



POWERED BY
Background Screeners
of America™

Level 1

- InstaCriminal National
- SS Address Trace
- Nat'l/Int'l Watchlists
- Sex Offender

Level 2

- InstaCriminal National
- SS Address Trace
- Nat'l/Int'l Watchlists
- Sex Offender
- Emp. Verification
- Emp. Credit Report
- Education Verification

Level 3

- InstaCriminal National
- SS Address Trace
- Nat'l/Int'l Watchlists
- Sex Offender
- Emp. Verification
- Emp. Credit Report
- Education Verification
- Reference Verification
- Work's Comp Report (single state)

Standard Employment Screening Solutions

While industry-specific background screening packages are available, many businesses require less tailored screenings. The **Defender Series™ Standard Employment Screening Solutions** offer three levels of configuration to confirm the personal, financial, professional and employment histories of applicants. Each level is increasingly rigorous, searching more databases and screening in greater depth.

Defender Series™ Pre-Employment Screening – Level 1

- ✓ **InstaCriminal Nationwide Search**—Virtually instant multi-jurisdictional search of state and county criminal records compiled from counties, Department of Corrections, Administration of the Court across the country.
- ✓ **Social Security Address Trace**—Returns full name, age, date of birth and a complete address history, including dates and phone numbers at listed addresses. Data is crosschecked through the Social Security Death Index to prevent the stealing of a deceased person's identity.
- ✓ **National/International Watchlists**—Results from sources such as Office of Foreign Assets Control, National Sex & Violent Offender Database, P.R.I.O.R.S. and the Foreign Nationals Database, Interpol, CIA, Immigrations and Customs, FBI Most Wanted and more.
- ✓ **Sex Offender Search**—Accesses state and Native American sex offender registries.

Defender Series™ Pre-Employment Screening – Level 2

All features of the Level 1 Screening, plus:

PLEASE NOTE: Signed Disclosure and Release Forms are required to run Credit and Education Verification reports.

- ✓ **Employment Verification**—An employment verification specialist contacts the employer to verify dates of employment, last position held and eligibility for rehire.
- ✓ **Employment Credit Report**—Accesses applicant credit history, including identifying information, public records, outstanding debt, payment history, loans and mortgages, late payments and defaults, and credit inquiries.
- ✓ **Education Verification**—Includes dates of attendance, degree, major or program, and graduation date, if applicable. Confirmed by verification specialist. **(Additional fees added by institutions may apply.)**

Defender Series™ Pre-Employment Screening – Level 3

All features of Level 1 & 2 Screenings, plus:

- ✓ **Reference Verification**—A verification specialist confirms with references the relationship with the applicant, length of time known, joint work experiences, and overall character of the applicant.
- ✓ **Workers' Comp Report (Single State)**—Claims history, including information from Report of Injury and Court Contested Claims. May also include privately reported information. Typically shows employer at time of incident, time lost, date and type of injury and any job-related disability. **(Not available for all states.)**