30 minute Lunch & Learn Webinar Series

Screening Industry New Services Review

NOVEMBER 30, 2023

Legal Disclaimer

- The information and opinions expressed are for educational purposes only and are based on current practice, industry related knowledge and business expertise. The information provided shall not be construed as legal advice, express or implied.

Presenters

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Agenda

New Services Review

Continuous Monitoring

    Criminal

    Med Ex

    CDL / MVR

CBSV – Consent Based Social Security Validation

DOT – VOE + FMCSA Clearinghouse

Annual Rescreening options

Online Presence Screening

Drug Screening

    Oral Fluid Test

Exit Interviews

Closing

Questions and Answers

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Authorization Forms

Confirm your Authorization Form covers the entire employment life cycle

ACKNOWLEDGMENT AND AUTHORIZATION FOR CONSUMER REPORT

I acknowledge that I have received multiple stand-alone documents provided to me, including the CONSUMER REPORT DISCLOSURE, A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT, and OTHER APPLICABLE NOTICES and certify that I have read and understand those documents. I hereby authorize the obtaining of consumer reports by [Employer] at any time after receipt of this authorization and throughout my employment, if applicable. To this end, I hereby authorize, without reservation, any administrator, state or federal agency, institution, school or university (public or private), information service bureau, employer, or insurance company to furnish any and all background information requested by **Reference Services, Inc., 101 Plaza East Blvd., Suite 300, Evansville, Indiana 47715; Tel. # 812.474.9000; www.referenceservices.com** and/or [Employer]. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original.

|

Signature:_____Date:_____

BACKGROUND INFORMATION

Last Name _____ First _____ Middle _____

Other Names/Alias _____

Social Security #*_____ Date of Birth* _____

Driver's License #_____ State of Driver's License _____

Present Address _____ Phone Number _____

City/State/Zip _____

Email Address _____

Former Employer _____ Position _____ Dates of Employment _____

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Continuous Criminal Monitoring

- Jurisdiction-level court data provides both arrest data and the <u>resulting court level activity</u> for arrests that enter the court system

- Advanced filtering

- Coverage for 90%+ of the US population

- National Federal Courts

- Traffic court moving violations

- Sex Offender data from 50 states

- New records added every 60 seconds –

- Alerts delivered within 24 hours of a record becoming public

- Batch upload - $1.75 per name, per month

Continuous Med Ex Monitoring

- Med Ex (OIG / LEIE) Medical Exclusion List

- Med Ex Plus (similar to FACIS 1) - OIG; DEA; Tri-Care; SAM (EPLS)

- Med Ex Pro (similar to FACIS 1M) - OIG, DEA, Tri-Care, SAM (EPLS); 40+ States Medicaid

- Med Ex Complete (similar to FACIS 3) - OIG; DEA; Tri-Care; SAM (EPLS); 40+ States Medicaid; Board Actions

- Med Ex License Monitoring

- $4 - $12 per name, per year depending on level

Continuous MVR Monitoring

- DOT and non-DOT regulated drivers

- Administered by Samba Safety with $500 onboarding fee

- Q Transportation – CDL Drivers (follow driver and vehicle) $2 per month
  - CSA (Compliance, Safety, Accountability) monitoring solution

- Q License – MVR Monitoring (follows the driver) $2.50 avg per month
  1. Begin with baseline MVR ($3 OTO)
  2. Score Driver with 3 year lookback
  3. Enroll in Continuous Monitoring
  4. Rescore with any new hits to record
  5. Send email with each new score (based on client settings)

- Scoring Red, Yellow and Green – points at each level for various violations

CBSV – Consent Based SSN Verification

- *CBSV should be used on each applicant to determine if they are whom they claim to be*

- *A SSN Trace identifies names and addresses associated with the Social Security number but doesn't verify that the number belongs to your applicant.*

- Mitigate fraud with Absolute Validation of Personal Identifiers

- 100% Accurate Governmental Source Data Enhances Protection – Social Security Admin

- Form SSA-89 "wet" signature required

- $8 per applicant

Is that *really* your applicant?

Consent Based Social Security Number Verification (CBSV)

- ☑ Direct access to SSA Master File & Death Index
- ☑ Match Name, SSN, DOB & Death Indicator
- ☑ Simple and fast web-based system
- ☑ Signifigantly reduce fraud & ID theft

SSN Trace has usefulness but is inferior for PII matching compared to CBSV

	CBSV	SSN Trace
Validates personal identifiers to official source data of the U.S. federal government	Yes	No
Matches Name, SSN, Date of Birth, and Death Indicator with applicant consent	Yes	No
Valid for all business purposes including post-hire to ensure authorized workforce	Yes	Unreliable
99.999% accurate with instantaneous, online results	Yes	No

SSN Trace

- Used for Address History, Alias Names

- Credit Headers, Data Algorithms, Proprietary Databases

- Guide that points to many other possible sources of information about a candidate

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DOT / FMCSA Clearinghouse

- Drug and Alcohol program violations

- FMCSA – Federal Motor Carrier Safety Administration has been consolidating their records in to one searchable platform

- As of January 6, 2023 the database contained 3 years of records. An employer's query of the Clearinghouse satisfies DOT past 3 year requirement.

- RSI now runs a DOT 3 year Verification of Employment and FMCSA check in one easy to order package $21 or less

Consent Based Verification of Employment

- <mark>Less expensive than The Work Number - $87.20</mark>
- Request For Transcript of Tax Return – IRS Form 4506-C
- Employment and Income Verification from the Internal Revenue Service
- Verify applicant identity with consent
- Show work history from all employers without any missing data
- Reveal employers omitted by the applicant
- Receive accurate income data, if applicable
- 100% accurate information from IRS source data
- <mark>Anticipated "fee" for 5 years of data, $25.00</mark>

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Online Presence Screening – Social Media

- **everyday there are candidates who publicly create content that can be considered workplace misconduct**
  - **Over 1 Billion pieces of online content created per day**

- Employees promoting intolerant or harassing views damage brands and hurt productivity
  - No one tells you they are racist in a job interview

- Recent survey conducted by Harris Poll, 70% of employers who responded said they believe every company should screen candidates social media during the hiring process
  - 55 % of employers have found online content that caused them **NOT** to hire a candidate.
    According to a recent Harris Poll of employers who use online screening

- Reports $25-35 and return within 24 hours

HATE SPEECH

FRAUD

THREATS

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Misconduct Behaviors

Harassment

What we flag
Direct intimidation, ostracizing, shaming or name-calling; patronizing insults aimed at an individual

What we don't
Degrading language towards a broader audience or non-human object ("this table is ugly")

Intolerance

What we flag
Prejudice on the basis of characteristics such as race, gender, sex, sexual orientation, and national origin; use of bioted symbols & images

What we don't
Mainstream political beliefs, civil political discourse

SEX

What we flag
Sexual innuendos, nude photos, explicit or suggestive imagery, adult sex stores, pornographic content

What we don't
Swimwear, underwear, nude statues, sex education, "food porn"

Violence

What we flag
Violent words and images, endorsements of gun violence, excessive gore or intention to commit a violent act

What we don't
Articles about violence not involving the candidate, movie scenes, gun control advocacy

Misconduct Behaviors

Threats

What we flag
Desire to physically hurt oneself or others, intent to destroy property, control and intimidation

What we don't
Violent or aggressive acts of other people, mixed martial arts

Crime

What we flag
Involvement in crimes such as theft or terrorism; arrest records, gang affiliations, support of criminal activity

What we don't
Crimes not involving the candidate, cannabis consumption

Cannabis

What we flag
Use, growth or sale of cannabis (including CBD products), images of cannabis in any form

What we don't
Cigarettes, cigars, e-cigarettes including Juul

Other Drugs

What we flag
References to or consumption of illicit drugs, use of drugs outside of their intended purpose

What we don't
Cannabis, cigarettes, cigars, advocating detox or rehabilitation

Social Media

These are our top social media platforms we search. If there is a specific platform you would like to search please inquire with your sales person.
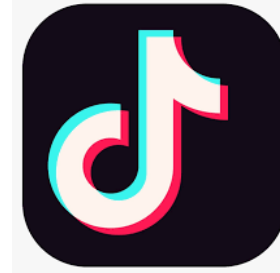
And more...

10,000 Online Sources

We search the top 10,000 online sources of publicly available content online and only provide items directly related to workplace misconduct.

FCRA, EEOC, GDPR and SOC Compliant

Rescreening

- RSI platform has the ability to setup rescreening at various intervals
  - Quarterly
  - Semi-Annual
  - Annually
  - 2 years
  - 4 years

- Ability to receive notifications when individuals are coming up for rescreening
- manage in one portal
- set up multiple different packages/services

- Best used for
  - upcoming promotion decisions
  - License and accreditation verification
  - Skill assessment
  - Credit checks
  - Medical screening
  - Annual MVR
  - Verify initial background check
  - Post accident
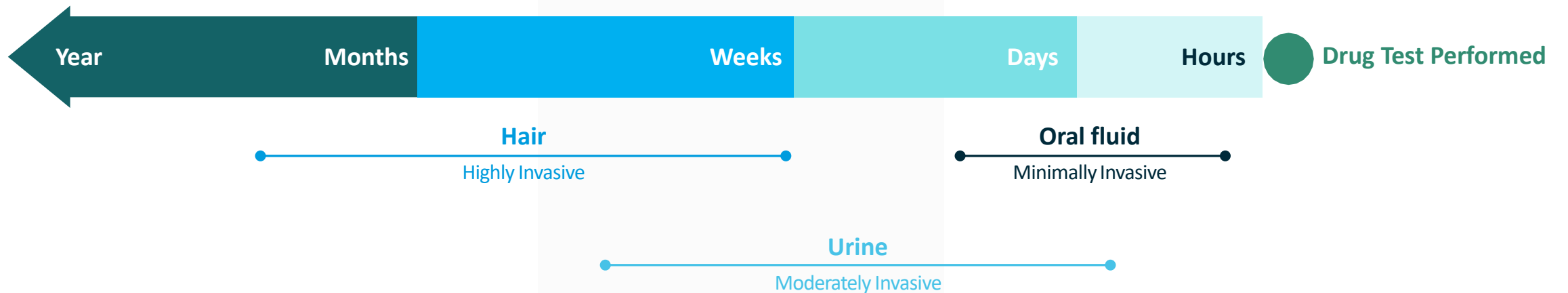 - New Policies or procedural changes

Instant Oral Fluid Testing - POCT

- Combatting adulteration/substitution

- Directly observed collections

- Potential cost savings when collections take place at the workplace

- Quick and easy specimen collections

- Shorter window of detection, making it a solution for identifying <u>recent drug use</u>

- 4-11 Panel devices available - $3.50 to $6.75 per device plus shipping

- Cases of 25

Toxicology matrix comparison

- **DETECTION WINDOW COMPARISON FOR DIFFERENT SPECIMEN TYPES[1]**

| Year | | Months | | Weeks | | Days | | Hours | ● Drug Test Performed |

Hair
Highly Invasive

Oral fluid
Minimally Invasive

Urine
Moderately Invasive

1. Detection time of any specific drug depends on multiple factors including the drug's chemical properties, quantity and frequency of use, individual metabolism and test cutoffs.

iSCREEN™ ORAL FLUID TEST DRUG SCREEN CLICK CUBE

The iScreen™ Oral Fluid Test Drug Screen Click Cube offers fast and convenient detection for multiple drugs and drug metabolites in oral fluid.

FEATURES

- Screens up to 11 drugs
- Qualitative detection of multiple drugs
- Non-invasive specimen collection
- Simple to use — read results in 10 minutes
- Sample saturation indicator in swab ensures adequate specimen volume for testing
- Lid closure secured by clip ensures sample integrity

For in vitro diagnostic use. For use in employment and insurance testing.

iSCREEN™ ORAL FLUID TEST DRUG SCREEN SWAB

The iScreen™ Oral Fluid Test Drug Screen Swab is approved for employment and insurance testing. Consider adding to your portfolio to simplify your screening processes, improve user and collector experience and protect against specimen tampering – ultimately, allowing you to make informed decisions.

FEATURES

- Available in 5 and 6 panel drug screening options
- Provides easy-to-read results for drugs at 5 minutes
- Efficient process to avoid missteps and misinterpretations
- Smaller collection pad for user comfort and improved body for usability
- Ensures sufficient specimen volume collection with an easy-to-read saturation indicator
- Eliminates the need for gender-specific observations and limits adulteration and tampering

For in vitro diagnostic use. For use in employment and insurance testing.

Exit Interviews Questionnaire

The RSI verifications department can act as your third-party exit interviewing team.

- Use RSI standard questions or submit your custom questions
- 10-15 questions
- Report summarized in pdf format

- $30.00

RSI Integrations

UKG – Pro & Ready
Ceridian / Dayforce
BambooHR
IBM / Kenexa Brassring
JazzHR
Neo Gov
Success Factor
Symplr / Healthcare Source

Talentreef
Tenstreet
TimeForge
Workday
ADP - Recruiting Management / Vantage Platform

Paycor – Q1 2024

Reminders

- Batch file uploading can save time

- Check your Authorization Forms

- New Services can be added to client portal same business day in most cases

- Integrations

- Copy of presentation will be sent to attendees

- Sales@referenceservices.com

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Thank you

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