In pursuit of an effective pre-employment investigation that mitigates employer risk during the hiring process, GIS has built many proprietary screening solutions that deliver. Its KwikScreen National Criminal File database is a robust criminal record database in the industry with more than 330 million criminal conviction records. Clients receive dedicated account support, swift escalation procedures, and a large scope of workforce management solutions through the provider's strong partnerships.</p> <p><b>Clients:</b> Kroger, the United States Postal Service, Dollar General, Wal-Mart, and Aetna.</p> <p><b>Workplace Screening Services:</b> Background and international screening solutions, including adverse action and disputes; substance abuse testing services; industry specific solutions including National Retail Mutual Association (NRMA) retail theft solution; vendor/contactor screening (online platform); Pangea human capital management platform; Pangea insurance platform; electronic I-9 and EEV; and tax credit.</p> <p><b>Most Important Metrics:</b> Turnaround time, accuracy, client satisfaction, data-breach track record, and acquisition-free growth.</p>		
 <b>10 Accurate Background, Inc.</b>	<b>2.5 million*</b>	<b><a href="http://www.accuratebackground.com">www.accuratebackground.com</a></b>
<p>Accurate Background offers a variety of pre-employment screening services to organizations of all sizes nationwide and globally. They provide customized background screening programs and offer web-based applications and integrated technology through partnerships with a number of leading applicant tracking system (ATS) providers. With scalability while maintaining a commitment to integrity, Accurate Background's timely results give clients the tools to make safer hiring decisions through comprehensive reports, interactive compliance services, and intuitive, easy-to-use technology.</p> <p><b>Clients:</b> N/A.</p> <p><b>Workplace Screening Services:</b> Full compliance services; risk reduction technology™; online applicant entry tools; integration with ATS and HRIS technology; advanced reporting/user management capabilities; form I-9 storage; collection and verification; vendor management program; fingerprinting services; national SSN/address locator; felony/misdemeanor searches; statewide and federal criminal searches; sex offender registry searches; international screening; education and employment verifications; consumer credit reports; motor vehicle reports; drug screening; OFAC searches; basic terrorist searches; professional and personal references; professional license verifications; county and federal civil searches; fraud and abuse control information system; and financial industry regulatory authority.</p> <p><b>Most Important Metrics:</b> Turnaround time, data integrity, price, and overall client satisfaction.</p>		
 <b>11 Verifications, Inc.</b>	<b>1.2 million*</b>	<b><a href="http://www.verificationsinc.com">www.verificationsinc.com</a></b>
<p>For more than 20 years, Verifications has served more than 4,000 companies and processed more than 5 million screens for more than 1.2 million new hires annually. The provider focuses on compliance, accuracy, and dedicated customer service is one reason why the company maintains a 95 percent customer retention rate. With Verifications, employers benefit from comprehensive background screening, substance abuse and occupational health services, assessments, and onboarding in a single, seamless suite.</p> <p><b>Clients:</b> N/A.</p> <p><b>Workplace Screening Services:</b> County, statewide, federal and international criminal background investigations; academic, employment, Social Security Number (SSN), and professional license verifications; SSN and national criminal record locator traces; driving records checks; government watch list checks; drug and alcohol testing; physical examination management services; assessment testing; web-based reference checking; electronic fingerprinting; electronic Form I-9 processing; E-Verify legal right-to-work checks; automated onboarding; employment screening consulting.</p>		

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**Most Important Metrics:** Accuracy, time to hire, percentage of hits/clears, turnaround time, quality of hire, value per applicant, and value per screening package.



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**Pre-employ.com**

825,000\*

[www.pre-employ.com](http://www.pre-employ.com)

Pre-employ.com operates under a business 4.0 four principles of a premier business model: free, bundled products within a single platform, which results in revenue sharing with business partners. In some cases, this application has returned millions of dollars in revenue to employer businesses. Pre-employ.com delivers free service (add-on services at no additional cost); cost-saving bundled products (partners realize cost savings with bundled services); one single platform (access to all services); and revenue sharing (companies share a percentage of revenues generated).

**Clients:** N/A.

**Workplace Screening Services:** Applicant tracking and talent management; background screening; drug testing; I-9/ E-Verify compliance; business tax credits and incentives; unemployment insurance claims management; former employee income and employment verifications; and applicant-provided background checks with MyBackgroundCheck.com.

**Most Important Metrics:** Customer service, price, and free services.

\*Numbers provided by nominee.

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