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Topic: Reasons why re-verification of records through county follow-ups is necessary when doing national & statewide criminal database searches.

Q: Is a national criminal database search compliant with the FCRA Employment Screening Guidelines and suitable for employment screening?

A: Yes, however this depends on the CRA (background screening company) and how they respond to positive matches from the national database searches. Under **FCRA 613** when providing the national criminal search, if any adverse info is going to be reported to the client, the CRA must take 1 of 2 steps

1. At the time such public record information is reported to the user of such consumer report, notify the consumer of the fact that public record information is being reported by the CRA, together with the name and address of the person to whom such info is being reported.
2. Maintain strict procedures designed to insure that whenever public record information which is likely to have an adverse effect on a consumer's ability to obtain employment is reported it is complete and up to date.

Also Reference § 611. Procedure in case of disputed accuracy [15 U.S.C. § 1681i].

Q: What makes a national or statewide criminal database search from one company better than another, if they are utilizing the same data and offer similar turnaround times?

A: The answer to this question is in the people, the process and the technology they use to conduct criminal records research. Before selecting a background screening company it's important to understand the varying methods used for verifying the accuracy and completeness of records.

Q: How can you have confidence in the accuracy of records from the national and statewide criminal databases?

A: The only way to have confidence in the accuracy of criminal records from the national or statewide criminal database is to have a criminal researcher contact the original county courthouse from which the arrest originated. Leveraging the expertise of a trained criminal researcher, with access to over 3,300 counties nationwide, insures that accurate and reliable information is provided - the first time.

Q: Why do records from the national and statewide criminal databases need to be re-verified?

A: Quite often criminal records are stored in a national or statewide database with either partial data or out of date information; possibly with missing arrest

or disposition dates, incomplete sentencing information, no final disposition (verdict) or unclear explanations of criminal charges. Records may even be duplicates or for the wrong person. By accessing the county the case was filed in a researcher is able to obtain the most up to date information and provide a complete background report.

Q: Do all background screening companies “re-verify” records before sending the results to the customer?

A: No. This process of pro-actively re-verifying records, is being provided by very few background screening companies today. Protect My Ministry implemented this process years ago, in order to serve organizations that rely heavily on national and statewide criminal database searches for employment and volunteer screening.

Q: How does re-verification work?

A: The re-verification process is supported by the use of state of the art research technology employed by Protect My Ministry to conduct hundreds of background checks per day. Every positive record returned from the national and statewide database is “frozen” for further investigation, prior to sending results to the customer. It is also important that we conduct due diligence by filtering out un-reportable records, such as parking tickets. Clearing out un-reportable records before sending results to our customers is the best way to protect the applicant's rights and is required by the FCRA employment screening guidelines.

Q: What is the cost of re-verification and do additional court charges apply?

A: Most background screening companies will charge an additional \$10 fee for a county search, which may also require additional court fees. Protect My Ministry's re-verification process is provided at no additional cost and requires no additional court fees.

Q: Should a county or state court search be utilized?

A: Protect My Ministry is committed to providing a balance between cost and comprehensiveness. The background screening approach employed by Protect My Ministry always suggests a true court search, in addition to the national database search and identity verification.

Summary

The national and statewide criminal database searches are a valuable tool for researching an applicant's history. With broad geographical coverage and high volumes of records, coupled with the people, process and technology approach utilized by Protect My Ministry, the national database search is one of the most effective tools, for employment and volunteer background screening available today.