

# WE DIVE DEEP.

Put the power of our complete, accurate and compliant background screening on your side.



**AmericanChecked** INC.  
Background Screening Solutions®

“

We listen and respond with passion and dedication to excellence. Keeping promises; delivering timely, accurate reports; and providing immediate, over-the-top customer support is our promise to each and every customer. At the end of the day, it truly is about people.

— **Julie Hakman**, *AmericanChecked CEO*

”

# THE AMERICANCHECKED DIFFERENCE

## NAPBS ACCREDITED

In the background screening industry, the height of integrity and responsibility is receiving national accreditation through NAPBS. As an accredited member, we promote the standards of the Fair Credit Reporting Act (FCRA) and Equal Employment Opportunity Commission (EEOC).

## ACCOLADES & RECOGNITION

As a Native/woman-owned company, AmericanChecked has been honored to receive numerous awards and recognition, including:

- BBB Torch Award
- HubZone Certified
- *Fortune* Magazine Inner City Award
- *Oklahoma Magazine's* Best Places to Work
- Tulsa's Fast 40 Growing Companies

## BEST-IN-CLASS PRODUCTS

We only partner with the best of the best in the industry to bring our clients premiere services and integrations. We also offer innovative proprietary products and services you'll only find at AmericanChecked.

## EXPERT CUSTOMER CARE

We believe in the power of customer service provided by a 100 percent FCRA Certified staff. With a customer satisfaction rate that exceeds the industry standard, AmericanChecked's culture is centered around providing over-the-top customer service and prompt solutions to your questions.

## QUALITY, ACCURACY & RELIABILITY

Every report goes through an 8 Touchpoints of Verification process to ensure that the information in our reports is FCRA compliant with the most accurate information.

## CUTTING-EDGE TECHNOLOGY

- Fully automated ordering system
- Custom reports
- Automated invoicing
- Expense analysis

## BESPOKE SOLUTIONS

We don't believe in one-size-fits-all. Like a well-tailored suit, our Bespoke Solutions are made to fit your organization's needs.







# BY THE NUMBERS

- 100+** founded by industry experts with 100+ years of combined industry experience
- 2005** year AmericanChecked was founded by “Big 3” industry experts and security specialists
- 99%** client retention rate
- 99.2%** customer satisfaction rate
- 100%** of our clients receive a dedicated team of FCRA Certified professionals to service their account
- 98.7%** all inquiries are handled by the first point of contact
- 3%** our NAPBS accreditation places AmericanChecked in the **top three percent** of background screening companies



# MARKETS WE SERVE



## TRIBAL ENTERPRISE

AmericanChecked, a Native/woman-owned, TERO/ HUBZone-certified company, is immersed in listening, sharing and understanding the intricate needs of tribal gaming as well as other tribal enterprises. We are actively engaged at the local, state, regional and national levels regarding association membership and participation.

Members of our team are frequently featured as guest speakers at educational forums, addressing issues that affect tribes and adding clarification to tribal background screening programs. We've developed proprietary products specifically for tribal enterprises to fill gaps in the market and provide greater efficiencies for daily tasks.

From compliance to protecting our children, AmericanChecked speaks from a place of understanding, achievement and reputation.

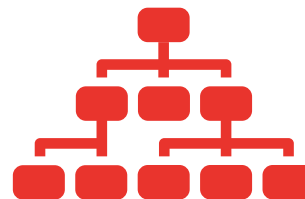


## COMMERCIAL GAMING

We are recognized as a pioneer in background screening within the gaming industry. We actively participate in key industry groups including the Las Vegas Security Chiefs Association, American Gaming Association and the International Masters of Gaming Law. Our passion led us to be actively involved in shaping industry legislation, including the passage of NV SB 409 that addressed the industry's criminal record suppression issue.

We've also developed proprietary products for the industry, including SuperClark and SuperClark Plus, which takes a deeper dive into the records in Clark County, Nevada.

Additionally, AmericanChecked cross-references applicants with lists of individuals who are barred from casinos as made available by contributing states.



## BUSINESS

AmericanChecked covers the gamut when it comes to assisting corporate America. No matter the industry, we've got your back!

- Technology
- Hospitality
- Manufacturing
- Healthcare
- Finance
- Staffing
- Entertainment
- Retail

We provide our customers with a fully automated ordering and report delivery system backed-up with individualized, attentive, over-the-top service. Our customers have the advantage of being able to customize their order screen and receive a detailed, monthly invoice — separated by location if desired. Additionally, any invoice can be easily downloaded to Excel for additional sorting.



## NON-PROFIT

Over the past decade, AmericanChecked has dedicated staff time, energy and resources to serve the unique needs of the national non-profit market. From government, school systems, colleges and universities to mentoring, healthcare and churches, we have embraced the mission of all non-profits to provide a safe environment. Protecting our vulnerable population is paramount to AmericanChecked.





“

I'm doing the happy dance again! Thank you, thank you, thank you for the extra effort and thanks to all of you at AmericanChecked for always making me look like a ROCK STAR! I appreciate you so much!

— LIFE Senior Services

”

## MORE THAN JUST ANOTHER PRETTY INTERFACE

Many of our competitors say they integrate with other providers when they really only interface. While the terms may sound similar, they are worlds apart in implementation and user experience.

We go beyond simply interfacing with Applicant Tracking Systems (ATS) and enterprise solutions. Like interlocking

puzzle pieces, we integrate directly with systems, essentially becoming one powerful ATS sharing information in real time.

Our program is built on a nimble HR-XML platform, allowing for flexibility and quick customization. To date, we are integrated with 65 percent of the ATS systems currently available on the market.

A PROGRAM AND SERVICE OF  
THE NATIONAL CATHOLIC RISK RETENTION GROUP, INC.  
**VIRTUS<sup>®</sup>Online**

**ADP<sup>®</sup>**

**AZTEK**  
GAMING SOLUTIONS

**Bullhorn**

**CERIDIAN**  
dayforce

**Ultimate**  
SOFTWARE  
People first.

**HRsmart**  
Unifying Talent Management.

**munis<sup>®</sup>**  
a tyler erp solution

**successfactors<sup>™</sup>**  
An SAP Company

**KRONOS<sup>™</sup>**

**Merydyan**

**myStaffingPro<sup>®</sup>**  
Applicant Tracking System

**iCIMS<sup>®</sup>**

**Taleo<sup>™</sup>**  
Talent Drives Performance

**talent rover<sup>™</sup>**

**workday.**

# INTEGRATIONS



# APPLICANT TRACKING MADE EASY BY AMERICANCHECKED

With decades of experience under our belts, we understand the struggles hiring managers face trying to find, vet, hire and onboard the best candidates possible. That's why we've developed the AmericanChecked ATS.

Millions of dollars and years of research have gone into perfecting our advanced ATS software. As a result, you receive the industry's most advanced features engineered with proprietary technology, all seamlessly integrated with AmericanChecked's background screening and drug testing software.

When you select the AmericanChecked ATS, you'll receive AmericanChecked's best-in-class customer service, including implementation, helpdesk support, tutorials, live support and more.

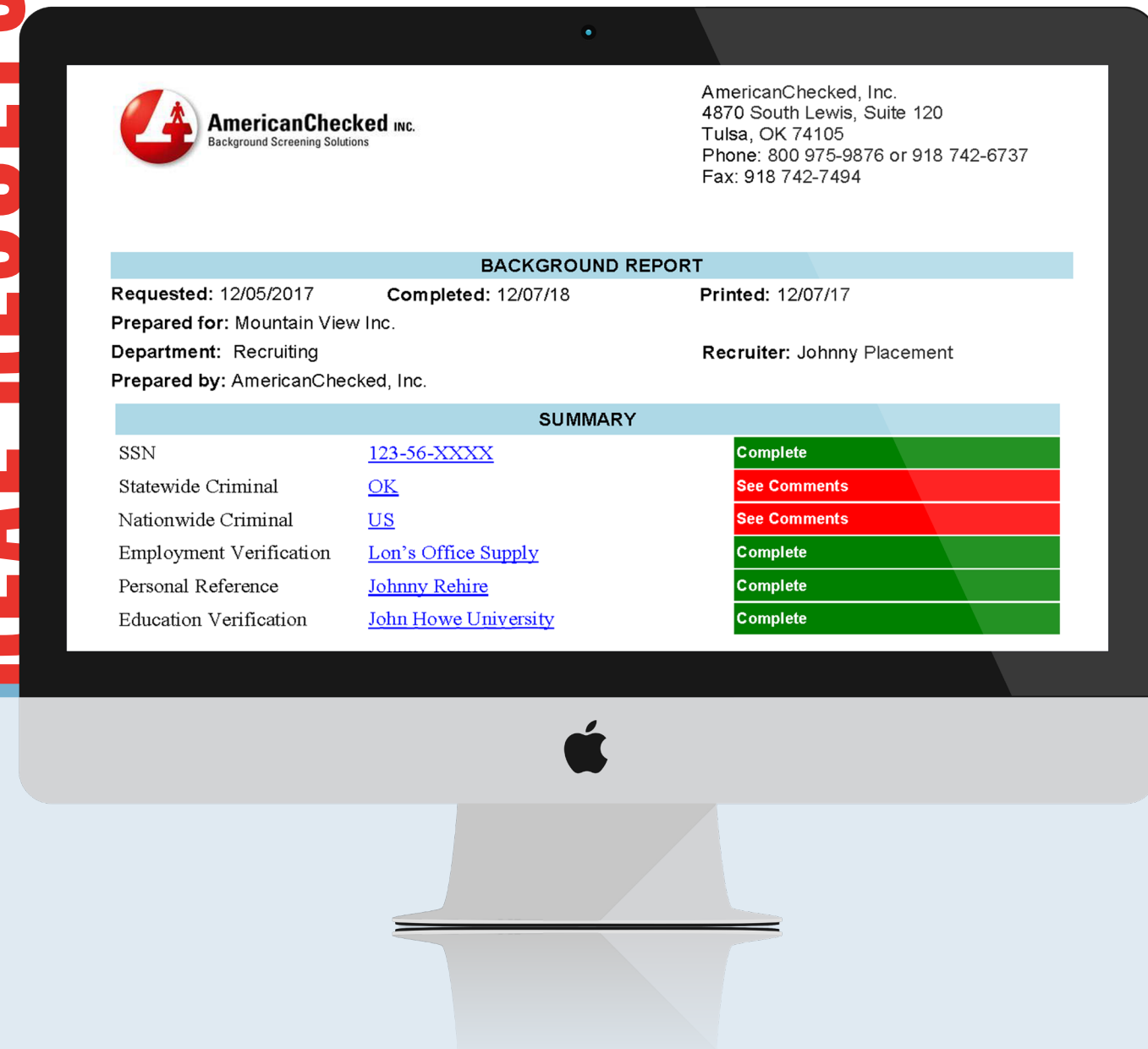


## FEATURES:

- Easy Integration saves time and money
- Auto-post on job boards (1000s to choose from) and receive analytics to determine job board traffic
- New applicant notification and status in real time
- Customizable hiring process distinguishes between jobs and job requirements
- Exclusive Hiring Map technology tracks each applicant's progress
- Job alerts to your own talent network, starting with most qualified candidates
- Built-in "stock" reports can be easily customized to your specs
- Employee referral updates keep you in the loop about which employees are referring to which jobs
- Sort through applications with ease — quickly classify active hires and inactive archives
- Resumé import and parsing tool fills in a candidate's application
- Message candidates with time-and-date stamp
- Fingertip technology for instant access and customization
- Customizable Video Interviewing personalizes each applicant
- Customizable application questions
- Talent recruitment acquisitions
- Roles and permissions for a company of any size with unlimited users
- Customizable ranking and selection
- Mobile-ready applications for on-the-go candidates
- Offer letter generation — documents sent in advance for more efficient onboarding
- Helpdesk support
- And so much more



REAL RESULTS.



# MAXIMUM ACCURACY.

## 8 TOUCHPOINTS OF VERIFICATION

Every record goes through our 8 Touchpoints of Verification process to ensure the final reports our clients receive meet the highest standards of accuracy and compliance. This process is proprietary to AmericanChecked and is one of the reasons our clients trust us with their background screening services year after year.





# PRODUCTS & SERVICES

Our industry-specific products are custom designed around your needs. No client is the same and neither are their background screening requirements. AmericanChecked's knowledgeable team works with you to develop comprehensive packages with the products and services you need easily accessed through our 24/7 online ordering platform.

## CRIMINAL & CIVIL RECORDS

### ***Mercy of Court and Court Assisted Counties (Service)***

*Nearly 400 of the 3,144 counties in the U.S. are considered Mercy of Court Counties. For a county criminal record search in one of these counties, only court personnel is legally permitted to conduct the research rather than our trained researchers. Additionally, in Court Assisted counties, if a record exists, the court clerk must do the search. Therefore, turnaround times vary for these counties.*



### **COUNTY CRIMINAL**

- Live search with a network of 1,650+ court retrieval specialists
- 3,144 county criminal courts across the U.S.
- Finds reportable criminal felonies and misdemeanors
- Report includes court, case number, date of offense, filing date, type of charge, charge level, disposition date, disposition and identifiers



### **COUNTY CIVIL UPPER OR LOWER RECORD**

- Searches civil filings from upper and/or lower level court.
- May uncover county-level civil proceedings



### **CRIMINAL TRACK RECORD**

- 7- or 10-year reports available
- SSN verification
- Uncovers all alias names of an individual
- Address locator report
- Uncovers where an individual has resided
- Court retrieval specialist directly accesses the court to conduct a live search
- Considered the gold standard criminal record search



### **STATEWIDE CRIMINAL SEARCH**

- Some states provide an accessible repository while other states don't
- Contacting AmericanChecked prior to ordering this product is recommended



# CRIMINAL & CIVIL RECORDS (CONTINUED)



**NATIONWIDE BASIC\***

- Includes Nationwide Criminal Database Search
- Multi-State Sex Offenders Search
- Violent Offenders Report

## NATIONWIDE PLUS\*

- Nationwide Criminal Database Search plus Alias
- Multi-State Sex Offenders Search
- Violent Offenders Search

## NATIONWIDE PRO\*

- Nationwide Criminal Database Search plus Alias
- Multi-State Sex Offenders Search
- Violent Offenders Search
- Homeland Security Search
  - Bureau of Alcohol, Tobacco, Firearms and Explosives
  - Federal Bureau of Investigation
  - Federal Deposit Insurance Corporation (FDIC)
  - Interpol
  - United Nations Security Council
  - U.S. Department of Commerce
  - U.S. Department of Justice Drug Enforcement Administration



- U.S. Department of State
- U.S. Department of Treasury Office of Foreign Assets (Control OFAC)
- U.S. Department of Treasury Office of Thrift Supervision; Office of the Comptroller of the Currency
- U.S. Secret Service
- World Bank
- Australian Department of Foreign Affairs and Trade (DFAT)
- Bank of England
- Office of the Superintendent of Financial Institutions – Canada (OSFI)
- Specialty Designation Nationals (SDN)



\*All searches include live verification of "hits."

# I-9/VERIFY & LOCATE

## I-9 ELECTRONIC FORM

- Paperless system
- 90-, 60- or 30-day management email alerts of expiring work documents
- Comprehensive management reporting options
- Automated capability to terminate and purge I-9 forms
- Automated notifications of processing requirements
- Automated notifications of SSA and DHS status changes

## I-9 SSN VERIFICATION SERVICES (SSNVS)


- Fulfills federal post-hire requirements
- IDs current employees with mismatched social security numbers
- Confirmation SSN matches name and DOB

## EMPLOYMENT ELIGIBILITY VERIFICATION (EVP)

- Verifies employment eligibility of employees regardless of citizenship
- Checks information against records contained in the Department of Homeland Security and Social Security Administration's databases
- Must be completed within three days of hire

## CONSENT BASED SOCIAL SECURITY NUMBER VERIFICATION (CBSV)

- Our CBSV comes directly from the Social Security Administration and provides absolute validation of:
  - Full name
  - SSN
  - Date of birth
  - Death indicator



**SSN TRACK**

- Finds any fraud alerts placed on the SSN
- Determines if it was issued by the SSA
- Indicates if the SSN belongs to a deceased person
- Searches over 360 sources
- SSN Track report also includes the Address Locator Report
- Identifies state and year of issuance
- Searches deceased file





## DRIVING RECORDS



### MOTOR VEHICLE REPORT

- Electronically returns DMV reports from all 50 states
- Verifies license:
  - Validity and type
  - Restrictions, suspensions, revocations, accidents and convictions
  - Infractions such as DUI, driving while suspended, reckless driving, open container and driving without a license

### COMMERCIAL DRIVER'S LICENSE INFORMATION SYSTEM (CDLIS)

- Verifies a driver's current CDL
- Checks up to three previously held licenses

### PSP REPORT DRIVER PRE-EMPLOYMENT SCREENING PROGRAM

- Accesses the government's national database
- Contains driver inspection and crash records
- Includes:
  - Roadside inspection and compliance review results
  - Enforcement data
  - State-reported crashes
  - Motor carrier census data

## DRUG & ALCOHOL TESTING



AmericanChecked's Drug-Free Workplace Program offers quality, cost-effective and legally defensible drug and alcohol testing services specifically designed to meet your pre- and post-hiring needs, including pre-employment, random, post-accident, reasonable cause and follow-up. Coverage is national in scope.

Full-service drug and alcohol screening services

- Integrated Drug and Employment Screening
- DOT and non-DOT drug testing
- Urine 5, 7, 9 and 10 panel tests
- Hair
- Oral fluid
- Lab-based and rapid response
- Breath Alcohol

Additional services include:

- Policy Development and Review
- Diverse Testing Methods
- Collection Site Management
- Scheduling Services
- Electronic Chain of Custody Forms
- MRO Services
- Education and Training
- SAP Programs



# VERIFICATION & REFERENCE

## BASIC EMPLOYMENT VERIFICATION

- State date
- End date
- Title
- Salary
- Re-hire eligibility
- International verification available

## EDUCATION VERIFICATION

- School name
- Dates of attendance
- Graduation date
- Highest degree
- International verification available

## PERSONAL OR PROFESSIONAL REFERENCE

- Select up to 10 pre-written reference questions
- Option to use your own questions or a combination of the two

## CREDENTIAL/LICENSE VERIFICATION

- Verifies license, certification or credentials
- Date issued
- Expiration date
- Current status

AmericanChecked has 98 percent success rate of connecting with hard-to-reach references. Nine attempts over three days will be made, including after-hours, weekends and holidays to get the job done accurately and on time.



# SPECIALIZED SEARCHES



## SOCIAL MEDIA HIRING REPORT™

- FCRA compliant reports
- Insight into a candidates public online behavior
- Flags information that fall into four categories:
  - Potentially illegal activity
  - Potentially violent conduct
  - Sexually explicit material
  - Demonstrations of racism/intolerance

## SUPERCLARK AND SUPERCLARK PLUS

- Exclusive to AmericanChecked
- Live search that goes beyond the typical district and justice court search to provide the most in-depth search in Nevada on the market
- SuperClark Searches four courts
- SuperClark Plus searches all 17 courts in Clark County

## GAMING EXCLUDED PERSONS LIST

- Cross references applicants with lists of individuals who are barred from casinos

*\*All packages are customizable to fit your unique needs and requirements.*

## VOLUNTEER CHECK

- Our Volunteer Check was developed specifically for non-profits
  - Nationwide Plus
    - Multi-State Sex and Violent Offenders Report
    - Alias name identified by the Address Locator Report
  - SSN Track
    - Social Security Number Verification
    - Address Locator Report
- All hits are verified with a live jurisdiction search
- Coupled with a County Criminal Search, it is a powerful tool for non-profit organizations to protect themselves and those whom they serve

## ABC SELECT\*

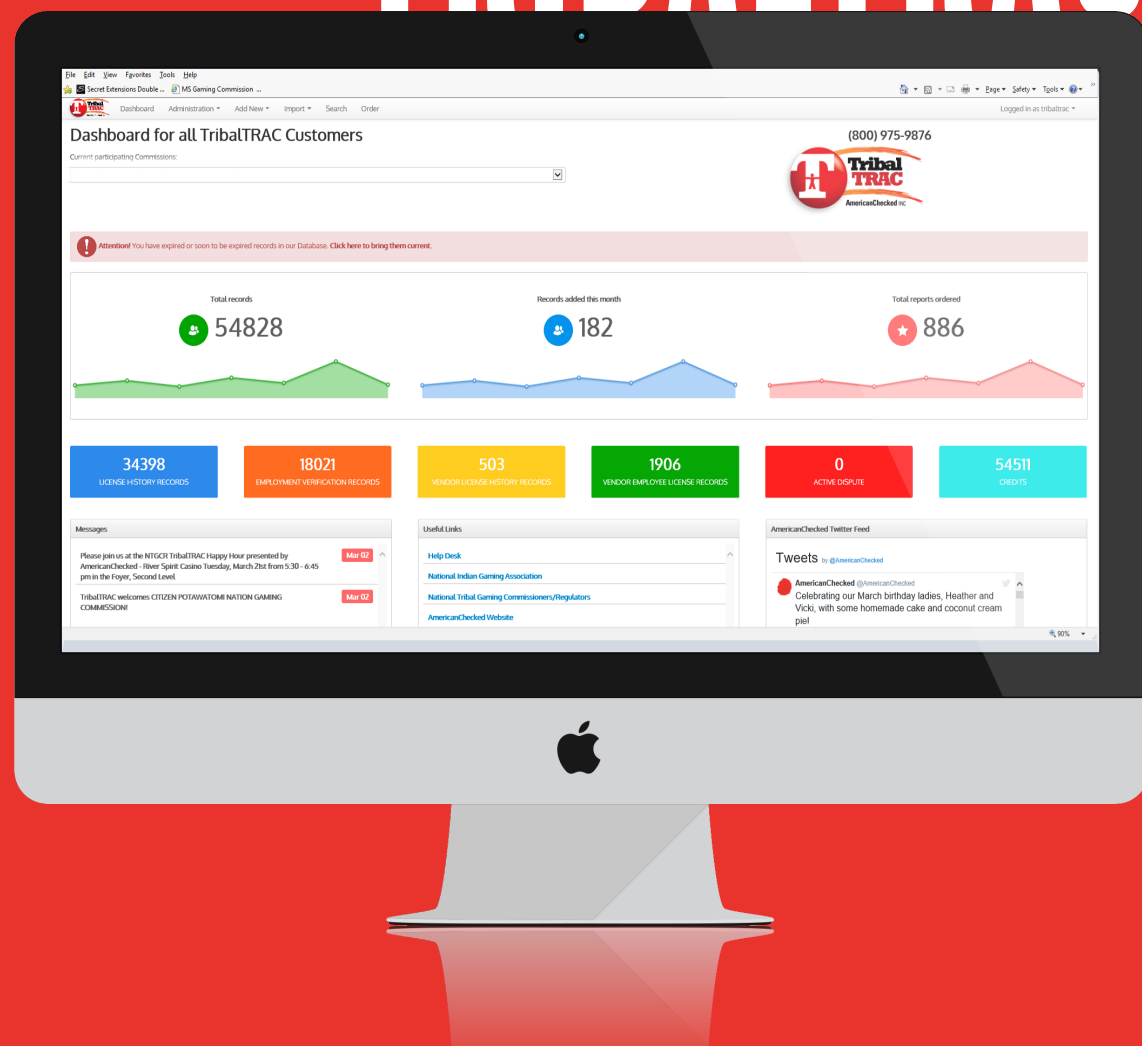
- One of our most popular products that combines multiple searches for one bundled cost:
  - SSN Track
    - Social Security Number Verification
    - Address Locator Report
  - Single County Criminal Record
  - Nationwide Basic
  - Multi-State Sex and Violent Offenders Report

## 360\*

- Comprehensive and Detailed
- Includes:
  - SSN Track
    - Social Security Number Verification
    - Address Locator Report
- 7-Year Criminal Track Record
- Nationwide Basic
- Multi-State Sex and Violent Offender Report



# TRIBALTRAC



## SAME DAY TURNAROUND

TribalTRAC is an industry GAME CHANGER. It is the only paperless solution on the market specifically built for tribal gaming commissions to electronically verify employment and licensing history of employees and vendors. TribalTRAC fulfills NIGC requirements without time-consuming and unsecure scanning or faxing. Everything you need is right at your fingertips:

- License History Records
- Employment History Records
- Vendor License Records
- Individual Vendor Records
- Vendor Vault

- Vendors input their information into the Vendor Vault
- Information is broken into four categories
- Once information is uploaded, vendors maintain the content
- Gaming commissioners pull only the information they need in the format they require

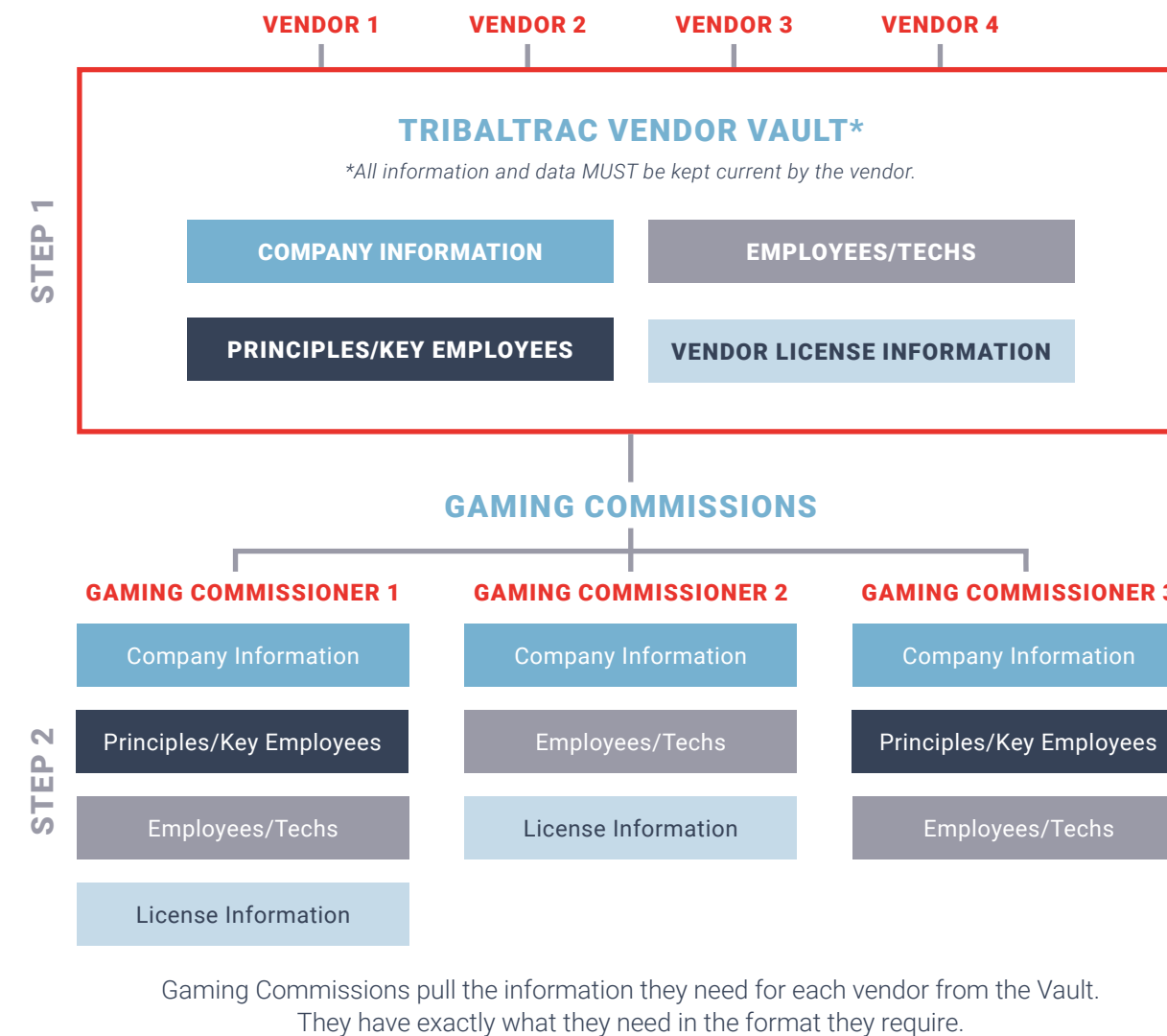
No startup costs. No annual fees.



## VENDORS

**STEP 1:** Vendors input their information into the TribalTRAC Vendor Vault ONE time. Information is broken up into four categories: Company Information, Principals/Key Employees, Employees/Tech and Vendor License Information.

**STEP 2:** Vendors must maintain the information in the Vault to ensure that it is current and accurate.







# APPLICANT DIRECT & APPLICANT DIRECT PLUS

If you're pressed for time and don't mind applicants ordering their own background screening report, Applicant Direct is for you! Completed reports are sent to the employer; if additional screening is required, the employer can access AmericanChecked directly. Flexibility is key.

## APPLICANT DIRECT

- Customized link to send or place on your website
- Customized order form
- Web-based ordering platform available 24/7
- Employer ability to order direct from AmericanChecked if additional reports are required

## APPLICANT DIRECT PLUS

Applicant Direct Plus offers all the same great options as Applicant Direct but is more customizable for added control and security, including:

- Customize products for each order/applicant, such as standard packages with added a la carte services
- A unique username and password is generated and emailed to each applicant

Both Applicant Direct and Applicant Direct Plus offer the ability to use an electronic signature for signing Disclosure and Authorization forms. Applicants can also print a copy of the Summary of Rights.





## THE **RIGHT CHOICE** FOR YOUR GROWING BUSINESS

If Goldilocks had been searching for a background screening provider she would have found AmericanChecked's size, product offerings, services and service to be *just right*. We are listed in *Fortune* magazine as one of the fastest growing inner-city companies in the nation. As a mid-sized firm, we have the expertise and bandwidth to efficiently turn around compliant reports that meet the highest levels of accuracy while still providing a small-company approach to customer service.

When a customer calls, they are greeted by one of our FCRA-certified team members and assisted immediately. In fact, 98.7 percent of all inquiries are resolved by the first point of contact.

There is no account too large or small that will not benefit from AmericanChecked's products and services. From multi-national corporations to government agencies to small community non-profits, our clients all receive the same high level of dedicated service. It's our promise to **make your day!**

“

I wish we could replicate AmericanChecked's kind of service with all of our vendors. You are fantastic.

— **McJunkin Red Man Corporation**

”



## **CONTACT AMERICANCHECKED TODAY**

It's our promise to MAKE YOUR DAY!

### **AmericanChecked Inc.**

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