
Request for Proposal Response

For background screening services program

Prepared for:



Prepared by:

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Dear UNC Evaluation Team,

Thank you for the invitation to earn the University of North Carolina's business. I am excited about the prospect of working with your organization to hire the best candidates in a timely manner.

Stated quite simply, HireRight offers the most effective screening model for your organization with the greatest program return on investment. We believe our standing against our competitors is superior, based on our core focus of providing end-to-end employment screening services using the highest level of technology and automation possible.

At HireRight, we believe in honesty, integrity and partnership. Our goal is to help you create the most effective screening model for your organization with the greatest program return on investment. *We commit to providing you with better solutions, greater efficiency and faster results.*

Better Solutions. HireRight offers you better solutions through our effective management of complex screening needs and through our customer-focused approach. As a standard, we offer highly secure environments, change management expertise, complex reporting and analytics tools, flexible permission levels and policy enforcement tools.

Our customer-focused approach provides you with six different feedback areas and support mechanisms: your dedicated Account Manager, an expert customer service team, an Executive Sponsor, the HireRight User Group, the Customer Advisory Council, and customer satisfaction surveys. Each of these areas allows us to take your feedback and further refine our products and services to meet your needs. We view our customers as partners and want you to truly have a voice within our organization.

In addition, HireRight is committed to compliance with regard to data integrity; all information is gathered from the source and is the most current information available. We only use databases that are tied directly to court records and provide the identical quality and timeliness of information that a physical researcher would obtain at the courthouse. We do not use static databases for county criminal searches as a matter of compliance with FCRA requirements for data freshness.

Greater Efficiency. HireRight Enterprise, the fifth-generation release of our full-featured employment screening software application, enables customers to save time with fewer clicks, fewer errors, less data entry, and prioritized task management. Leveraging features such as applicant self-service, automated compliance tools, and auto-error checking, customers save time and reduce unnecessary efforts associated with the screening process. Customers can also manage their organization-wide background and drug screening programs in a single location.

HireRight also offers the industry's most streamlined pre-integrated solutions with Taleo, Vurv, ADP VirtualEdge, PeopleSoft, Oracle, HRsmart, SAP, PeopleAdmin, Position Manager, and many custom integrations. This provides your recruiters with tangible time and cost savings.

Our technology is standards-based rather than proprietary; this approach provides us with the flexibility our customers need, especially with regard to integration with HRMS and e-recruiting systems. Our back-end system provides levels of workflow automation that allow for the speed and consistency that our customers demand. We offer e-billing to complete the cycle of screening automation.

Faster Results. HireRight offers you faster results through our real-time integrations and parallel processing technology architecture. Rather than staging your reports, once an order is submitted, we dissect the individual requests and dispatch them to the appropriate areas for research. This enables us to collect information simultaneously and post information as it is received, giving you greater visibility to the process so that you can make time-sensitive decisions. *HireRight consistently delivers the most rapid turnaround time in our industry, at the highest levels of quality in our industry.*

We stand by our commitment to you and hope that you will give us the opportunity to show you how our commitment translates into your overall program return on investment.

Your main point of contact for clarifications or additional information regarding this proposal is Kyle Vail, Education Sales Executive. Contact information is as follows:

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If you have any additional questions, please contact me directly. I look forward to the prospect of developing a mutually beneficial partnership to facilitate a safe, productive and compliant workplace for the University of North Carolina.



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HireRight response to the University of North Carolina RFP

(1) Corporate Background and Experience

Company Information and History

HireRight is one of the world's largest, most capable screening providers. We provide services to more than 25,000 customers, including more than 20% of the Fortune 500 companies, and more than 30% of the Fortune 100 companies. Many of the world's most innovative and successful organizations, such as Raytheon, Honeywell, Caterpillar, Cisco Systems, ConocoPhillips, First Data Corporation, Tenet Healthcare, Cigna, and Apple have selected HireRight for our technologically advanced, industry-leading offering and superior customer service. Not only do major corporations trust us, but we are also the provider of choice for the US Government, providing security clearances for the White House, Office of Personnel Management, FBI, CIA, and NSA.

**HireRight's
vision is to
enable a world
of brilliant
employment
decisions.**

In 2008, HireRight conducted more than 37 million transactions. Our background verification, drug screening and employment application solutions enable organizations worldwide to quickly, consistently and easily hire the best candidates. By selecting HireRight, human resources professionals worldwide gain the peace of mind associated with partnering with the industry leader and enjoy the convenience of working with a single screening service provider.

HireRight has been providing screening services for more than 28 years. We developed and launched the industry's first Internet-based human resource application in June 1997. Through the innovative application of technology, HireRight has automated internal operations to an unprecedented level in the industry to ensure rapid turnaround and quality results.

HireRight's Web-based system allows employers to save on labor and other hidden personnel costs by enabling recruiters and applicants to enter data directly over the Internet, thus eliminating the need for duplicate data entry and faxing.

HireRight offers a broad array of products and services and is continually expanding these offerings to meet client needs. A variety of methods is used in order to collect the most accurate information in the fastest amount of time possible. All of the information HireRight provides is the most current available and must pass our rigorous quality control standards. HireRight operates under strict compliance with the Fair Credit Reporting Act (FCRA).

Education Experience

HireRight is the leader in providing pre-employment background and drug screening services to the higher education marketplace. Because the higher education marketplace is a very strategic market for HireRight and we already have a large installed client base, we are an outstanding fit for the University of North Carolina. Additionally, after a rigorous selection process, including a competitively solicited RFP, HireRight was awarded the Education and Institution Purchasing Cooperative's (E&I) contract for background and drug screening services. E&I is a not-for-profit organization comprised of almost 2,000 higher education member institutions. Aside from the intrinsic benefits that the University of North Carolina would receive from partnering with the industry leader in providing solutions to higher education, the pricing we have pre-negotiated with E&I was built on a sliding scale whereby the more volume/revenue we receive in aggregate from the 2,000 member institutions, the cheaper the direct price becomes for all institutions.

In addition, HireRight has the only productized, real-time integration to the PeopleAdmin system in the industry. This means that our integration has been developed through our partnership with PeopleAdmin and we have a number of clients with existing live PeopleAdmin integrations. HireRight works hand-in-hand daily with PeopleAdmin to continually improve our integration features.

We provide services to numerous higher education and non-profit institutions, including the following:

- Arizona State University
- Arkansas State University
- Bowdoin University
- Bucknell University
- Fordham University
- Harvard University
- Virginia Commonwealth University
- Brown University
- Blinn College
- Bradley University
- Brandeis University
- University of Pennsylvania
- California State University, Long Beach
- Chapman University
- Colorado State University
- Colgate University
- Indiana State University
- Illinois State University
- Indiana University (including students)
- Indiana Wesleyan University
- Iowa State University
- Central Virginia Community College
- Drexel University
- East Carolina University
- Eastern Kentucky University
- Eastern Michigan University
- Florida Atlantic University
- George Mason University
- Georgia Southern University
- Hillsborough Community College
- Johns Hopkins University
- Kennesaw State University
- Loyola College in Maryland
- Loyola University Chicago
- Meharry Medical College
- Michigan State University
- Murray State University
- Morehead State University
- New York University

- The Ohio State University
- Pennsylvania State University (including some students)
- Pace University
- Purdue University
- Regent University
- RISD
- Rutgers University
- Saginaw Valley State University
- Saint Louis University
- San Jacinto Community College
- San Diego State University
- Seton Hall University
- SUNY
- Stanford University
- Texas State University
- Texas Tech University HSC
- The New School
- Tohono Community College
- University of Alabama
- University of Chicago (including some students)
- University of Cincinnati
- University of Colorado
- University of Dayton
- University of Denver
- University of Florida
- University of Iowa (including students)
- University of Illinois
- University of Kansas
- University of Kentucky
- University of Miami
- University of Michigan
- University of Minnesota
- University of Mississippi
- University of New Mexico
- University of New Hampshire System
- University of North Florida
- University of Oklahoma
- University of Pittsburgh
- University of Portland
- University of Southern California
- University of Texas at Austin
- University of Wisconsin
- New Mexico State University
- Washington State University
- Western Kentucky University
- Princeton University
- Utah Valley University

Please visit the following link to E&I's Website for additional information regarding our partnership:
<https://www.eandi.org/DisplayArticle.aspx?ContentID=523>

National Capabilities

HireRight is the industry leader and the world's largest provider of commercial enterprise background screening services. We focus all of our efforts towards providing our clients with industry-leading solutions that exceed their needs. We provide more than 150 separate screening services and a suite of software applications that our customers can use to screen their entire workforce across multiple, diverse geographies and a wide variety of industries. Our screening services include criminal, motor vehicle and other public records searches; employment, education and professional license verifications; credit checks; and drug and health screening. We also offer industry-specific screening services to meet the specific requirements of customers in certain, often highly regulated, industries. Our solutions enable our customers to conduct these screens not only on their applicants and current employees, but also on their extended workforce including supplier employees, contractors and temporary employees. We provide our screenings services in more than 200 countries and territories—including throughout the United States—through both our own operations and an established network of third-party partners.

All of the work on domestic checks can be done in the United States. Because of the nature of global checks and verifications, some of the work on international searches is done outside of the U.S.

Industry-Leading Global Capabilities

HireRight is unique in the screening industry in that all of the benefits and tools we offer through our innovative solution are available regardless of where our solution is used. We provide a range of services in more than 200 countries and territories, covering markets in North America, Europe, Asia-Pacific, the Middle East, South America and Africa. We currently provide industry-leading services to more than 100 companies, including Fortune 500 companies, with many of those in the Fortune 100 category. We will partner with the University of North Carolina to pass our experience on to you.

Having provided global screening since 2000, HireRight has deep domain expertise. We have expanded our services in support of global operations to offer 24/5 customer service; training conducted locally; local language capability to support the processing requests in all jurisdictions we serve; and privacy statements and critical disclosures (including consent forms) in the local language where required by law.

HireRight uses a single global platform, which means that worldwide searches can be ordered from the same online platform used for US-based searches. Our innovative system requests and collects the pertinent information required to perform a screen in each country requested, based on each country's specific requirements. Our system provides non-US background information and US background information in the same format, allowing you to view the applicant's history in one user-friendly report. This report will look the same, regardless of where the candidate is from.

In support of our global operations, HireRight has invested substantially to build a knowledgebase of background and labor-related laws and regulations in every major market we serve. We accomplished this through an extensive process utilizing the law firm of Littler Mendelson in the US, and leading local law firms in more than 30 different countries. The scope of the legal research we conducted encompassed all facets of screening regulations. ***Our accumulated wealth of global compliance information is unrivaled by any firm.***

HireRight keeps current with regulatory and compliance information as part of an engagement with Baker and McKenzie, the world's leading global law firm. In part, this includes ongoing extensive research on

global compliance requirements regarding pre and post employment, as well as local privacy regulations. We continue to maintain and update this research information as part of our knowledgebase.

Some of the many benefits to our international services include:

- Global program consistency
- Change management tools
- Single web-based order interface to capture required data points for information verifications around the world
- Consolidated user-friendly reports
- Safe Harbor certification
- Privacy and consent forms in the local language where required
- Around-the-clock multi-lingual verifications staff
- Worldwide research network
- Compliance and best practices expertise in screening services, regulated industries, privacy regulations and information security
- 24/5 customer service, including in-country account support in key markets, toll-free customer service number, e-mail address, and live chat feature on the HireRight Website

A full list of countries and respective services offered can be provided upon request.

Special Certifications and Credentials

HireRight is one of the founding members of the National Association of Professional Background Screeners (NAPBS). NAPBS was formed to promote a greater awareness among employers nationwide of the growing importance of conducting background and reference checks. The Association's members are companies from across the country that provide pre-employment/background screening, court records research, and tenant screening services. NAPBS will help develop and coordinate training and other relevant programs to enable its members to better serve their clients, to promote and maintain the highest standards of excellence and ethics in the background screening industry, to ensure compliance with the Fair Credit Reporting Act, and to foster awareness of issues related to consumer protection and privacy rights within the industry.

HireRight has received certification from the HR-XML consortium, ensuring that we have fully incorporated the HR-XML standards used by the Human Resources industry for data transfer.

Numerous HireRight employees working in the Public Research Department have obtained a range of different certifications including Forensic Identification, Crime and Intelligence Analysis, Fingerprints and Criminal Reporting.

Industry-Specific Associations. HireRight maintains memberships in a number of industry associations for trucking, retail, healthcare and other vertical markets. These include an endorsement by the American Trucking Associations, 28 state trucking associations, the Truckload Carriers Association, National Retail Federation, and the Retail Industry Leaders Association.

HireRight maintains membership in the following associations:

- International Association of Privacy Professionals
- Information Technology Association of America
- American Society for Industrial Security

- Society for Human Resource Management
- American Association of Motor Vehicle Administrators
- Drug and Alcohol Testing Industry Association
- American Association of Medical Review Officers
- American Trucking Association
- National Private Truck Council
- Truckload Carriers Association
- National Retail Federation
- Retail Industry Leaders Association
- and many more

ISO and SOX Certification. HireRight has adopted the International Standards Organization's 27001 standard as our guideline for continuing to ensure that our security methodology meets globally recognized industry best practices. As a former public company we were Sarbanes-Oxley (SOX) Act compliant—and many of the requirements necessary to achieve SOX compliance translate directly to ISO and OHSAS certification.

Six Sigma Commitment. HireRight believes that all members of our team carry responsibility for quality in the organization. To that end, the executive team has identified Catalytic Initiatives for process improvement to be completed and has initiated Six Sigma Greenbelt training. The training includes the three change-method approaches of using Six Sigma tools—Go4It, DMAIC and Business as Usual—and will require team members to take on at least one Go4It project (projects that can be completed in 30-60 days and lead to immediate success, using real-life problems from HireRight teams).

Drug Screening-Specific Certifications. HireRight is a member of both the Substance Abuse Program Administrators Association (SAPAA) and the Drug and Alcohol Testing Industry Association (DATIA). We only work with SAMHSA-certified and Department of Health and Human Services (DHHS)-certified laboratories.

International Memberships. HireRight is also a member of the International Association of Privacy Professionals (IAPP), a 4,000-member global network of businesses and corporations. The IAPP's main focus is to give its members an opportunity to share industry trends and best practices and to promote awareness of key privacy issues. Additionally, HireRight is a member of the National Association of Software and Services Companies, a consortium whose purpose is to provide guidance and standards of practice for companies operating in the IT industry in India.

Safe Harbor Certification. HireRight has joined the US Department of Commerce's Safe Harbor program with respect to personal information collected from consumers who reside in the European Union.

Public Research Department Certifications. Numerous HireRight employees working in the Public Research Department have obtained a range of different certifications including Forensic Identification, Crime and Intelligence Analysis, Fingerprints and Criminal Reporting.

References

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In addition, HireRight has provided you with the following online references as a testament to our clients' continued satisfaction with our services. To access the reference site for HireRight, click on the following link. Please note that access to this link will begin on 9/25/2009 12:00 AM EST and expire on 11/30/2009 11:59 PM EST.

<http://rod.references-online.com/v2/?AC=11464336057>

For support, please contact References-Online at (303) 309-1180 (Mon-Fri 8:00am-5:00pm Mountain), or support@references-online.com.

(2) **Financial Statement**

HireRight is a privately owned company. Our policy is to not disclose any details of financials unless a Non-Disclosure Agreement (NDA) has been fully executed. We are pleased to complete a mutual NDA upon request.

HireRight is realizing remarkable momentum in the marketplace. We have demonstrated a consistent track record of growth and our financial outlook is excellent. As a direct result of our satisfied customers, our total revenue and our net income have increased substantially. In fact, we were ranked as the 29th fastest growing technology company in Orange County for 2008 by the Deloitte Fast 50 Program. We expect this stellar growth to continue.

(3) Project Staffing and Organization

Corporate Officers

HireRight's executive team is comprised of seasoned professionals with diverse backgrounds in human resources, technology and operations with some of America's most respected companies. More than 75% of our executives and directors possess advanced degrees, and all have a breadth of experience relevant to their areas of responsibility. Our CEO and his direct reports collectively possess more than 150 years of relevant management experience.

Glen E. Schrank – President and CEO
Alex Munro – Chief Information Officer
Mark Mayo – Vice President and Chief Financial Officer
David Nachman – Vice President of Corporate and Business Development
Stefano Malnati – Vice President of Engineering
Marc Maloy – Vice President of Sales
Valerie Nellen, Ph.D. – Vice President of Human Resources
Rob Pickell – Vice President of Marketing and Product Development
Lisa Gallagher – Vice President of International Business

HireRight Executive Team Bios

Glen Schrank – President and Chief Executive Officer

Prior to joining HireRight, Mr. Schrank held senior sales management positions at several technology organizations, including IBM, SPSS and i2 Technologies. In his 14-year tenure at IBM, Mr. Schrank was responsible for the strategy and sales of several business units and product lines, including the planning for a western US \$550 million software business. While at SPSS Mr. Schrank leveraged his extensive sales experience to effectively establish and manage the leading predictive analytics software firm's strategic alliance relationships with large technology companies. As Vice President of Sales for i2 Technologies, Mr. Schrank was responsible for direct sales to Fortune 1000 accounts as well as the company's channel sales program targeted at the mid-market for the western United States. Thereafter, Mr. Schrank was VP of Worldwide Sales for HireRight until 2009, when he was selected to succeed Eric Boden as President and Chief Executive Officer of our company.

Prior to i2, Mr. Schrank held senior-level sales positions at several successful technology companies including @themoment, Inc., where he successfully took the enterprise ASP's product to market; Skills Online, a company which was grown and acquired by KeepSmart; and Creative Multimedia, where he had an immediate impact on the sluggish sales of the firm, increasing revenue by 358% in his first year.

Mr. Schrank holds an MBA in Finance and Strategy from the University of Southern California (USC) and a Bachelor of Arts in Mathematics from the University of California at Los Angeles (UCLA).

Alex Munro – Vice President of Information Technology and Security and Chief Information Officer

Alex Munro joined HireRight in October 2003 and is responsible for Information Technology and Information Security. Previously, he served as Director of Network Services for Fidelity National Information Solutions where he managed Fidelity National Financial's (FNF) Nationwide Network, Messaging and Escrow Transaction Infrastructure through the largest real estate boom in the past century. Over a period of 5 years, he managed several teams that built data centers, security and network infrastructure that handled over seven billion dollars in annual revenue.

Prior to joining FNF's information systems subsidiary, he designed network and security systems for PacifiCare Health Systems and held a position as electro optical engineer with Rockwell International.

Mr. Munro holds a Bachelor of Science in Aerospace Engineering from the University of Colorado and an MBA in Engineering and Technology Management from City University in Bellevue, WA.

Mark Mayo – Vice President and Chief Financial Officer

Mark Mayo is the CFO of HireRight and oversees the company's global financial, accounting and procurement organizations. Mark originally joined the company in September of 2007 as Chief Financial Officer of the USIS Commercial Services Division and became HireRight's CFO following the merger of USIS and HireRight in August 2008.

Prior to joining HireRight, Mr. Mayo spent 13 years in various financial management roles at General Electric (GE), including CFO of GE Trailer Fleet Services, CFO of GE Express Financial Solutions and CFO of GE Railcar Services Europe, during which time he adhered to public company accounting standards and played an instrumental role in the attainment of SOX compliance. Mr. Mayo also held a number of other key leadership positions while at GE including Pricing Manager, Finance Integration Black Belt and Senior Audit Manager.

Mr. Mayo holds a Bachelors of Commerce in Finance from Queen's University in Kingston, Ontario, Canada.

David Nachman – Vice President, Corporate and Business Development

David Nachman joined HireRight in August 2000. He is responsible for all business development activities, and plays a significant role in shaping HireRight's business strategy. Mr. Nachman has gained more than 15 years of business development, strategy and transactional experience through work in consulting, investment banking and technology.

Immediately before joining HireRight, Mr. Nachman played a central role in launching two successful Internet-based businesses. He served as Vice President of Business Development and Strategy at iiCaptain.com, a marine industry e-commerce business, prior to its merger with PC Boats. He also helped create and launch a pioneering online health services marketplace business, HealthAllies.com, which is backed by American Express, Idealab Capital Partners and Rho Management. Mr. Nachman currently holds a position on HealthAllies' Advisory Board. From 1993–1999, he served as a consultant at McKinsey and Company, where he focused on marketing and strategy issues primarily in the health care industry. He was responsible for establishing the firm's healthcare ecommerce practice and took a leadership role in redesigning key elements of the firm's North American recruiting efforts. Mr. Nachman also spent several years in investment banking at Donaldson, Lufkin and Jenrette and Kidder, Peabody and Company, concentrating on financial restructurings and mergers and acquisitions.

Mr. Nachman received an MBA with honors from the University of Chicago and graduated Magna Cum Laude with a Bachelor of Arts in Economics-Business at UCLA.

Stefano Malnati – Vice President of Engineering

Stefano Malnati joined HireRight in February 2004. As the Vice President of Engineering, Mr. Malnati is responsible for driving the development of HireRight's front- and back-office technology solutions. Mr. Malnati has gained more than 15 years of professional experience in the high-tech industry where he has dedicated his time to managing the development of web-based enterprise applications in collaborative development environments.

Before joining HireRight, Mr. Malnati was VP of Product Management and Business Development at ImpactXoft, Inc. where he successfully led the product management, product marketing and business development efforts of the software development firm. Prior to ImpactXoft, Inc., Mr. Malnati held executive positions in engineering at several successful technology companies including PRAJA, Inc., which was acquired by Tibco Software (TIBX) in September 2002; Centric Software Inc. where his product won Industry Week's Technology and Innovation Award; and Computervision Corporation.

Mr. Malnati holds a degree in electronics from the Instituto Tecnico of Gallarate, Italy and has studied Computer Science at the Universita'degli Studi in Italy.

Marc Maloy – Vice President of Sales

Marc Maloy joined HireRight as a National Sales Executive in 2001, became Director of Enterprise Sales in 2006, and became the Vice President of Sales in April 2009. In his role as Vice President of Sales, Mr. Maloy focuses on sales strategy and execution leading to new customer acquisition across the large, mid-market, and small business sales teams. Before joining HireRight, Mr. Maloy held operations and customer service management positions for Certico Verification Services, a pre-employment background screening company, where he oversaw a large production staff.

Mr. Maloy holds a Bachelor of Arts in both Operations Management and Human Resources Management from Indiana University's Kelley School of Business.

Valerie Nellen, Ph.D. – Vice President of Human Resources

Valerie Nellen joined HireRight in April 2009 as the Vice President of Human Resources. She leads and manages HireRight's efforts to attract, develop, engage, and retain its highly talented workforce. Ms. Nellen brings over 14 years of combined business strategy and leadership experience to the HireRight executive team. Prior to joining the firm, she was a management consultant with PRTM, specializing in organizational development and operations strategy and focused on the electronics, services, and software industries. Before that, Ms. Nellen developed broad-based business experience as an Operations Manager and an HR business partner at Conexant Systems, Inc. She has also served as an organizational development consultant and executive coach with Workplace Initiatives in Richmond, Va.

Ms. Nellen graduated cum laude from Harvard University and holds a Ph.D. in Psychology from Virginia Commonwealth University.

Robert Pickell - Vice President, Product Development and Marketing

Robert Pickell was named Vice President of Product Management and Marketing for HireRight in 2007, and with nearly 20 years of product, strategy, marketing, consulting, and general management experience, he oversees product management strategies for HireRight's complete product and service portfolio. Previously, he served as Vice President of Worldwide Marketing at Quantum Corp., where his responsibilities included product management, corporate communications, customer and channel marketing, and strategic alliances.

Prior to Quantum, Mr. Pickell was general manager for Escrow.com, a transaction management and financial services provider, and served as Vice President of Marketing at Stamps.com, where he managed the company's partner marketing program. Mr. Pickell has held various senior management positions in product development, marketing, and business development at AirTouch Cellular and worked as a management consultant at the Center for Applied Research and Hewitt Associates. Mr. Pickell was a founder of the Storage Network Industry Association's (SNIA) Data Management Forum and served on its board of directors.

Mr. Pickell holds an MBA from the Wharton School, University of Pennsylvania, with distinction, and a Bachelor of Arts in Economics from Pomona College.

Lisa Gallagher - Vice President of International Business

Lisa Gallagher joined HireRight in October 2000 and is responsible for all aspects of HireRight's international business operations. Previously, Ms. Gallagher was responsible for human resources and employee and customer satisfaction for Access360, a software development company that carved a new market in resource provisioning. From 1995 to 1999, she served as Director of Human Resources for Fujitsu Business Communication Systems, Inc., where she developed an innovative hiring and resource provisioning process to accelerate new employees' productivity. Earlier in her career, Ms. Gallagher was Director of Administration for a regional law firm, where she managed all aspects of pre-trial litigation, finance and operations.

Ms. Gallagher holds a Bachelor of Arts in business administration from California State University at Fullerton.

Organizational Structure

Employees at HireRight are categorized based on their level and job function within the organization. We have the following levels in our organization: President/CEO, Vice President, Director, Manager, Supervisor, Professional (or exempt staff) and Hourly (or nonexempt staff). We have the following functional job families: Operations, Development/Software Engineering, Product Management, Marketing, Sales & Account Management, Finance, Corporate Development, Legal & Contracts, Professional Services, Information Technology & Security, and Human Resources.

HireRight's organizational chart is shown in **Figure 1**.

HireRight Implementation Process

During key times of change, such as a transition to a new background screening vendor, working with an expert in change management is imperative. HireRight is committed to providing the University of North Carolina with professional guidance, expertise and dedicated implementation resources to ensure an efficient and trouble-free implementation tailored to address your specific business needs. HireRight's dedicated staff will guide you through the implementation process by defining the scope and objectives of the implementation and then leveraging best practices and tools to help you maximize your return on investment.

The implementation timeline varies based on client environment as well as requirements. HireRight can implement customers in as short as 2 to 4 weeks, based upon usage of our standard platform and services. Implementations including Applicant Tracking System (ATS) integrations and drug screening services typically take 4 to 6 weeks.

Following is an example of our standard implementation strategy.

HireRight's Implementation Commitment:

- Provide expert guidance, consultation, education and exceptional support to maximize the potential of your system
- Execute the most efficient and smooth implementation possible to bring your system live on-time and within the defined project scope
- Facilitate a smooth transition for your company by providing targeted training services and assisting with organizational change management

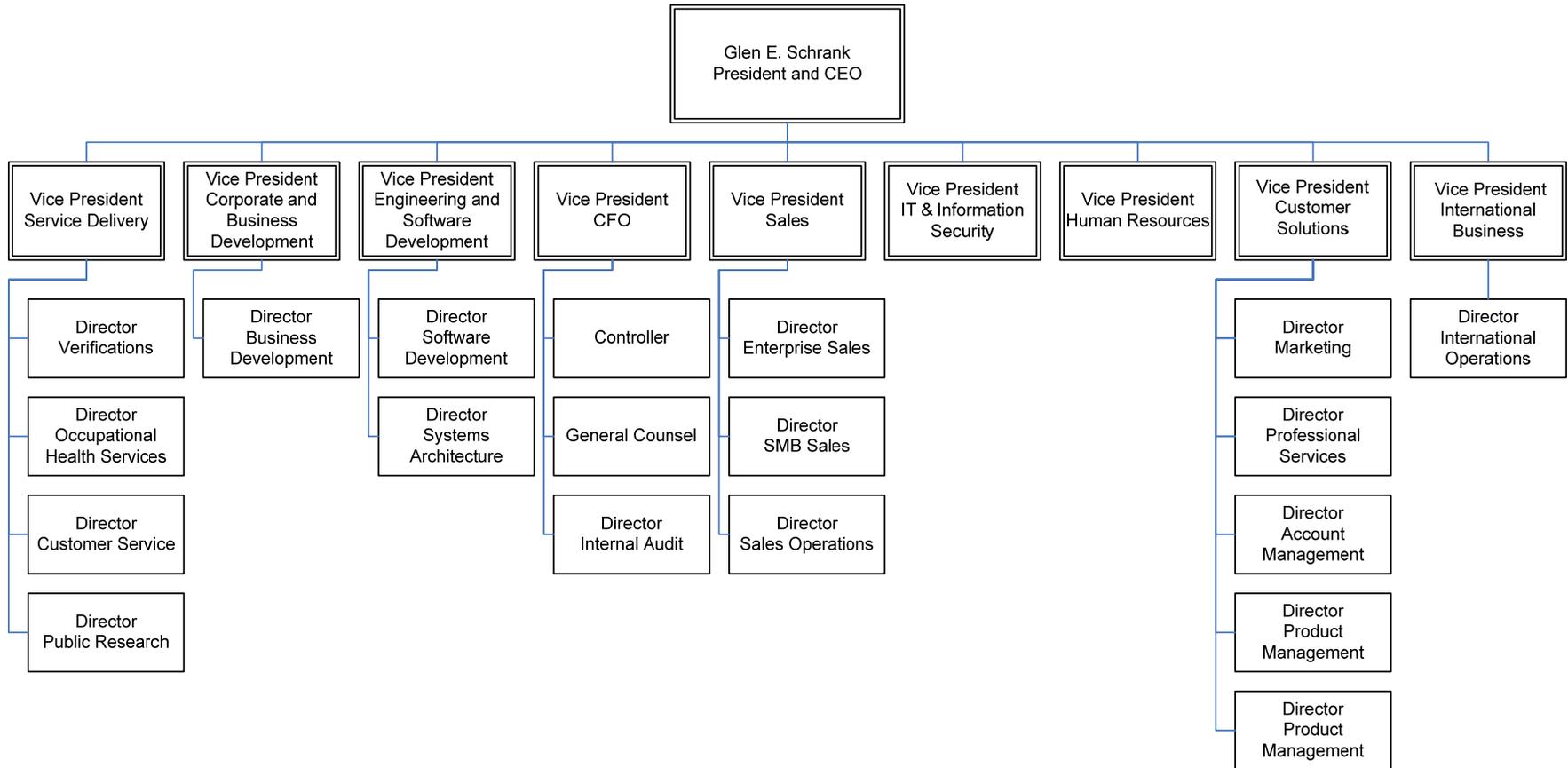


Figure 1. HireRight Organizational Chart. *HireRight's Senior Leadership Team comprises seasoned professionals with diverse backgrounds in human resources, technology and operations with some of America's most respected companies.*

- Achieve your satisfaction by ensuring that the project stays on track, meets the industry compliance requirements and yields your desired results

Support During Implementation

During the implementation stage, you will be assigned an implementation manager that will work closely with you throughout the transition. Each member of our implementation staff has a distinguished background in change management and project management. They use these skills to ensure that the University of North Carolina receives the focused and timely support that you require during your transition. In addition, you will have continued access with your National Sales Executive and HireRight's training team. If you require any additional assistance, our excellent customer service team is available for questions 24/5.

Sample Implementation Manager—Katarina Evans, Senior Implementations Project Manager
Katarina Evans joined HireRight in 2004. She possesses extensive experience in project management, business solutions implementations and system integrations. As a former Implementations Software Specialist at GE Security, Ms. Evans implemented enterprise level financial software solutions and spearheaded processes to ensure seamless deployment and effective integration of GE products and services at clients' sites.

In her current role at HireRight, Ms. Evans is responsible for successful execution of project implementations, which includes developing technical specifications and workflow configurations and tailoring custom solutions to meet customers' requirements. In addition, she serves as customer advocate during the implementation process, acting as a liaison between the customer and internal staff, developing the implementation plan and coordinating training and ramp-up of new customers.

Ms. Evans holds an MBA from Clarkson University and is a certified Project Management Professional.

The standard HireRight implementation process includes the following four phases:

I. Implementation Project Planning and Consultation Phase

In order to devise the most effective implementation plan, it is imperative to assess the customer's business processes and define their project objectives. The HireRight Implementation Specialist and other dedicated subject matter experts will work closely with your team to effectively manage your implementation project, which includes evaluating your existing business practices, identifying your needs and special requirements, and determining your business objectives. The Implementation Specialist will also provide additional consultation to enhance your HireRight system utilization. Preliminary information gathering is a key step and will enable us to identify and clearly define special requirements and potential roadblocks that might cause implementation delays.

Once the preliminary information is obtained, the Implementation Specialist will arrange the implementation kick-off call or meeting. This meeting is designed to solidify the implementation project scope and framework, identify key resources and participants, determine the project time line and finalize your account set up requirements. Additional teleconferences might follow depending on the complexity of your implementation project. The Implementation Specialist will prepare a Project Implementation Roadmap that will outline the implementation plan and its details, such as timelines, project milestones, process owners, critical resources and desired results. The Roadmap document will be distributed to all project participants and serve as a key point of reference to ensure that your implementation stays on track.

II. Implementation Phase

Your Implementation Specialist will set up your accounts, users and user permissions according to your technical and security requirements. HireRight's Technical Specialists and subject matter experts will work with your process owners and functional experts to test and validate your account configuration and to expedite the knowledge transfer. HireRight's unique implementation methodology and project management standards will enable us to mitigate project risk, eliminate infrastructure delays and efficiently deliver results that meet or exceed your business objectives.

You will receive the HireRight Guide to Services, which will be specifically customized for you and your users. This guide will contain detailed descriptions of all the HireRight services you purchased. HireRight also offers a User's Guide for domestic checks and a Global Solution User's Guide for international checks. Electronic copies of all manuals and training documentation are provided at no charge.

III. Training and Change Management Phase

In order to help you efficiently learn about HireRight's services and background reports, HireRight offers customized training classes. Training is a critical component of the implementation process as it not only enhances the learning curve of your staff, but also significantly increases the level of organizational acceptance. You will receive additional documentation and other learning tools devised specifically for your users.

A Training Representative will contact you to schedule dedicated instructor led, web-based training sessions. HireRight's training sessions are designed for your super users and standard users with your specific account set up in mind. Users are typically trained and using the system within hours. In addition, HireRight offers recurring weekly online training classes to accommodate your future training needs.

IV. Customer Maintenance Phase

Once your implementation is successfully completed and your team has begun using HireRight's services, HireRight has a number of procedures in place to ensure your ongoing satisfaction. Your dedicated Account Manager and HireRight Customer Service Representatives will be available to manage your technical and service requirements. The Implementation Specialist will send you a confidential implementation survey that will help HireRight to assess your satisfaction with your implementation and use your feedback to ensure an ongoing high quality of the implementation services.

In addition, the Implementation Specialist will schedule a follow-up teleconference to gauge the level of satisfaction with HireRight services within your organization. This call is intended to provide you and your staff with an opportunity to ask questions and address any issues and suggestions that your system users might have. If additional follow-up teleconferences are necessary, the Implementation Specialist will schedule them upon request.

Figure 2 provides an overview of our implementation plan. Please note that the go-live process is only one step in our implementation, not the end goal. Our goal is ensure that your team is not only up and running, but that they understand the system and are satisfied with the program.

Integration Support

Leveraging HireRight's unified integration platform, customers get the most comprehensive support available in the market. With 24/7 system uptime application monitoring, you can be certain that your account receives impeccable service.

Planning and Consultation	Implementation	Training and Change Management	Customer Maintenance
Customer Information and Implementation Requirements are Gathered	Account Set Up	Users Are Trained, Customer Goes Live	Follow-up Teleconferences, Customer Service Support
<ol style="list-style-type: none"> 1. Initial orientation teleconference is conducted by the Implementation Team to assess customer needs. 2. Implementation calls are conducted by a dedicated Implementation Specialist to provide guidance and consultation on the account set up. 3. Depending on the scope of the project, a comprehensive Project Plan is prepared by the Implementation Specialist in order to specify critical milestones, deliverables and goals. 	<ol style="list-style-type: none"> 1. Account is set up according to customer requirements. This includes products, services, users and user security, and invoicing. 2. Account settings are communicated and explained to the customer. Any required revisions and tests are performed. 3. Customer provides final approval on the account set up. 	<ol style="list-style-type: none"> 1. Implementation Specialist assists the customer with training coordination. 2. Implementation Specialist gathers training requirements. 3. Super user and standard user dedicated Web-based training sessions are conducted. 4. Public training sessions are available for all users after the go-live. 5. Implementation Specialist assists the customer with the organizational change management. 	<ol style="list-style-type: none"> 1. Implementation Manager schedules a series of follow-up teleconferences to gauge the level of satisfaction with products and services. 2. Account Manager ensures that you are receiving superior levels of service on an ongoing basis. 3. Customer Service department provides on-going user support. 4. Quarterly customer satisfaction surveys are conducted to ensure the ongoing quality of and satisfaction with products and services.

Figure 2. HireRight Implementation Plan Overview. *HireRight provides professional guidance, expertise and dedicated implementation resources to ensure an efficient and trouble-free implementation.*

Our entire organization team is uniquely designed to support integrated accounts. From an executive level, our Vice President of Business Development is responsible for developing and maintaining relationships with the various ATS providers in the industry. Prior to launching a productized integration, we ensure that we have organizational buy-in from our partners, so that the integration can be supported consistently and truly be successful. This also ensures that our integrations are supported and included in any system or software upgrades that may occur in the future.

We have a Product Manager who is 100% dedicated to integrations. His role includes meeting with our integration partners on a bi-weekly basis to understand software updates that may impact current integrations and to learn about new functionality that can further enhance our integrations. Leveraging this relationship, HireRight is able to continuously support and foresee any potential changes that may be required to keep integrations running smoothly.

Additionally, our Professional Services team is responsible for scoping and launching custom new client programs. As knowledge and experience is captured from a new program, it is the Professional Services team’s responsibility to transition that information to the steady state and Implementation teams, so that the information can be used when implementing new client programs and for continued program support. All projects are well documented to promote ease of knowledge transfer.

HireRight also offers a technical implementation team whose time is 100% dedicated to the implementation and launch of integrated accounts. This means that they are uniquely familiar with any challenges that can be encountered during implementation and can anticipate and avoid the challenges in advance.

For integrated customers, HireRight offers a specific tech support team who handles integration-related issues for customers after they have gone live. During the implementation, the tech support team is trained on specific integration requirements to ensure that they can assist you with any request.

HireRight's Customer Service team also has a dedicated group of representatives assigned to manage integrated accounts, enabling them to address level one technical or process inquiries. For all other technical support, they will transfer to the integration tech support team.

From inception through the life of the integration, HireRight's unique support system ensures a positive experience for your entire team.

Figure 3 provides a graphical description of HireRight's unparalleled integration support.

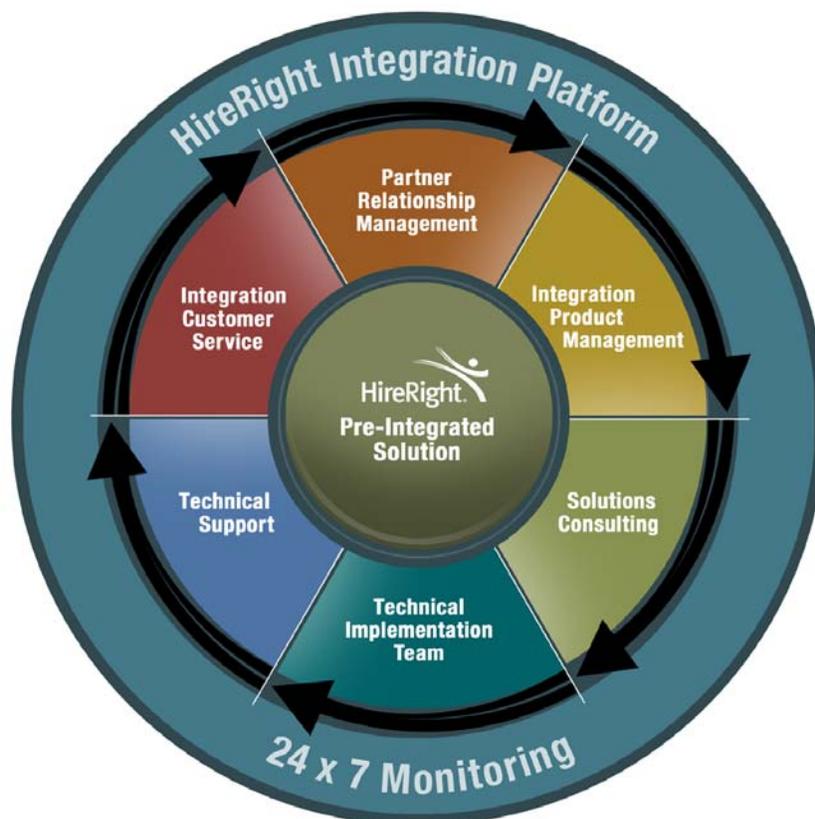


Figure 3. HireRight's Unparalleled Integration Support. *HireRight's entire organization is uniquely designed to support integrated accounts.*

Support Throughout Contract Lifetime

HireRight will provide the University of North Carolina with a dedicated Account Manager to manage your ongoing business. Account managers are experienced business consultants that will continually assist you with analyzing your screening needs. They will identify opportunities for improvement and suggest ways for you to maximize your performance. Assisting you to optimize your hiring process, they will meet with you regularly to dialog about your needs and goals.

Sample Account Manager—Matt Mestre, Senior Accounts Relationship Manager

Matt Mestre brings 18 years of account management experience to HireRight. Mr. Mestre's background spans from his start as a Systems Engineer supporting clients in the pre and post sales implementations and account management of enterprise software/hardware systems. Mr. Mestre's account management career began with Fujitsu Australia, supporting various client accounts in the Australasian markets, and then later internationally with Fujitsu in Canada, and then Fujitsu in the United States. He later expanded his knowledge to include embedded systems architectures, supporting clients globally for GoAhead Software before joining HireRight. His technical skills and relationship management experience has earned him a role as a senior account manager within the HireRight account management team.

Mr. Mestre holds a Bachelor of Applied Sciences (Mathematics and Computer Science Majors) from the University of Technology, Sydney, New South Wales, Australia, and a Diploma of Secondary Education (Mathematics) from the University of Sydney, New South Wales, Australia.

In addition to your account manager, you will have access to a network of customer service representatives that can assist you with your account 24 hours a day, five days a week.

HireRight received the prestigious Achievement in Customer Excellence (ACE) Award for Account Management Satisfaction from CustomerSat in both 2007 and 2008.

Customer Service

HireRight has a uniquely customer-centric environment. We offer the University of North Carolina the most complete customer support system available in the industry. We understand today's human resources and security organizations and are committed to providing you with a powerful solution that meets your needs through technology and superior customer service. Our service team will work together to ensure your complete satisfaction.

As shown in **Figure 4** you will be offered the following six avenues for servicing your account:

Account Management. You will be assigned a dedicated Account Manager to help guide you through your program and give you the benefit of his/her experience to help you build the best program possible. Your Account Manager will meet with you regularly to dialogue regarding your needs and goals. Additionally, your Account Manager will maintain regular contact with your HR personnel to ensure that you are receiving superior levels of service on an ongoing basis. HireRight received the prestigious Achievement in Customer Excellence (ACE) Award for Account Management Satisfaction from CustomerSat in both 2007 and 2008.

Customer Service. Customer Service Representatives (CSR) will be available 24/5 to manage technical, set-up and ongoing service requirements. Customer service acts as the first line responder for any account questions and is made up of experienced representatives who help you manage the tasks associated with your daily screening activities. Other offerings include a toll-free customer service number, e-mail address, and live chat feature on the HireRight Website.



Figure 4. HireRight’s Customer Satisfaction Methodology. *HireRight offers the most complete customer support in the industry.*

Executive Sponsor. Qualifying customers are assigned an Executive Sponsor to help assess the success of your screening program. They act as a consultant, provide strategies for improving your program, and serve as an additional advocate for you at the executive level.

Customer Satisfaction Program. HireRight uses a third party in association with JD Power and Associates to perform quarterly customer satisfaction surveys. Each quarter more than 6,000 surveys are distributed to HireRight users who are asked to evaluate all aspects of the program. Based on their feedback, we adjust our service and product offerings to meet the needs of our customers.

User Group. By working with HireRight, you gain access to the industry’s only self-governed User Group whose primary objective is to provide a forum for education and support amongst HireRight customers. Our customers manage and direct the User Group and meet to discuss industry best practices. HireRight gathers feedback from these meetings and uses it to ensure we capture the voice of the customer.

Customer Advisory Council. HireRight’s Customer Advisory Council brings together representatives of HireRight qualifying customers to provide feedback on existing services, products, and customer experiences. The council also has a large role in shaping the product development and expansion programs as it keeps us in close touch with the pulse of the market and ensures that we truly understand the challenges that HR and Security professionals encounter on a regular basis.

(4) Technical Approach

a. Methodology for conducting background checks

Product Offerings

HireRight offers a broad array of products and services and is continually expanding these offerings to meet our clients' needs. A variety of methods are used in order to collect the most accurate information in the fastest amount of time possible. All of the information HireRight provides is the most current available information and must pass our rigorous quality control standards. HireRight operates under strict compliance with the Fair Credit Reporting Act (FCRA).

HireRight provides more than 150 screening services and a suite of software applications that our customers can use to screen their entire permanent and extended workforce across multiple, diverse geographies worldwide. The exact process for conducting searches will vary based on country-specific rules and regulations. The following paragraphs provide descriptions of the processes used in the United States. HireRight is pleased to provide detailed information for specific products and countries upon request.

Criminal Records Search

A Criminal Records Search is recommended for all applicants. We provide 5-, 7-, or 10-year searches of criminal records by going directly to the source—county and state courthouses, and federal district court records. HireRight also offers a variable, or unlimited, search that checks records as far back as available. The timeframe searched will vary dependent on the state and the court. In general, HireRight will provide information as far back as is legally permissible.

Information Verified

Each court is checked to research certain types of crimes.

- Local Courts (county-level): cover misdemeanor crimes (i.e., shoplifting, trespassing, assault); searched by county
- Superior Courts (state-level): cover felony crimes (i.e., murder, rape, robbery); searched by county
- State repositories are searched where available
- Federal Courts (US-level): cover federal crimes (i.e., bank robbery, counterfeiting, securities fraud, multi-state felonies); searched by district

Conducted By

HireRight has assembled a nationwide network of independent court research professionals and skilled HireRight online researchers to review court record filings at more than 3,800 courthouses, in person or online where available, within the United States, as well as abroad.

Process

In many jurisdictions, particularly larger metropolitan areas, HireRight maintains multiple agents capable of providing rapid and accurate response according to HireRight's quality control standards. These agents are licensed investigators, paralegals, attorney services, or individuals specially trained to review court records for employment purposes.

Our clients have the flexibility of determining how many locations in which to conduct county criminal searches. At the time of order, a client can specify to have HireRight check only the county of current residence, or to conduct a more thorough search based on the results of the Social Security Number (SSN)

trace, or other addresses revealed from education history, employment history, and other sources. HireRight recommends that at a minimum, the results of a SSN trace be used to determine the counties in which to conduct a criminal search. The standard HireRight county search includes superior court searches. The federal criminal search is conducted at the federal district court.

When a client submits a request for criminal record information online with an accompanying request for an SSN Trace, HireRight automatically interacts with a major credit bureau to determine the past addresses in which to initiate a criminal request (in addition to the address of current residence). This request is transmitted in real time to the appropriate court researchers via desktop or wireless technology. This entire process involves no manual intervention, thus streamlining turnaround time, and eliminating the risk of errors.

HireRight uses only the most current information available for court record searches—as required by the Fair Credit Reporting Act (FCRA). We only access information online when such information is tied directly to the court records and provides the identical quality and timeliness of information that a physical researcher would obtain at the courthouse.

Report status is available online at any time. Events such as holidays and adverse weather lead to the closing of courthouses from time to time and may cause a delay in the completion of the search. If such an event causes a delay in a search request, HireRight will automatically notify you by e-mail of the nature and expected length of the delay.

National Criminal Search

HireRight offers a National Criminal Search as a supplemental service to our county criminal records search. The National Criminal Search is performed accessing the largest aggregated U.S. criminal database available, with hundreds of millions of records, covering most of the United States including the District of Columbia and Guam. Data includes criminal court records from state department of corrections, administrative office of the courts, statewide sex offender records, Office of Foreign Assets Control (OFAC) and FBI checks, as well as data from individual county courthouses. ***Any criminal records found using the National Criminal Search will be confirmed by conducting a county criminal check to ensure that the latest record status is reported.***

This search helps you to search further for records that may exist on an applicant outside their home territory. The search is valuable because it provides clues to information that may have otherwise been missed, such as:

- Crimes committed in areas where the applicant did not live
- Sex offender registry (Please note that coverage varies by state. For complete coverage we recommend our National Sex Offender Registry Search, which covers all 50 states)
- OFAC of the US Department of the Treasury, as well as many other valuable “Wanted” search lists

The Sex Offender Registry portion of the database contains currently registered violent and sex offenders with felony conviction records. The data has been compiled from violent and sex offender registries in 38 states. Updates of this violent and sex offender registry database reflect the most current and accurate information available at the time of the update. To ensure FCRA compliance, any positive results (hits) reported from this database will automatically be confirmed prior to returning the results. This database is sanctioned by the courts. A complete list of states and courts coverage can be provided upon request.

As a key differentiator, HireRight offers an auto-extension feature as a standard with our National Criminal Search to ensure FCRA compliance. This means that if we receive a match, we automatically

verify that match by conducting a county criminal check. Many organizations show any results obtained. However, HireRight believes in offering our customers the most compliant and accurate results possible. We therefore will not show final results until any potential hits have been confirmed at the county level.

Federal Court Record Search

HireRight provides 5-, 7-, or 10-year federal criminal searches. Federal Court Record Searches are conducted by district and statewide to determine whether or not a party is or has been involved in federal litigation. Searches are conducted via an FCRA-compliant online research tool that is run by the Administrative Office of the United States Courts.

The Federal Court Record Search locates federal criminal litigation dockets and records on an individual or a business name. A federal search is conducted at the federal district level, using data from federal district courts. This service searches federal districts for crimes that occurred on federal property and/or violate federal laws, such as tax evasion, fraud and embezzlement, mail and wire fraud, drug trafficking, immigration law violations, postal offenses and other offenses that are prosecuted federally. The majority of the records on file at the district level provide a criminal history from the date of disposition, parole or release from imprisonment.

Features and benefits of this product include the following:

- Locates and identifies crimes not found at the county level
- Provides extra criminal coverage by searching at the district level
- Helps protect against negligent hiring
- Best practice for hiring professionals, executives, or employees with access to company records or funds

The search is conducted using the applicant's last name and the first three letters of the first name. Each hit produced from the search will provide the name of the defendant, the court where the case is filed, the case number, and the filing date. HireRight conducts extensive research on all hits received from Federal Court Record Searches. We contact agencies involved in the case to obtain a secondary identifier. These agencies could include US Marshall, US Probation Officer, US Attorney, etc.

HireRight uses only the most current information available for court record searches—as required by the Fair Credit Reporting Act (FCRA). We only access information online when such information is tied directly to the court records and provides the identical quality and timeliness of information that a physical researcher would obtain at the courthouse. Report status is available online at any time. Events such as holidays and adverse weather lead to the closing of courthouses from time to time and may cause a delay in the completion of the search. If such an event causes a delay in a search request, HireRight will automatically notify you by e-mail of the nature and expected length of the delay.

Social Security Number Trace

The Social Security Number (SSN) Trace is recommended on all applicants as it acts as a personal identifier. It reveals names associated with an SSN as well as past and present addresses, essential elements in researching criminal history.

Information verified

- Verification that the applicant's SSN exists at the credit bureau
- Names associated with SSN

- Past and present addresses where the applicant has applied for credit (used to research criminal history)

Conducted by

HireRight receives verification of SSN from a credit bureau within 1 hour of request.

Process

HireRight runs SSN Traces through a credit bureau and automatically searches for a matching SSN. Any addresses that have been used when the applicant applied for credit are provided.

HireRight notifies the requestor when the SSN is not found, or when we find a completely different name. The requestor is notified via e-mail, to allow verification of the number that was entered.

Credit History Examination

This check generally is recommended for applicants slated for financial positions. All checks are conducted in strict compliance with the Fair Credit Reporting Act (FCRA).

HireRight has established partnerships with the three leading credit reporting agencies: Equifax, Experian and TransUnion. These partnerships give us great flexibility in providing credit data to our customers. We are able to look at all three offerings and choose the best credit data source for each customer's needs. As a standard, we use Experian for address history and TransUnion for credit data. If a customer prefers a specific credit agency, we can quickly configure the account to use the preferred credit agency data in their background reports.

Examples of information provided with the credit report include:

- Public Records – the number of public records on the report (bankruptcy, tax liens, civil judgments)
- Collections – the number of accounts that have not been paid and are in collection
- Trade Accounts – the number of open accounts the individual has (loans, credit cards, etc.)
- Negative Accounts – the number of accounts that are paid late or have been charged off
- Satisfactory Accounts – the number of trade accounts that are paid according to agreed upon terms
- Inquiries – the number of times creditors have run a credit check on that individual
- Total counts for each category will be displayed and the details of each individual account will follow in the body of the report.

Education and Credential Verification

Education history is the most commonly falsified information on resumes and job applications. HireRight verifies the degree or credential received, as well as the date awarded. Our process ensures we have the lowest UTV rates in the industry. As a standard, we make a minimum of two attempts per day over a five-day period.

Information verified

- Degree or credential
- Major area of study
- Grade point average (optional)
- Date awarded
- Institution awarded by

Conducted by

In-house research department receives request for verification instantly when order is received. They contact each institution directly.

Process

HireRight conducts the verification by contacting the educational institution via fax, telephone or e-mail, or by utilizing an authorized automated verification service. This information is verified both domestically and internationally.

If HireRight is unable to verify information provided by the requestor regarding the applicant's education, HireRight will contact the applicant to obtain necessary documentation (usually copy of degree or certificate) that will either provide additional information to continue the investigation or provide proof of the educational information provided.

If the applicant is unable to provide necessary documentation, HireRight will close the request as "Unable to Verify." If the applicant is able to provide necessary documentation, and it does aid in continuing the investigation or providing the required proof, HireRight will e-mail the requestor to advise them of the status of the investigation and will close the request.

All steps taken to gain additional information will be noted in the comment field on the report. HireRight will not contact the applicant directly if the requesting company does not desire this, although some colleges ask for a signed release from the applicant which will require assistance from the requesting company. HireRight has the capability to collect applicant consent forms online at the time the applicant submits their personal data using either e-signature or hard-copy versions of the consent form.

Motor Vehicle Record Examination

This is highly recommended for anyone applying for a job driving a truck, company car or operating machinery. In addition, employers with company-owned roadways may wish to limit access to employees with unsafe driving records. In some states, convictions for driving under the influence of alcohol or drugs are not on the criminal court record and can be revealed only through a Motor Vehicle Record (MVR) check. HireRight's report will reveal motor vehicle violations, suspensions and revocations, and it will indicate the type of license granted and restrictions on use.

Information verified

- License validity
- License type (including special license verifications)
- Vehicle violations
- License restrictions
- Suspensions and revocations
- Accident and convictions (conviction will also appear on criminal report)
- DUIs and DWIs (where allowable and reportable by state)

Conducted by

In-house research department and applicable vendors receive records directly from the Department of Motor Vehicles (DMV).

Process

Collecting the required data needed to process a Motor Vehicle Record check is critical to maintain quick turn time for this product offering. HireRight has developed a sophisticated method for automatically

collecting and validating state by state requirements for processing MVR check. This greatly minimizes any follow up with the recruiter or the applicant to get clarifying data to process the MVR check. Examples of this are:

- Validating the format of the driver’s license per the state
- Collecting additional data (i.e., DOB, name on driver’s license) when required by the state

HireRight’s Motor Vehicle Records (MVRs) are completed with direct access to some states and we combine our volume with other companies to meet the access requirements when our level of volume does not meet the minimum requirements.

HireRight orders a 3-year MVR record, although each state determines the history they provide.

Serious infractions, such as a DUI, Driving While Suspended, Reckless Driving, Open Container, and No Drivers License are delivered in the MVR. (This will also appear in the Criminal Felony and Misdemeanor verification provided that the incident occurred in a county returned by the SSN Trace.)

HireRight reports all history reported to us from the DMV. When a driver’s license is a commercial license, the DMV will specify it and any applicable restrictions. In addition to the U.S., HireRight can provide MVR reports in Canada and Puerto Rico.

HireRight also offers an annual MVR check. This service generally is requested by companies with Department of Transportation (DOT) requirements and employees that are required to drive their own or company supplied vehicle as part of continued verification of a driver’s qualifications.

National Sex Offender Registry Search

The National Sex Offender Registry Search is a robust offering that can help you cast a broader net when performing sex offender searches. This search is performed by accessing the US Department of Justice’s sex offender database, which contains listings of more than 500,000 registered sex offenders from all 50 states plus the District of Columbia and Guam. While data or types of crimes listed in the registry varies by state, the registry consists of such offenses as sexually violent offenses, sexual offenses, misconduct with a minor, production of child pornography, etc.

Drug Screening and Occupational Health Services

HireRight offers Department of Transportation (DOT) and non-DOT drug and occupational testing and can customize a program to meet your company’s needs. All drug and occupational testing services can be initiated from our web site. All results are integrated into our easy-to-read background screening reports, and billing is completely integrated with other HireRight services. Through unique blended network solutions, HireRight can provide your organization with access to more than 10,000 collection sites nationwide.

Tests/Exams Offered:	Programs Offered:	Other Drug Screening Services:
<ul style="list-style-type: none"> • Urine • Saliva • Breath Alcohol • Hair • Physicals—DOT and Non-DOT • Vaccines 	<ul style="list-style-type: none"> • Pre-employment Testing • Instant Testing • On-Site Testing • Post-Accident Testing • Random Testing • Reasonable Cause Testing • Return-to-Duty Testing 	<ul style="list-style-type: none"> • Policy Development • Collection Site Identification • On-site Collection Training • Medical Review Officer (MRO) • DOT Drug and Alcohol History Verification

<ul style="list-style-type: none">• Vision / Hearing• Physical Capability Test		<ul style="list-style-type: none">• DOT Pre-Audits• DOT Audit Assistance• Expert Witness Testimony• Electronic Chain of Custody Form Solution
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Value-Added Services

The most important concept to understand when evaluating providers is return on investment. While many services may appear to be the same, it is truly the value-added services and time/resource savings that ultimately depict the true value of the provider. HireRight offers unique ways to save you significant time and money by leveraging several automated solutions. These services streamline the screening process and enhance efficiency. Specific value-added services that you can leverage immediately include the following:

- **HireRight Enterprise.** This fifth generation release of HireRight’s full-featured employment screening software application brings all screening tasks and tools together in one location. HireRight Enterprise provides our users innovative tools using Web 2.0 technologies that are designed to manage the complex screening needs of large organizations with fewer clicks and the greatest time efficiency. Features unique to this highly configurable release include tabbed working environments, roll-over summaries providing the detail you need without ever leaving the dashboard page, and flexible navigation and icons. Additionally, the notification manager differentiates between notifications requiring actions and those that simply relay information, helping recruiters to prioritize and maximize their time. HireRight Enterprise goes above and beyond the standard disparate screening applications to provide recruiters with a streamlined process that facilitates collaboration and communication across organizations.

The editors of Human Resource Executive Magazine chose HireRight Enterprise as one of their top HR products of 2008.

- **Applicant Self-Service.** This tool enables recruiters to move all data entry activities to applicants, thereby reducing the time required to input information and the time to make calls to the applicant to fill in missing pieces of information.
- **FCRA Automation.** HireRight provides a range of compliance tools to streamline recruiters’ processes and facilitate your adherence to legal requirements such as the Fair Credit Reporting Act (FCRA). These compliance tools include online applicant disclosure and consent forms with fully compliant e-signature capability, automated FCRA adverse action letter generation and delivery (pre-populated with the applicant’s name and address, and the recruiter’s name and e-mail, if desired), and automated report delivery to applicants in accordance with state requirements.
- **E-Signature Capabilities.** This online consent tool removes the paperwork associated with a background screen, resulting in less required storage space for signed forms as well as less coordination and time for recruiters.
- **Employment Application Solution (EAS).** The HireRight employment application solution streamlines the recruiting process with online tracking features and a seamless tie-in to background screening services. By using HireRight’s EAS, screening services are just a click away—and applicant information pre-populates the required fields, thus eliminating duplicate data entry. The

solution's tracking features give recruiters an "at-a-glance" view of application status and allow the application to be emailed to hiring managers for review and comment.

The online employment application is configured to meet your company's requirements, and the step-by-step wizard ensures that applicants provide all the information you need. Support staff is available whenever candidates need help with the application. Moreover, the data is secure and pre-employment screening services are integrated in a single order and reporting platform. The employment application solution also provides pre-hire forms and compliance tools to facilitate information collection and legal compliance throughout the pre-employment screening process.

- **Extended Workforce Solution.** An all-purpose access request system, HireRight's Extended Workforce Solution enables you to invite your vendors, contractors and temps to be screened and access requests managed seamlessly online, all while mitigating the risk from your extended workforce. All vendor screens can be charged directly to the vendor, saving you coordination time and money.

The editors of Human Resource Executive Magazine chose HireRight's Extended Workforce Solution as one of their top HR products of 2006.

- **I-9 Employment Eligibility Automation and Check.** HireRight offers a comprehensive electronic I-9 solution for companies who seek to automate the traditionally paper-based process. HireRight also conducts an I-9 verification search directly with the Department of Homeland Security. The I-9 check validates SSNs or alien identification numbers (if applicable) with the Social Security Administration and verifies the applicant's legal right to work in the United States.
- **Integrated Drug and Background Screening.** Combining pre-employment background checking with drug screening ultimately saves you time and money since the tasks of placing an order and reviewing the results of a candidate's background check and drug test can be performed together, in one place, at the same time.
- **Management Reports.** HireRight offers a wide array of self-service management reports that are available online in real time. These reports allow users to track all facets of their screening programs, including turnaround time, request volume, cost detail and the prevalence of adverse records.
- **Global Interface.** All international searches can be ordered from the same online platform used for US searches, with our system automating the pertinent information based on each country's specific requirements. Full integration of our international system provides background information from all countries in the same format allowing you to view applicant's history in one, user-friendly report.

Background Check Workflow Process

HireRight provides human resources professionals an easy-to-use Web interface to request verifications of factual information submitted by applicants, including criminal and employment history, education verification, credit reports, motor vehicle records checks, reference checks and more. With access to more than 3,800 courthouses and researchers around the world, HireRight also provides companies with the most reliable information and research in the fastest possible turnaround time.

HireRight developed the industry's first Internet-based human resource application and launched it in June 1997. Through the innovative application of technology, HireRight has automated internal operations to an unprecedented level in the industry to ensure rapid turnaround at the highest levels of accuracy and compliance.

Our solution is completely Web-based, from the input of applicant information, to the ordering of services, to the receipt and reporting of results. This password-protected system is available 24/7 from any location; all that is needed is a browser and Internet connection.

Our workflow process is explained in detail in the following paragraphs.

Account Setup and Management

HireRight's offering is highly configurable at both the account and user levels to address a wide range of client needs. Clients can create permission levels for individual users of the pre-employment screening offering, including: the services a user can order, whether a user can view the results (and at what level of detail), whether a user can view the details of another user's applicants, ordering budgets, access to international ordering, the ability to adjudicate results, and many other features.

HireRight's Linux/Oracle platform provides a scalable environment to sustain performance and accommodate unlimited subscribers and requests. Managers will have access to create and manage user passwords on an on-going basis. HireRight's system is available for ordering and retrieving background verifications 24/7 from any location.

Online Ordering

HireRight's system provides flexible selection capability. Each user can select a pre-defined package of background verifications or choose individual (a la carte) services to satisfy the relevant content needs of each background check. The pre-defined bundling of services can reflect multiple candidate segments. These service packages will be assigned an intuitive name as specified by the client.

HireRight's Web-based system also allows recruiters and applicants to enter data directly over the Internet, thus eliminating the need for duplicate data entry and faxing. Clients can elect to order background verifications by a variety of methods.

If the applicant has Internet access, the recruiter can minimize their workload by using our "Applicant Self-Service" feature. Using this feature, the recruiter specifies what services they would like to order (from a list of customized packages) and enters the applicant's e-mail address. HireRight then provides their applicants with a unique password and URL, which allows the applicant to enter their personal information directly in an online form, and initiate a pre-defined background verification. Upon completion of the form by the applicant, the client's recruiters are automatically e-mailed a standard notification indicating the completion and submission of the form and the background verification is instantly initiated.

If a recruiter would like to enter the order and applicant data him/herself, the order may be submitted a la carte or via our standard order interface, which allows the recruiter to choose from a pre-defined list of customized packages.

Online Status Information

Recruiters can check the summary and detailed status of any applicant at any time. In addition to reviewing completed results, recruiters can view detailed, time-stamped notes to assess the work in progress of any verification. All background verifications are accessible online in real time, from the moment a request is submitted to the HireRight system. HireRight allows recruiters to quickly view the summary status of all applicants at any time by displaying a "complete" or "in-progress" status message along with the percent completion noted.

For individual reports in progress, recruiters can drill down and receive detailed status information by viewing the date and time-stamped notes on the report. These notes are created and posted real time as each call is completed from our professional researchers via our state-of-the-art call center. This is particularly helpful for assessing in progress employment, education and professional reference verifications. Examples of our notification services include the following:

- **Complete Report Notices.** HireRight automatically notifies the appropriate recruiter by e-mail when a report is 100% complete.
- **Automated Delay Notices.** HireRight can send an optional e-mail notification to the requester when a criminal report will be delayed due to elements out of our control such as closure of courts due to holidays and/or weather.
- **Criminal Results Notices.** HireRight can send an optional e-mail notification when criminal results are complete if this is sooner than the entire report.

HireRight's sophisticated order and reporting interface shows only part of the picture; it's what goes on behind the scenes at HireRight that illustrates the value of our proprietary technology. HireRight's back-end system is Java-based and built to satisfy the unique requirements for automation, reporting and compliance associated with background and drug screening services.

Request Routing

A background screening report for an applicant contains requests for various types of information—an applicant's driving record, criminal history, employment and education history. Once an order is submitted, HireRight technology deconstructs the request to the sum of its parts and routes the components to the appropriate research specialists. Criminal history requests are forwarded to court researchers in locations worldwide, education and employment history requests are automatically assigned to verbal verifications associates, drug screening requests are sent to the Occupational Health Services team, and so on.

Results Reporting

Field researchers can link to the internal reporting system through a secure extranet. HireRight's back-office system has been built to understand the unique reporting requirements for various types of background and drug screening requests—as well as the regulatory requirements governing the geographic location from which the request is generated. This functionality builds in checks and balances for HireRight researchers, and ensures compliance in the reporting of results. Full integration of our international system provides background information from all countries in the same format allowing you to view applicant's history in one, user-friendly report.

For current customers, completed background verification information is available online for 3 years from the date of the request. HireRight offers sophisticated file-management capabilities that allow clients to retrieve and view report lists by the user who initiated the request, by time frame, and by status. After 3 years, this information is archived and maintained for an additional 2 years as mandated by the FCRA, which requires that information be maintained for a period of 5 years. HireRight permits our clients to download reports as they receive them and store them in their own secured system. For a nominal fee, HireRight can provide this information on CD-ROM.

Request Management

While information integrity is a critical element of employment screening, report turnaround time is also important. The quality control and request aging features built into the system ensure that all components of a background screening report are completed and compiled as quickly as possible. **Figure 5** shows an overview of our automated workflow process.

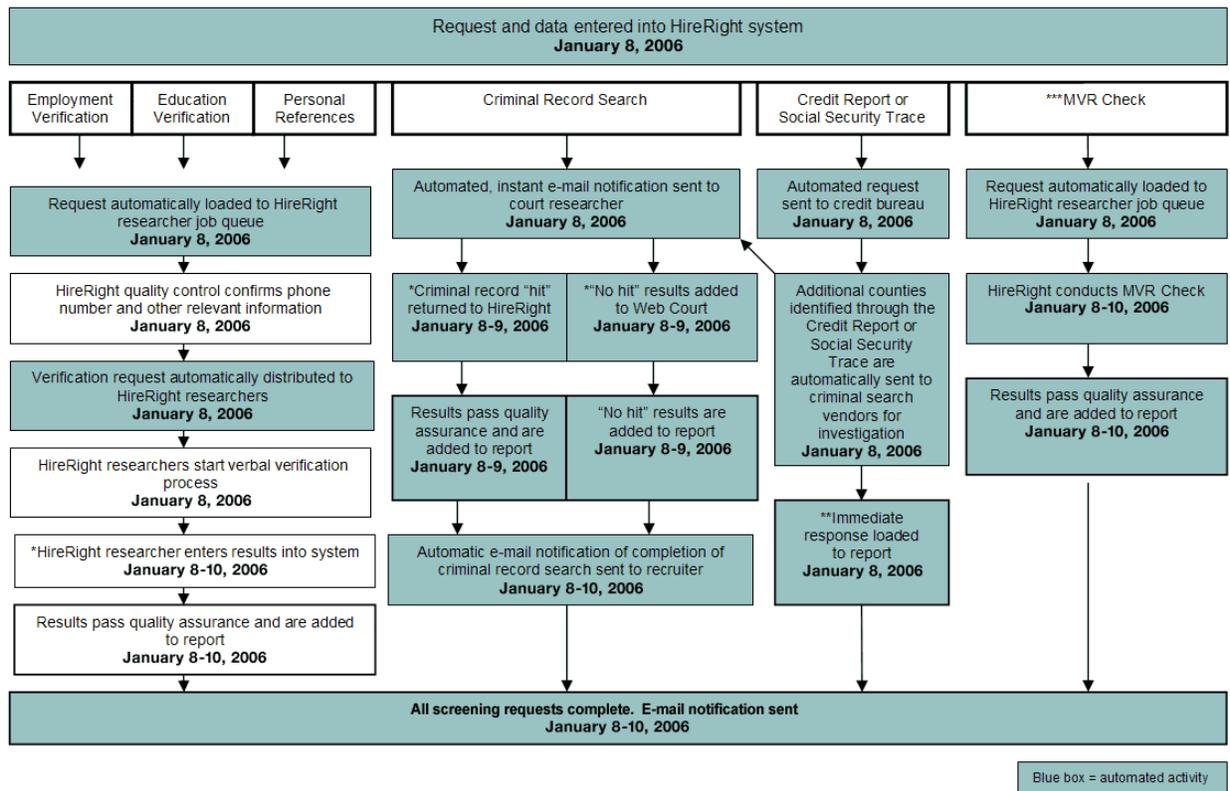


Figure 5. HireRight’s Automated Workflow Process. *Through the innovative application of technology, HireRight has automated internal operations to an unprecedented level in the industry to ensure rapid turnaround at the highest levels of accuracy and compliance.*

Parent-Child Functionality

For large organizations with multiple offices and disparate screening requirements, HireRight offers Parent-Child functionality as a unique solution to enforce company-wide processes, while providing flexibility for regional or business unit variations, enabling centralized management with decentralized execution. Using “Parent-Child” functionality provides the corporate office complete program oversight of all programs or office locations, while still allowing each business unit to define their own packages and view only their own background searches. The Parent account has complete visibility and governance over all Child accounts. Parent accounts can view individual or aggregated data from the Child accounts and can run standard management reports using compiled information. Child accounts can specify standard screening package make-up and manage their programs within their business unit account.

Additionally, HireRight’s flexible electronic billing system can send separate billing by specified regions (for example, each sub-account may have its own bill), or clients can elect to have one bill for the master account.

Figure 6 presents a graphical description of the structure of the “Parent-Child” account relationship.

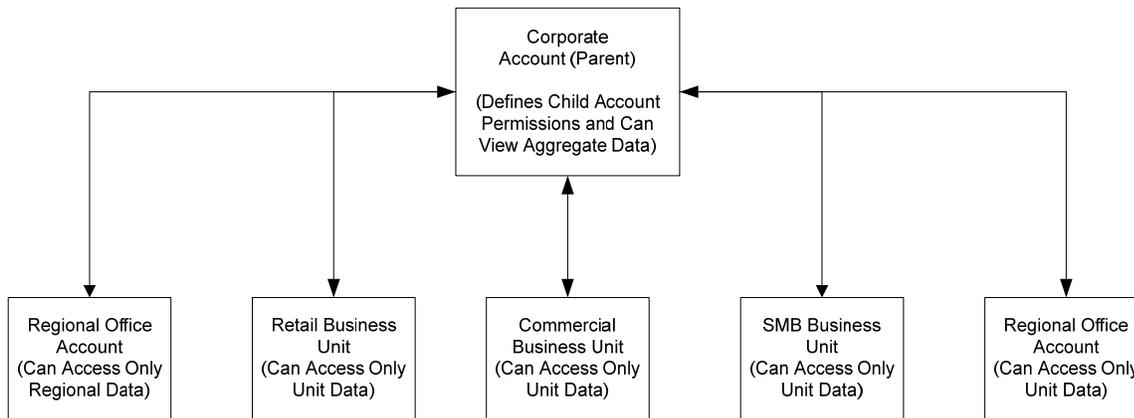


Figure 6. Parent-Child Account Relationship. *HireRight’s unique solution enables centralized management with decentralized execution.*

Focus on Quality

HireRight has developed a specific quality policy and process. In summary, our quality control policy states that quality is central to all that we do at HireRight. We focus on many dimensions of quality in delivering our services, including the following:

- Accuracy of information—in all information we report
- Timeliness—in report turnaround and issue resolution
- Consistency—in our processes and in adhering to customer guidelines
- Reliability and security—in our systems and processes
- Professionalism—in our interactions with customers, applicants and information sources

Six Sigma. HireRight believes all members of our team carry responsibility for quality in the organization; to that end, the executive team has identified Catalytic Initiatives for process improvement to be completed throughout the year and has initiated Six Sigma Greenbelt training. The training includes the three change-method approaches of using Six Sigma tools, Go4It, DMAIC and Business as Usual, and will require team members to take on at least one Go4It project (projects that can be completed in 30-60 days and lead to immediate success, using real-life problems from HireRight teams).

Quality Assurance Team. HireRight has a dedicated Quality Assurance (QA) team that is responsible for checking a percentage of all search results for accuracy and quality. Unable to Verify, or UTV, is an industry-wide datapoint used to track the effectiveness of a background screening provider’s ability or inability to verify data in a background check. **The industry standard is approximately 16%.**

HireRight consistently maintains a UTV rate of less than 7%, primarily as a result of our Quality Assurance (QA) team. (Please note that our overall rate is dependent on a variety of factors—some of which may be out of HireRight’s control.)

The QA team is also responsible for re-verifying any incorrect information found and enacting an action plan to communicate the re-verified results and ensure that any issues that caused the incorrect information are resolved.

HireRight’s QA standards cover both external vendor relationships and internal staff. All elements of our staff’s work are subject to strict quality control procedures including data entry, field-based court researchers, verbal verifications, adjudication, and customer service. All internal research and QA

processes are documented in a manner consistent with industry standards to ensure consistency throughout the organization.

Data Entry. HireRight conducts a quality review of all records entered into the system by our staff. Each record is carefully double keyed for accuracy into the database by the individual responsible for the function. The individual assigned to conduct quality review in the department reviews the data entered for accuracy.

For background requests entered online, our system has considerable logic to ensure the accuracy and completeness of the data provided by the applicant or recruiter. For instance, forms can not be submitted when required data is missing, and a number of data fields are instantly checked against our database for accuracy (e.g., we check that cities and states correctly correspond).

Field-Based Court Researchers. HireRight is respected in the background verification industry as a company that employs best practices. Consequently, we have the industry's best court researchers on our team. A court researcher is an agent instructed to complete, in whole or in part, a court research request. HireRight contracts with more than 2,000 researchers worldwide. Each court researcher is put through a rigorous evaluation process before receiving any HireRight research work. The evaluation process consists of the following steps:

- Court Researcher Application
- Reference Checking
- Test Period
- Evaluation Period

HireRight employs an automated test program for new field-based researchers. The automated program seeds the vendor's work with known hits (i.e., known criminal records) that assist in verifying the vendor's accuracy and dependability for a 90-day period. In addition, HireRight establishes service level agreements with all field researchers that outline HireRight's expectations and service requirements with regard to quality and other dimensions.

On an ongoing basis, HireRight tests our field-based researchers and online researchers with known hits on a random basis each day to ensure quality information is being obtained and reported on HireRight's behalf. Results are tabulated weekly. The audit process is accomplished in two ways:

- Seeding known hits to existing field-based researchers
- Sending the work through a secondary researcher

HireRight's Field Relations Representative monitors all field-based researchers on a daily basis. All hits are checked for quality. Key performance indicators are turnaround time, accuracy, and timely response to requests. Timeliness is monitored using daily statistics. Each report is monitored for timely delivery beginning 24 hours past submission to HireRight's system. Weekends, holidays, and requests made after 4:00 p.m. PST are taken into consideration.

The Field Relations Representative reviews the results of the ongoing internal audit once per week to analyze potential problems with a particular search or with a researcher. Errors are noted in the Researcher Error Log. An investigation of the error is conducted. Based on the results of the investigation and the researcher's history with HireRight, a researcher may be given a warning, placed on probation or terminated.

Verbal Verifications (Employment, Education and Professional References). All HireRight researchers go through a thorough 2-week training program prior to initiating work. Additionally, HireRight researchers are given trust levels within our system based on their experience and error rates to carefully manage quality and provide further training where necessary. Each new employee has 100% of their work sent to Quality Control to ensure that all standards are met. Trust levels are set as follows:

- First month: 0% (100% double-checked)
- Second month: 50% (50% double-checked)
- Third month and ongoing: 75% (25% double-checked)

Modifications to the above described trust levels are made based on errors and ongoing quality review. Once the training period has successfully been completed, all researchers are subject to random re-verifications to monitor the quality of their work. The percentage being re-verified may fluctuate depending on the volume being processed by the individual, any errors found through QA, or for other reasons. Errors are addressed with corrective action. Errors are tracked and additional training is provided when necessary. Repeated errors will result in the termination of internal staff. Dishonesty in reporting verification results will not be tolerated and will result in immediate termination.

Additionally, for education and employment verifications, HireRight has a Six Sigma process that double verifies any Unable to Verify sub-requests. This ensures that if the main set of researchers could not follow through in verification, a second team will strategize and work these sub-requests to further verify any difficult areas of research. It also ensures the accuracy of the research as these are worked twice.

Adjudication. To ensure that the HireRight staff accurately adjudicates our customers reports based on each customer's guidelines, a random sample of adjudicated reports are reviewed each day by the quality department.

Automation. We continually seek ways to eliminate manual process errors and improve efficiency by automating components of our workflow. We strongly believe we have the most automated processes in our industry and continually seek to further innovate.

Performance Tracking. We utilize extensive performance tracking across all functions of our organization, and benchmark our performance to external measures wherever possible. Among our tracking mechanisms are our quarterly customer satisfaction survey, which is administered by a third party and includes all customers, and our Customer Relationship Management (CRM) application, which is used to track all incoming customer issues and requests. In addition to these tools, we have a very extensive set of metrics in place to measure our performance across all aspects of our organization.

Audits. We utilize audits extensively across many areas of our business. For example, we "seed" our court researchers with known criminal records on an ongoing basis to test their accuracy. In addition, on an ongoing basis, we randomly re-check a percentage of our criminal records and re-verify a percentage of our employment, education, and other verbal verifications. We also use outside experts to conduct security audits of our systems on a recurring basis, including both our network infrastructure and our software applications.

Error Handling. HireRight has very strict internal quality controls to maintain the highest levels of data accuracy. As part of our controls, we track all data accuracy errors that are revealed. Data accuracy errors are found by internal audits, notification by our researchers, notification by our customers, or notification by the consumer to whom the report relates. All errors are recorded in an Error Log and submitted to the

department manager for review on a monthly basis to help identify potential process flaws and to maintain a history on each individual.

At the time an error is found, immediate action is taken. The reason for the error is brought to the department manager, who will notify the customer and take proper action. The researcher is evaluated and, if it is the first error, the researcher is placed on probation and the trust level is adjusted accordingly. However, if the researcher has demonstrated a pattern of incidents, the relationship will be terminated. In addition, all verification researchers have their compensation tied directly to quality measures, including accuracy. Their compensation is adjusted up or down on a bi-monthly basis based on quality results.

b. Expected turnaround time for national and international checks

Domestic Turnaround Time

HireRight understands the importance of “speed to hire” and prides itself on delivering quality results as quickly as possible. *HireRight consistently delivers the most rapid turnaround time in our industry, at the highest levels of quality in our industry—our turnaround time for Q2 2009 averaged less than 2 business days.* This is accomplished through the unprecedented level of process automation in all aspects of our business and our Six Sigma emphasis on first-time quality.

As shown in **Figure 7**, we offer a unique parallel processing solution that enables us to parse information from the request out for concurrent review. As each portion of the request is completed, you receive a real-time update to the report.

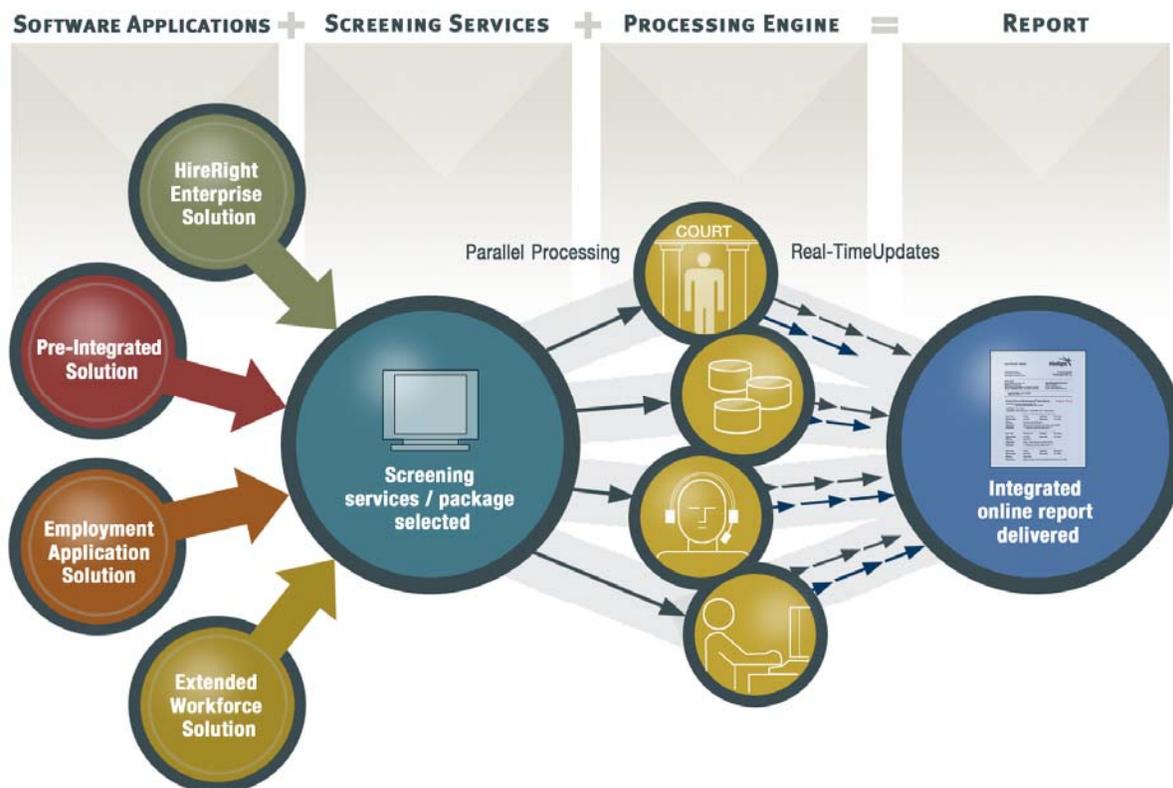


Figure 7. HireRight’s Parallel Processing Solution. Our unique solution ensures real-time updates, enabling us to provide the fastest turnaround times, at the highest level of quality in our industry.

For some searches, results may be returned the same day. The maximum turnaround time could be as long as a week or more in instances where a school is closed for the holidays, or when we are relying on the applicant to provide proof of employment or education history. The maximum turnaround time typically is determined by the verification policies that are mutually agreed upon with a client at the time of account implementation.

Report Turnaround. Reports were completed in an average of less than 2 business days in Q2 2009. Details are shown in the following table. Turnaround time statistics are calculated as the elapsed time (business days) between when an order is submitted by the recruiter (or applicant) to our system and when the report (or report component) is complete.

Basic Services	Average Business-Day Turnaround (Q2 2009)
Social Security Trace	Immediate
Credit History Examination	Immediate
National Criminal Search	Immediate
Statewide Criminal Search	2 days
County Criminal Records Search	1.1 days
Drug Screening (non-DOT)	1.2 days*
Motor Vehicle Records Examination	0.5 days
* Drug screening turnaround time is calculated beginning at the time at which the sample is collected.	
Verification Services	Average Business-Day Turnaround (Q2 2009)
Employment History Verification	1.6 days
Education Credential Verification	1.8 days
Professional Reference Check	2 days

HireRight is proud to offer the best turnaround times in the industry. It is also important to realize that actual time associated with an individual screen encompasses much more than pure turnaround time. Your team performs several activities up to the time of screening, during the screening, and post screening that require a significant amount of time. We encourage you to look at the entire process to determine time to hire or time to fill.

International Turnaround Time

HireRight collects and reports on detailed information regarding all aspects of searches in the more than 200 countries and territories where we provide services. This includes turnaround time statistics. Turnaround time varies greatly depending on the country and service requested. Specific examples include the following:

- HireRight offers a criminal search in Russia that searches local criminal records sourced from local police authorities in the jurisdiction of the candidate’s current or most recent address. In 2007, this search averaged 3.28 days.
- In Canada, HireRight offers a credit report that identifies if applicant is in good standing with creditors on file. In 2007, this search averaged 2.61 days.
- Our Global Sanctions and Enforcement Check (GSEC) searches a comprehensive global list of government entities and sanctions to check if an applicant is listed as a known prohibited or restricted party. GSEC covers regulations and sanction lists from around the globe, including: country-specific

sanction lists, law and regulatory enforcement (Asia-Pacific, Europe, North America, United Kingdom), debarred parties and high-profile persons. In 2007, this check averaged 0.57 days across all countries.

HireRight is pleased to provide detailed information for specific countries and searches upon request.

How HireRight Saves You Time

Our highly automated process reduces the amount of time associated with all background screening related activities, both internally at HireRight and for your recruiting team.

During the pre-submission process HireRight saves you time by:

- Providing you with an integrated solution that removes duplicate data entry and reduces the time associated with multiple log-ins to multiple systems
- Offering you a way to move data entry activities to the applicant, using our Applicant Self-Service feature (the applicant enters all data, completely eliminating the typical follow-up required by the recruiter to gather information for the background process); recruiters may distribute up to five applicant invitations simultaneously to reduce data entry time
- Giving you the most streamlined order entry process that requires significantly fewer key strokes, thereby saving your recruiters even more time
- Offering your applicants e-signature capabilities so that a hard copy fax form does not need to be sent, therefore reducing time and storage costs associated with the consent process

HireRight saves you time during the actual running of the background check screen (turnaround time) by:

- Using parallel processing, rather than staged processing, to return individual search requests simultaneously
- Using tools like Webcourt to communicate with court reporters to provide faster criminal search results
- Providing all results in real time, saving your recruiters time so that they can make urgent decisions when they need to
- Documenting comments and status updates within the report, so your recruiters don't need to spend time inquiring or calling about status
- Streamlining the follow-up process using the systematic review of reports upon entry, resulting in fewer follow-up calls required for additional information (e.g., checking driver's license number layout and matching cities with appropriate states)

From the time the report returns to your decision to hire/not hire, HireRight offers you tools to make your decisions faster:

- HireRight can perform all adjudication activities, based on your requirements, removing the workload from your recruiting staff

- We provide a concise summary at the top of all background reports so that you can see immediately where a discrepancy lies, rather than having to scan the entire report in detail
- We provide context-sensitive help for criminal dispositions, translating legal terminology into standard language, reducing the time, research, and calls made by recruiters when unusual dispositions are returned
- We provide you with automated templates and auto-populated pre-adverse and adverse action letters so that you can maintain compliance

Together, these individual benefits add up to create significant time savings both for the recruiter and for your time to hire.

c. Description of the electronic system employed

HireRight Enterprise—A Better Way to Manage Your Screening Program

HireRight Enterprise—the fifth-generation release of our full-featured employment screening software application—represents a new industry paradigm for effectively managing employment background and drug screening programs. Powered by Web 2.0 technologies, it brings all screening activities, tasks and tools together in one location, making management of your screening program easier and more efficient than ever before. It was designed, developed and tested in close collaboration with HireRight's largest customers to ensure the user experience and key features reflect the evolving needs of global employers.

With HireRight Enterprise, you'll experience *increased time savings, greater visibility and control, and unparalleled convenience.*

Increased Time Savings. With HireRight Enterprise, screening status information is available at a glance, and roll-over summaries provide the detail you need without ever leaving the screening manager page. Leveraging flexible navigation and right-click menus, you can take action from almost any location inside of HireRight Enterprise, making the program intuitive and efficient. Better still, you can easily review all action-required screening tasks, separate from informational alerts designed to keep you up to speed.

Greater Visibility and Control. HireRight Enterprise offers your organization greater visibility and control by configuring to your screening needs and centralizing all screening activities into a single location on the Web – replacing the need to use manual processes or multiple disparate systems, to manage your program. Ordering and viewing background reports, receiving notifications, getting product updates and announcements, reporting program metrics, and collaborating among peers are now all possible from a single central location. Customer support is also available from within the integrated support portal.

Unparalleled Convenience. With HireRight Enterprise, you can save time with fewer clicks, fewer errors, less data entry, and prioritized task management. Leveraging features like applicant self-service, automated compliance tools, and auto-error checking, you'll save time and reduce unnecessary efforts associated with the screening process. Furthermore, you'll be able to manage your organization-wide background and drug screening programs in a single location.

HireRight Enterprise Unique Features

HireRight Enterprise is delivered on-demand and provides many unique features to help you manage your screening program—both at a high level and a day-by-day basis.

These unique features are shown in **Figure 8** and described in the following paragraphs.

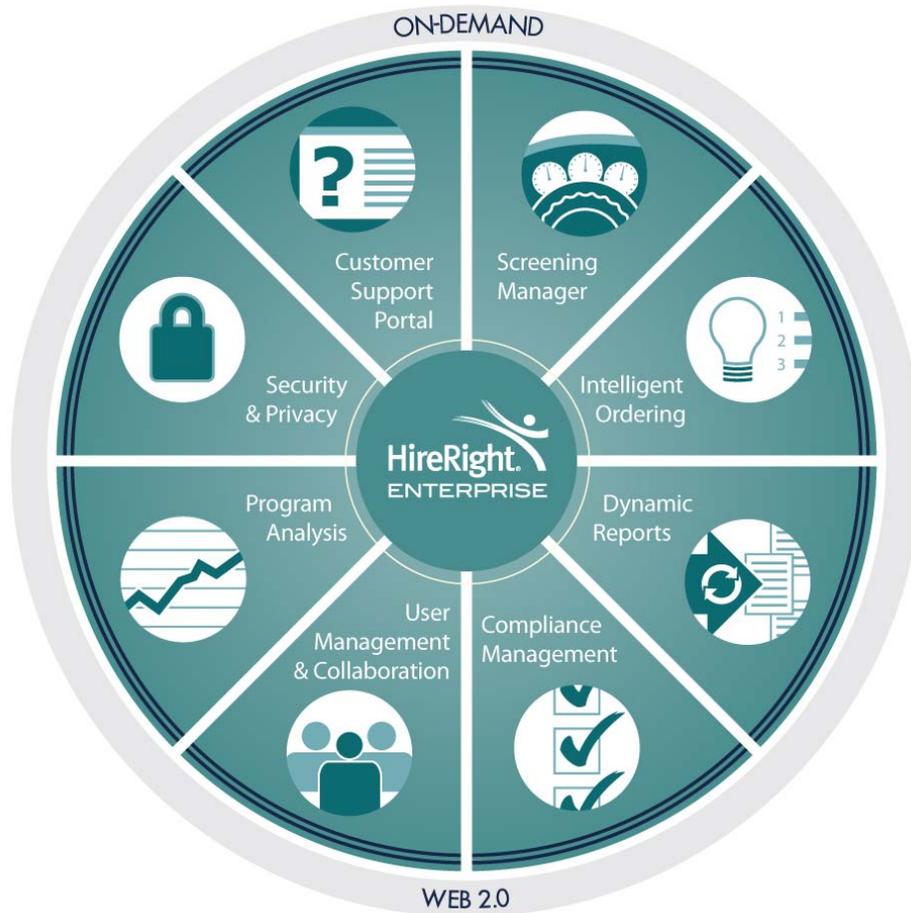


Figure 8. HireRight Enterprise Unique Features. *Enterprise helps you achieve your screening program objectives while streamlining all of the processes related to screening.*

Screening Manager. For maximum program visibility and user efficiency, Screening Manager aggregates all relevant information into a single page and provides dynamic graphical and table-based summaries for important screening factors, including: screening history, alerts, open tasks, announcements and more. Leveraging Web 2.0 technologies, additional details and actions are delivered with a simple rollover.

Intelligent Ordering. To improve order entry speed and quality, HireRight Enterprise simplifies and automates data collection to capture the appropriate and required information the first time. And with key features like package plus ordering and bulk invitations, HireRight Enterprise provides an intuitive screening experience for you and your applicant.

Dynamic Reports. So that you can make decisions sooner and stay informed as research is performed, HireRight Enterprise features real-time reporting and status information, summarized by individual search type and disposition. Reports also feature collaboration options and summary discrepancy information to help you better manage your work and make decisions more efficiently. To help you better understand the legal speak and industry terms included in the report, context-sensitive help is embedded.

Compliance Management. Helping you to manage a compliant and consistent screening program, HireRight Enterprise has been designed to be configurable to your screening policy and includes automated compliance features like automated FCRA compliance and e-consent.

User Management and Collaboration. Enabling you the ability to control access, while also keeping all relevant hiring stakeholders (including the hiring manager) in the screening loop, HireRight Enterprise provides role-based access rights and team notification capabilities. You can also share tasks and relevant screening information with other solution users, facilitating consistency and communication throughout the process.

Program Analysis. To help you gain additional visibility over your program and make strategic decisions, HireRight Enterprise provides eleven configurable management reports. You can define what information to capture, which results to search on, and which users to include in your report. Reports can be scheduled and delivered in multiple file formats online or via e-mail.

Security and Privacy. To provide you and your applicants with peace of mind, HireRight Enterprise has been built with the strongest security and privacy measures, and features: strong authentication, encrypted sessions, secure session management, data masking, at rest data encryption, and encrypted data back-up. HireRight Enterprise is hosted in a SAS 70-certified environment.

HireRight Integration Capabilities

HireRight has the most experience with systems integration in the industry and we consider our integration capability to be a core competency of our organization. ***We currently have 359 live customers using our pre-integrated screening solutions***—far more than any other company in our industry. HireRight has been the leader in our industry in recognizing the need for integrated workflow and seamless data transfer in the recruiting process, and as such, was an industry pioneer in creating productized integrations (i.e., pre-built and easily and quickly configurable) with many leading Human Resource Management Systems (HRMS) and Applicant Tracking Systems (ATS). Each of our integrations has been certified by the HR-XML consortium.

Our industry-leading integrations include the following:

- PeopleAdmin
- Taleo Enterprise Edition
- Taleo Business Edition
- Vurv
- Oracle iRecruitment
- PeopleSoft Talent Acquisition Manager
- ADP VirtualEdge
- HRsmart
- SAP
- Position Manager

PeopleAdmin offers recruiting software systems uniquely designed to automate the recruiting process for higher education institutions. Specifically, PeopleAdmin helps college and university employment offices reduce the time and costs associated with processing employment application materials while improving service levels to applicants and hiring managers. Its online recruiting solution incorporates all aspects of applicant tracking including electronic job requisitions, online applicant tracking, paperless management routing tools, and online applicant updates and notifications. Since background screening is an integral part of your hiring process, PeopleAdmin and HireRight have partnered to bring HireRight's industry leading on-demand services to the higher education market, providing you with a pre-integrated, full-featured employment screening service available through your PeopleAdmin recruiting application. HireRight offers a broad array of employment screening products and services that are available to you directly through your PeopleAdmin recruiting software system.

HireRight's integration is the only productized integration to the PeopleAdmin system in the industry. This means that our integration has been developed through our partnership with PeopleAdmin and we have a number of clients with existing live PeopleAdmin integrations. HireRight works hand-in-hand daily with PeopleAdmin to continually improve our integration features. During implementation you will work directly with an integration technical consultant from both HireRight and PeopleAdmin to fully address your needs and ensure your integrated solution is designed and implemented according to your specific needs.

This integration, shown in **Figure 9**, is superior to simple “back-end” or “data transfer” integrations since candidate information is sent directly to HireRight from the PeopleAdmin application, and all results are delivered real time through the same interface.

Solution Benefits

The HireRight/PeopleAdmin pre-integrated solution provides higher education recruiters the power to order HireRight's on-demand background and drug screening services from within their PeopleAdmin interface. Through a quick visit to the candidate's details in PeopleAdmin, a background check can be instantly initiated, confirmed and submitted to HireRight. To keep you up to speed as to the status of your request, proactive e-mail notifications can be provided to notify you when the candidate completes an application, when education is verified, when the criminal search is complete, or if court delays or other issues affect the timing of the request.

Once the background report is complete, the search results can be immediately viewed—without ever leaving the PeopleAdmin interface. For instances where you need to make a hiring decision prior to receiving the complete report, real-time updates are provided that allow you to instantly view in-progress results for each background search component as it is completed. The single interface brings an unprecedented level of process efficiency to the recruitment and hiring process. Candidate information from PeopleAdmin pre-populates fields required in the screening application when you initiate a HireRight background check or drug test, eliminating duplicate data entry and saving you time and money. With HireRight's employment screening services integrated into the hiring process, your PeopleAdmin recruiting solution becomes your single source for all candidate and employment information.

Integrated Order Process

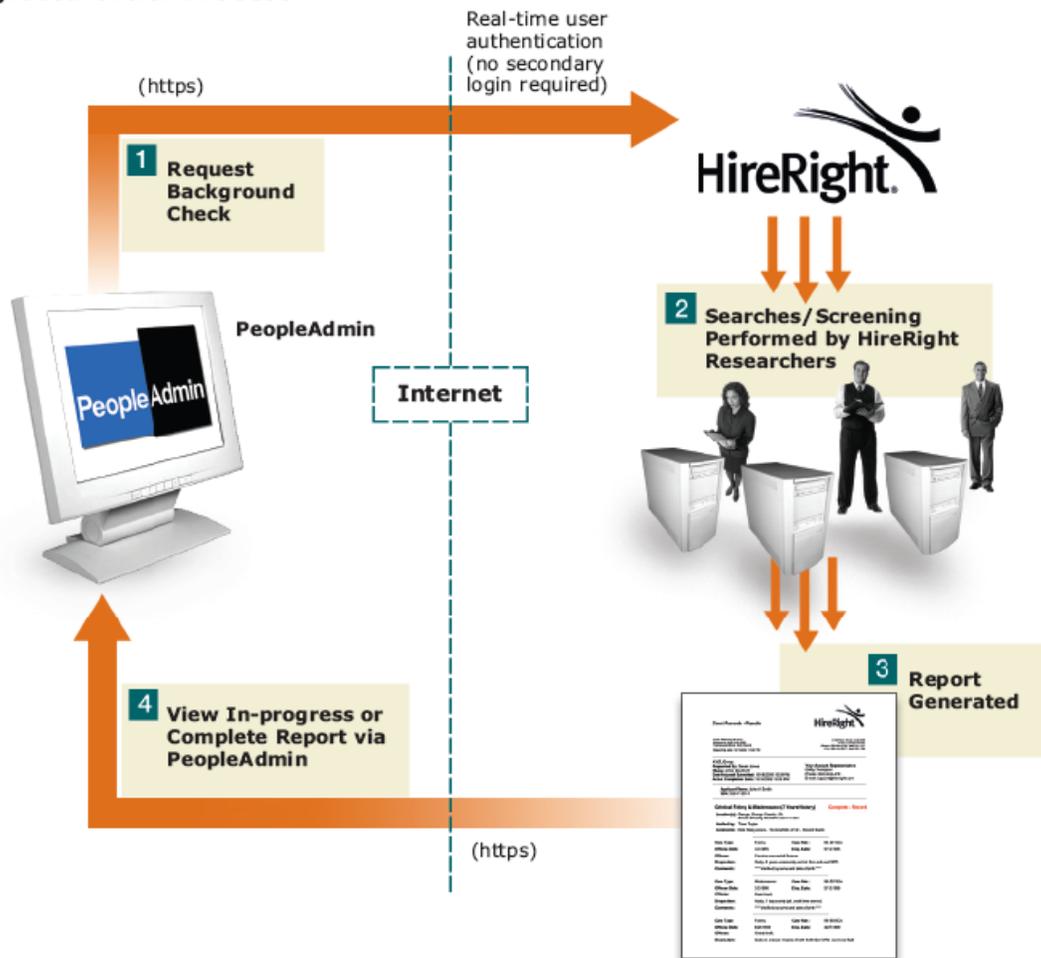


Figure 9. HireRight’s Productized Integration with PeopleAdmin. *HireRight’s pre-built and quickly configurable integration enables integrated workflow and seamless data transfer.*

d. Safeguards employed to protect the data

Stringent Security

HireRight is committed to maintaining stringent data security through our systems and processes to ensure that client data is kept safe and secure. As a Consumer Reporting Agency, data security is a top priority for HireRight at all times, and our concern regarding security is reflected in our policies, technology and our processes. HireRight has adopted the International Standards Organization’s 27001 Information Security standard as our guideline for continuing to ensure that our security methodology meets globally recognized industry best practices. We conduct regular audits to make certain that we have tight controls in place to minimize the risk of fraudulent acts. We also maintain a data security officer that leads a team of dedicated IT personnel with extensive training in data privacy measures. HireRight is also Safe Harbor-certified.

Administrative Security

We have built our entire technology system so that neither customers nor employees can access company or applicant information without three identifiers: a company ID, a valid user name and a complex password. Customers can only view data within their own account, based on information they have provided. In order to receive any information through a background request, they must first have a valid account, adequate permission level and key identifying information regarding the individual being screened. Our system employs complex user and operator permission levels which allow our administrators to limit access by job function and or processing role. A given customer would never have access to another customer's background reports.

Technical Security

Our primary production systems are hosted externally at AT&T's Platinum data center in Irvine, CA with a complete mirrored back-up site at SunGard's SAS 70/ISO 9001 Phoenix, AZ Mega Center. These centers feature bio-metric access, Class 4 environmental controls and are guarded and managed 24 hours a day, 7 days a week, 365 days a year. We maintain sophisticated in-house tracking mechanisms to measure uptime, capacity and performance of all facets of our production systems. We maintain separate development and staging environments to ensure that all software releases are fully tested in an identical environment to our production environment prior to being launched to our customers. In addition, we perform automatic daily data backups. We also maintain a comprehensive business continuity plan, which can be provided upon request.

We employ SSL data encryption when data is transmitted over the Internet, and have installed robust firewalls to prevent external "hacking" into our system. In order to test system security, we have contacted with a third party specialist to routinely audit, review and test our system's security, which includes attempts to gain unwarranted access to our system.

Some additional security measures include the following:

- Automatic daily data back-up
- SSL data encryption
- Stateful firewalls
- Built-in redundancy
- Unique login and complex password requirements for recruiters and applicants
- Centralized system patching/update tools (Redhat Up2Date Network)

Customer Account Security

HireRight has a comprehensive data protection policy that is rigorously enforced. The data we collect on behalf of our customers and partners is their data and it is our responsibility as a service provider to ensure the protection of that data. Our customers' data is never used for any purpose other than for the processing of requested products from HireRight. The data is never sold, viewed, distributed in any means or reused in any manner other than as intended by the customer or partner.

Clients can create permission levels for their individual users, including the following: the services a user can order, whether a user can view the results (and at what level of detail), whether a user can view the details of another user's applicants, ordering budgets, access to international ordering, the ability to adjudicate results, and many other features. As additional protection of sensitive information, SSNs are masked in applicant list views, billing and e-mail communications.

Candidate's information is stored in HireRight's system, which features the most advanced security, including external Web hosting. Our leading edge Web-hosting provider features data centers in a dedicated, separate, and highly secure environment. These centers are monitored and managed 24 hours a day, 7 days a week, 365 days a year.

Complex Passwords

Managers will have access to create and manage user passwords on an ongoing basis. All password access is through secured means. Our customers access their accounts and reports through secured https://www sessions using 128-bit encryption. Our internal HireRight passwords are changed every 90 or 180 days depending on the type of system and access provided. We use a complex password scheme and have had our systems tested externally to ensure our own compliance in using complex passwords. We require our customers to change their account passwords every 30 to 120 days. All reports on the Management Reporting system dynamically and automatically mask sensitive personal information according to the California SB 1386 Disclosure law.

Encryption

HireRight has invested heavily in encryption technologies. HireRight encrypts sensitive data transmission over the Internet with 128bit SSL. Data between the HireRight application server and the database server is encrypted with IPSEC encryption; sensitive data is encrypted with 256bit AES encryption before being stored to disks. In addition, HireRight backup tape is encrypted using AES or PGP, depending on operating systems.

Data Encryption at Rest

To ensure information is secure during all stages of the process, HireRight encrypts our production database at rest. As soon as information is stored within the system, the data is then encrypted. All archived disks and tapes of information are also encrypted.

Integrations Security

When sensitive personal information is transmitted from an Applicant Tracking System (ATS) to HireRight, it is sent over a secure socket layer using 128-bit encryption. Both the ATS and HireRight must have commercially viable security certificates installed from a verified source. If necessary, HireRight has many other secure data transfer mechanisms and protocols that it can support including PGP encryption and SFTP. HireRight's flexible integration architecture is designed to rapidly integrate with virtually any data form or representation (provided the format is documented) and a variety of transport protocols, including http, https and FTP. Our preferred mechanism for data exchange is XML. HireRight is an active member and contributor to the HR-XML forum and has used consortium standards whenever possible. HireRight has the ability to send and receive data in real-time or via batch uploads/downloads.

HireRight Employee Security

HireRight's certification and training philosophy is to ensure the highest quality employees, security of information and a safe work environment. All employees and contractors of HireRight receive a thorough background check. Additionally, all employees and contractors undergo mandatory security and data privacy training as part of new employee orientation. Every HireRight employee must read and sign a comprehensive HireRight Background Check policy and confidentiality agreement.

Physical Security

Our emphasis on security is equally reflected in the way we work. We have invested in state-of-the-art security equipment in our facilities, and actively monitor and control the entrance of anyone to our

premises. In addition, we operate in an almost paperless environment, but shred all paper documents to the extent that such are generated.

Safe Harbor Certification

In addition to our stringent security policies, HireRight has Safe Harbor certification. HireRight has joined the US Department of Commerce's Safe Harbor program with respect to personal information collected from consumers who reside in the European Union.

Remote Users

HireRight has a detailed security policy in place for home-based operators. Access by home operators to HireRight is secured with Cisco VPN concentrator. Internet Security (IPSEC) encryption protocol is utilized to protect confidentiality of the data transmitted. In addition, strong two factor authentication with hardware token is required to connect to HireRight. Once connected, access to HireRight processing system is restricted with Citrix desktop. By utilizing Citrix desktop HireRight ensures only screenshots are sent to the remote computers and the ability to print is **disabled**.

Record Retention

For current customers, completed background verification information is available online for 3 years from the date of the request. HireRight offers sophisticated file-management capabilities that allow clients to retrieve and view report lists by the user who initiated the request, by time frame, and by status. After 3 years, this information is archived and maintained for a minimum of an additional 2 years (i.e., a total of 5 years in line with the statute of limitations generally under the Fair Credit Reporting Act). HireRight currently maintains a permanent record of our domestic screening work product, and does not destroy reports. HireRight allows our clients to download reports as they receive them and store them in their own secured system; for a nominal fee, HireRight will provide the information on secure CD-ROM.

Global Data Retention

HireRight has extensive experience implementing data retention policies to comply with our different customers' requirements. Our global-based policy follows the same general principles as our US-based policy. Because we are aware of the complexities of multi-jurisdiction data retention and the varying interpretations of privacy requirements, we are happy to discuss any questions or concerns you may have with our retention programs and will partner with you to ensure your requirements are met.

Preliminary Quote - Version 1
Provided to - University of North Carolina - On - September/24/2008

QUOTE VALID FOR 90 DAYS

AND SUBJECT TO EXECUTION OF A HIRERIGHT SUBSCRIBER AGREEMENT
 (Applies to 50 United States; excludes US territories and Commonwealths)

The pricing provided in this quote is based on an estimated 15000 applicants screened annually.

HIRERIGHT SOFTWARE SOLUTIONS

HireRight Enterprise Solution	Price
Standard Features	
✓ Account configuration and permission setting for system Users	Included
✓ Online ordering and report retrieval	Included
✓ Applicant Self-Service	Included
✓ Online Management Reports	Included
✓ Online Adverse Action letters (pre-populated with Applicant data)	Included
✓ Electronic Invoicing	Included
✓ Automated status notifications	Included
✓ Duplicate background report order warning	Included
✓ Real-time researcher comments	Included
✓ Recruiter reassignment feature	Included
✓ E-Mail to Applicant Carbon Copy feature	Included
24/5 Customer Service Support via	Included
· Toll-Free Telephone	Included
· E-mail	Included
· Live Chat	Included
✓ Online Resource Center	Included
✓ Hawaii contingent offer certification (check box)	Included
✓ Consent Form – online template (fax version)	Included
	Total <i>No Charge</i>
Optional Features	
✓ e-Signature	Available
✓ Applicant “check box” report delivery (CA,OK, MN)	Available
Optional Software Applications	
✓ Pre-integrated Solution	Available
✓ Employment Application Solution	Available
✓ Extended Workforce Screening Solution	Available

<u>Confidentiality</u>

This Schedule of Fees contains information that is confidential and proprietary to HireRight. In consideration of receipt of this document, you agree (i) to make this information available only to those of your employees who need access to such information for the purpose of evaluating its contents, and (ii) not to disclose this information to any third party for any purpose without the prior written consent of an authorized representative of HireRight.

A LA CARTE

Service	Pricing	Notes
<input type="checkbox"/> price per check for up to five addresses in North Carolina for the last seven years	\$4.50	Pricing applies to a North Carolina Statewide Criminal Check which includes all counties all records are obtained from the state source
<input type="checkbox"/> price per check for over five addresses in North Carolina for the last seven years	\$4.50	Pricing applies to a North Carolina Statewide Criminal Check which includes all counties all records are obtained from the state source Includes a county criminal felony & misdemeanor search on all addresses as revealed by applicant
<input type="checkbox"/> price per check for up to five addresses in multiple states	\$25.00	SSN Trace Includes a county criminal felony & misdemeanor search on all addresses as revealed by applicant
<input type="checkbox"/> price per check for over five addresses in multiple states	\$25.00	SSN Trace
<input type="checkbox"/> price per check for an international search	Please see sample international pricing	International criminal searches varies per country and type
<input type="checkbox"/> price per check for a national sex offender check	\$5.00	per search
<input type="checkbox"/> price per check for an employee credit check	\$6.75	per report
<input type="checkbox"/> price per check for a motor vehicle record check	\$4.00	per state
<input type="checkbox"/> price per check for a social security trace	\$2.50	per SSN
<input type="checkbox"/> price per check for a social security number validation	\$0.97	per SSN
<input type="checkbox"/> price per check for a county criminal search	\$9.00	per county
<input type="checkbox"/> price per check for a statewide criminal search (any available states)	\$10.25	per state
<input type="checkbox"/> price per check for a education verification	\$8.25	per school
<input type="checkbox"/> price per check for an employment verification	\$9.00	per employer
<input type="checkbox"/> price per check for an OIG search	\$2.50	per search
<input type="checkbox"/> price per check for a professional license verification	\$9.00	per search
<input type="checkbox"/> price per check for a Prohibited Parties Search	\$5.82	per search
<input type="checkbox"/> price per check for an Healthcare Sanctions – (FACIS Level 1)	\$4.85	per search
<input type="checkbox"/> price per check for a Healthcare Sanctions – (FACIS Level 3)	\$10.19	per search
<input type="checkbox"/> price per check for a federal criminal search	\$5.82	per district
<input type="checkbox"/> price per check for an I-9 (e-verify and online forms management)	\$5.00	per hire
<input type="checkbox"/> price per check for a Global Sanctions & Enforcement Check	\$10.00	per search
<input type="checkbox"/> price per check for a National Criminal Search	\$6.75	per search

Sample Best Practices Packages

(Please note: these package(s) can be further customized to suit your company's needs)

Basic	\$25.00 per applicant
-SST	
-Criminal Felony & Misdemeanor – 7year, search of all counties as revealed by SSN Trace	

Basic + Sex offender **\$30.00 per applicant**
-SST
-Criminal Felony & Misdemeanor – 7year, search of all counties as revealed by SSN Trace
-National Sex Offender

Standard **\$36.75 per applicant**
-SST
-Criminal Felony & Misdemeanor – 7year, search of all counties as revealed by SSN Trace
-National Sex Offender
-National Criminal Search

Standard + Edu **\$45.00 per applicant**
-SST
-Criminal Felony & Misdemeanor – 7year, search of all counties as revealed by SSN Trace
-National Sex Offender
-National Criminal Search
-Education Verification (highest)

Standard + Edu + Employment **\$61.20 per applicant**
-SST
-Criminal Felony & Misdemeanor – 7year, search of all counties as revealed by SSN Trace
-National Sex Offender
-National Criminal Search
-Education Verification (highest)
-Employment Verification (past 2 employers, 7 years)

Sample of International:

China	\$125.00
India	\$52.00
Vietnam	\$144.00
Japan*	\$37.00
South Korea*	\$37.00
United Kingdom	\$44.00
Italy*	\$52.00
Spain*	\$52.00
Canada	\$37.00
Mexico	\$68.00
Puerto Rico	\$20.00
Costa Rica	\$76.00
Iran	\$145.00

*Public Records Criminal Search
[Full international price list available upon request]

SECURE ACCOUNT SET-UP (REQUIRED)

Credentialing Charge **\$150.00 (one time)**
In accordance with its obligations under the Fair Credit Reporting Act, and for the additional security of Subscriber’s personal data and the personal data of all HireRight customers, HireRight shall perform due diligence required to credential Subscriber as an authorized end-use of consumer reports. Such diligence may include a brief, pre-scheduled onsite physical inspection of Subscriber’s premises. Please note that any onsite inspection must be scheduled an estimated 3-5 business days in advance of anticipated account activation.

Note 1: Prices shown are discounted to reflect cash payment in accordance with the agreed upon payment terms. Note 2: Alternative forms of payment such as credit cards are subject to different price schedules. Note 3: HireRight's pricing is established based on specific volume levels. As volume levels change significantly, HireRight reserves the right to readdress pricing accordingly.

HireRight Footnotes:

- (a) Fees levied by Federal, State, County and other governmental agencies for searches undertaken will be passed through to Subscriber in addition to the fees charged by HireRight. Such fees include case copies associated with records found. Additional criminal searches including counties added by Subscriber outside of those found by the social trace, including aliases and maiden names will be billed at a la Carte rates.
- (b) Fees levied by educational institutions and/or employers and those who have retained third party vendors to respond to requests for verifications of education and employment will be passed through to Subscriber in addition to the fees charged by HireRight.
- (c) Fees levied by certain states for motor vehicle records will be passed through to Subscriber in addition to the fees charged by HireRight. Pennsylvania & New Hampshire charge additional fees for overnight shipping of requests and results. These states do not accept requests via phone email or fax, such that HireRight must submit requests in writing. HireRight will consolidate all shipments to decrease surcharge costs when possible.
- (d) Charges incurred for using Third Party or Out of Network Collection Facilities, One-to-One Setups, Emergency Services, and Unclaimed Drug Tests and related service fees will be passed through to subscriber in addition to the fees charged by HireRight.
- (e) If any element of the search in any package involves more than one country, the additional country/countries will be charged in accordance with International Schedule of Fees. International search pricing is based on current vendor availability and cost and is subject to change without notice.
- (f) Fees levied for any other products including but not limited to worker compensation, sex offender, or credit searches will be passed through to Subscriber in addition to the fees charged by HireRight.
- (g) All records generated by this product are "possible records" and are not confirmed to be the records of the applicable applicant. To ensure that records returned by this database are accurate, current and complete, in accordance with the FCRA, Subscriber must verify each record at the applicable source courthouse. Accordingly, for all possible records generated by this product, HireRight automatically will perform follow-up records searches at the applicable source courthouse(s), and all such follow-up searches will be billed to Subscriber at the applicable a la carte rate.

* Price for services performed at LabCorp PSC. Any collection outside of a LabCorp PSC will incur an additional fee.

† Non-negative results include: positive, adulterated, negative dilute, positive dilute, substituted and invalid result.

Cost Proposal

Bidder / Offeror

Price per background check for up to five addresses for up to seven years:

State/County (In NC)	\$4.50
National Criminal Search	\$6.75
International	please see below
Office of the Inspector General	\$2.50

Package Price Total – N/A (see statement of fees for package lists)

Price per background check for over five addresses and/or for over seven years:

State/County (In NC)	\$4.50
National Criminal Search	\$6.75
International	please see below
Office of the Inspector General	\$2.50

Package Price Total – N/A (see statement of fees for package lists)

Optional Services That May Be Requested:

Address Verification	\$2.50
Credentials Verification	please see attached SOF
Credit Check	\$6.75
Driving Record	\$4.00
National Sex Offender Registry	\$5.00

-Please reference the attached statement of fees regarding HireRight's full list of services and prices

Sample of International:

China	\$125.00
India	\$52.00
Vietnam	\$144.00
Japan*	\$37.00
South Korea*	\$37.00
United Kingdom	\$44.00
Italy*	\$52.00
Spain*	\$52.00
Canada	\$37.00
Mexico	\$68.00
Puerto Rico	\$20.00
Costa Rica	\$76.00
Iran	\$145.00

*Public Records Criminal Search
[Full international price list available upon request]