

intuitive and diagnostic technology to help companies find, select, assess, screen, and hire quality candidates in less time and with less risk than ever before. Our fully integrated screening and recruitment platforms are customized to each client's exact needs. By merging talent acquisition, talent management, and talent screening together in innovative ways, managing your hiring workflow has never been easier or more efficient.

No. of candidates screened in 2010: 725,000

Services:

- Fingerprint management solutions
- County and federal criminal checks
- Statewide criminal checks
- Database criminal records checks
- CourtConnect criminal records checks
- License verifications
- Verification of employment and education
- Terrorist watch list and sanctions checks
- Drug and health screening solutions
- Wellness testing
- Global background screening
- Risk scoring
- Adverse action management services
- Exit interview services
- Vendor credentialing
- Custom screening solutions for retail, banking, healthcare, manufacturing and volunteer organizations
- Talent management and assessment solutions

Most important metrics:

- Quality and accuracy of results
- Fast turn-around time
- Dedicated customer service teams
- Advanced screening technology
- Pre-integrated platforms
- Completion of education and employment verifications
- Continual advancements in technology

8. Employment Background Investigations, Inc. (EBI)

Web site: www.ebiinc.com

Employment Background Investigations, Inc. (EBI) is an NAPBS accredited and Safe Harbor Certified organization specializing in global background screening, drug testing, occupational healthcare, and I-9 compliance solutions serving more than 5,000 clients in 200 countries and territories. EBI helps human resource professionals minimize negligent hiring with technology-driven, cutting-edge due diligence and risk management tools. EBI is a founding member and proud supporter of the National Association of Professional Background Screeners.

No. of candidates screened in 2010: 1.3 million

Services:

- Social security number traces
- Credit reports
- Paperless form I-9 solutions and compliance auditing
- E-Verify eligibility services
- Criminal and federal records
- Fingerprinting services
- Civil records
- Statewide and national sex offender records
- Prison inmate searches
- Motor vehicle records
- CDLIS verifications
- OFAC/International watch lists
- Workers' compensation and healthcare sanction reports
- DEA verifications
- NPDB/HIPDB
- Abuse registry searches
- Employment, DOT/CDL, education, credential, and military verifications

- Professional references
- Drug and alcohol testing
- DOT and Non-DOT testing programs
- MRO services
- Clinic lab services
- BAT services
- Wellness programs

Most important metrics:

- Global platform
- An NAPBS accredited provider
- Safe Harbor certified
- Easy integration with ATS and HRIS systems
- Scalable, process optimization solutions

9. Corporate Screening Services, Inc.

Web site: www.corporatescreening.com

Corporate Screening Services, Inc. is a global provider of background screening and HRO related solutions. As a leading consultant to some of the nation's top employers, Corporate Screening combines innovation, state-of-the-art data gathering technology, logical next-step case progression decision-making, and in-depth examination and analysis making our brand unique to the screening industry. Headquartered in Cleveland, Ohio, Corporate Screening utilizes a professional staff of 75 analysts and consultants to offer customized solutions specifically tailored to solve the customer's unique screening challenges.

No. of candidates screened in 2010: 390,000

Services:

- SSN trace/identification searches
- Municipal, county and federal court

record searches (criminal and civil)

- Statewide criminal records
- National criminal database searches
- Sexual offender registry checks
- Fingerprinting criminal record searches
- Fingerprint criminal record adjudication
- Driver history record checks
- Credit reports
- Verifications (employment, education, and professional license)
- International searches
- International verifications
- News media searches
- U.S. and international government database searches
- Drug and alcohol testing
- Employment physical examinations
- Immunization tracking (ImmuniTrax™)
- Electronic I-9 form
- Online job application
- Vendor workforce screening
- Consumer-funded/self-service background screening portal
- System integration technology
- Compliance services
- EASE™ - Logical online order platform
- Screening program assessments

Most important metrics:

- Client satisfaction rating
- Candidate mean and median turnaround time
- Percent decrease in outliers
- Accuracy rating
- Customer attrition
- Hit-to-search ratio
- Support response time
- Trending reports

10. Orange Tree Employment Screening

Web site:

www.orangetreeemploymentscreening.com

Orange Tree Employment Screening is

accredited by the National Association of Professional Background Screeners (NAPBS) and Certified by the Substance Abuse Program Administrators Association for drug screening. Orange Tree is the only provider in the country who holds both of these prestigious achievements. For more than 20 years, Orange Tree has provided hands-on assistance to clients – ranging from mid-sized organizations right up to Fortune 100 companies – that need more than a standard background check. Orange Tree has integrated with most of the nation's leading applicant tracking systems/HRIS platforms offering our clients a single platform solution.

No. of candidates screened in 2010: 155,000

Services:

- Social security trace
- National criminal record search
- National sex offender search
- County criminal search
- Statewide criminal search
- Federal criminal search
- County civil record
- Federal civil record
- Office of inspector general list of excluded individuals/entities
- General services administration excluded parties list
- Federal drug administration debarment list
- Office of foreign asset control
- Specially designated nationals list
- Global terrorist watch
- Fraud and abuse control information system
- Employment verification
- Employment regulated verification
- Professional license
- Driving history
- Commercial driver's license (CDLIS)
- Physicals assessment management
- Drug testing (urine, oral fluid, hair, instant)

- 19 eVerify and form management
- ATS/HRIS integrations

Most important metrics:

- Client satisfaction
- Turnaround time
- Accuracy
- Employee satisfaction
- Client retention

11. HR Plus

Web site: www.hrplus.com

HR Plus, a division of AlliedBarton Security Services, is a leading provider of comprehensive employment screening solutions including background screening, drug testing and fingerprinting. Our goal is to help employers – from small businesses to Fortune 500 corporations – secure the best candidates through comprehensive background screening solutions that can be customized for almost any type of industry and position both domestically and internationally. HR Plus' services are available through a secure and easy-to-navigate web interface that can be tailored to meet clients' needs and integrated into most human resource workflows. Headquartered in Chicago, HR Plus is a member of the National Association of Professional Background Screeners, Drug and Alcohol Testing Industry Association and Substance Abuse Program Administrators Association, and is U.S. Department of Commerce Safe Harbor Certified.

No. of candidates screened in 2010: Approximately 350,000

Services:

- Bankruptcy records
- Business or personal references

- Civil litigation
- Credit history
- Criminal (county, state, federal)
- National criminal file
- Education verification
- Employment verification
- E-Verify
- Executive screening
- FCRA compliance (pre-adverse and adverse action letters)
- Adjudication services
- International screening
- Licensing and professional certification validation
- Military verification
- Motor vehicle record
- CDLIS
- FMCSA PSP
- Sanctions department
- Sex offender registry search
- Social security validation
- Vendor screening
- Workers compensation search
- Drug testing
- Fingerprinting

Most important metrics:

- Turnaround time
- Customer satisfaction
- Client retention
- Customer service response time
- Verification completeness
- Employee satisfaction and performance
- System up-time
- Hit ratio
- Total client experience
- Adherence to service level agreements

12. Verifications, Inc.

Web site: www.verificationsinc.com

Verifications, Inc. provides employment screening solutions

that shorten employer's time-to-hire, mitigate risk and add value. The company offers comprehensive background screening, drug testing and onboarding on a native technology platform. Verifications, Inc.'s goal is to ensure client's new hires are transitioned from selected candidate to productive employee as quickly and efficiently as possible.

No. of candidates screened in 2010: 1.1 million

Services:

- Academic verifications
- Assessment testing
- Credit reports
- Criminal record locator traces (national)
- Criminal searches and investigations (county, statewide, federal and international)
- Driving records checks
- Drug and alcohol testing
- Employment verifications
- E-Verify legal right-to-work verifications
- Fingerprinting (electronic)
- Form I-9 (electronic, processing & management)
- Government watch list checks (OFAC, OIG/GSA)
- Physical examination management services
- Reference checking (web-based & telephonic)
- Sex offender search (national)
- SSN traces and verifications
- Tax credits
- Consulting (compliance and screening)
- New hire forms automation and management

Most important metrics:

- Accuracy
- Time to hire
- Turnaround time
- ROI
- Compliance
- Customer service
- Applicant experience

13. Sterling Infosystems Inc

Web site: www.sterlinginfosystems.com

Sterling Infosystems is a leading provider of employment screening with global full-service capabilities.

No. of candidates screened in 2010: 1.5 million

Services:

- Social security trace/address locator
- Criminal conviction search (state, county, federal)
- Enhanced national criminal database search
- Consumer credit report
- Social media search
- Department of motor vehicle reports
- Fraud and abuse control information system (FACIS)
- I-9 verification/E-Verify
- National practitioner data bank search
- Office of inspector general (OIG) search
- Sex offender registry search
- Applicant evaluation and skills assessment
- Tax credit screening
- Office of foreign assets control (OFAC) search
- Workers' compensation search
- Tenant credit and reference verifications
- Education, employment, certification, references, military, and DOT verifications
- Alcohol and drug testing
- OHS services
- DOT and non DOT regulations

Most important metrics:

- Average turnaround time
- Criminal hit percentage
- Number of jurisdictions automated
- Client retention rate