



30 Minute Lunch & Learn Webinar Series

Screening options
throughout the
employee lifecycle

MAY 23, 2024

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



Authorization Forms
Continuous Monitoring
Criminal
Med Ex
CDL / MVR
Rescreening options



Closing
Questions and Answers

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Authorization Forms

Confirm your Authorization
Form covers the entire
employment life cycle



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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 _____



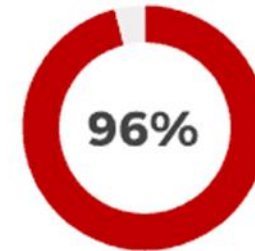
Benefits of Post-Hire Screening

Continuous Monitoring or Rescreening

- Discover New Criminal Convictions
- Protect Employee Safety
- Increase Trust and Confidence
- Protect Your Reputation and Brand
- Maintain High Standards
- Reduce Liability Risks
- Maintain Regulatory Compliance

Why Continuous Criminal Monitoring is important

96% of employers conduct background screening



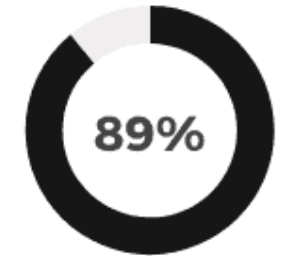
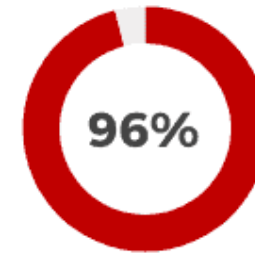
89% of employers never rescreen after the initial check

Continuous Criminal Monitoring

- Monitors and alerts employers of on-going employee arrest and criminal activity in real time
- Fills in the gaps between pre-employment and post employment background investigations
- Customizable filtering and subscription service that accesses the largest jail booking database in the country
- Ongoing employee criminal status changes allows employers to act sooner to protect their company from risk!

Why Continuous Criminal Monitoring is important

96% of employers conduct background screening



89% of employers never rescreen after the initial check

Continuous Criminal Monitoring

- Jurisdiction-level court data provides both arrest data and the resulting court level activity for arrests that enter the court system
- Advanced filtering
- Coverage for 90%+ of the US population
- National Federal Courts – District, Appellate, Supreme
- 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 Criminal Monitoring - filters

- Arson Related Offense, Bomb Related Offense, Other, Open Container, Public Intoxication, Underage Possession, Other, Bribery, Election Law Offense, Other, Controlled Substance Possession, Controlled Substance Possession with Intent to Distribute, Marijuana Possession, Marijuana Possession with Intent to Distribute, Other Drug Possession, Other Drug Possession with Intent to Distribute, Drug Paraphernalia Possession, Other, Embezzlement, Forgery, Fraudulent Activity, Money Laundering, Check Fraud, Other, Domestic Abuse or Assault, Violating Protective Order, Other, Child Abuse, Sex Crime Involving Child or Minor, Other, Flight/Escape, Obstructing Judiciary, Commission, Obstructing Police, Violation of Probation, Warrant, Violation of Court Order, Failure to Appear, Sex Offender Registration Violation, Other, Antitrust, Tax Violation, Other, Child Pornography, Commercial Sex/Prostitution, Obscenity, Sexual Assault/Rape, Indecent or Lewd Conduct, Statutory Rape, Other, Stolen Property, Stolen Vehicle, Receipt of Stolen Property, Other, Assault/Battery, Homicide, Kidnapping, Robbery, Sexual Assault/Rape, Threat, Involuntary Manslaughter, Terrorism, Other, Illegal Possession, Illegal Sale or Purchase, Use in Commission of a Crime, Other, Burglary, Destruction of Property, Disorderly Conduct, Exploitation/Enticement, Extortion, Gambling, General Crimes, Immigration, Invasion of Privacy, Smuggling, False Report, Crime Involving Animals or Livestock, Harassment/Stalking, Trespassing, Other, Driving on Suspended/Revoked License, Driving Under the Influence of Alcohol DUI/DWI, Driving Under the Influence of Drugs, Hit and Run, Reckless Driving, Unlicensed Operation of Motor Vehicle, Other, Distracted Driving (Cell Phone Use, etc), Failure to Obey Traffic Signal or Sign, Failure to Signal, Following too Closely, Illegal Turn, Improper Passing or Lane Usage, Speeding, Speeding 20+, Negligent Driving, Other, Driving without Insurance, Expired Vehicle Registration, Seatbelt Violation, Expired License Plate, Defective Equipment, Toll or HOV Violation, Other

Continuous Criminal Monitoring - Relevant key industries

- Healthcare
- Home Services
- Transportation
- Senior Care
- Volunteers
- Gig Economy / Staffing
- Child Care
- Finance
- Youth Camps

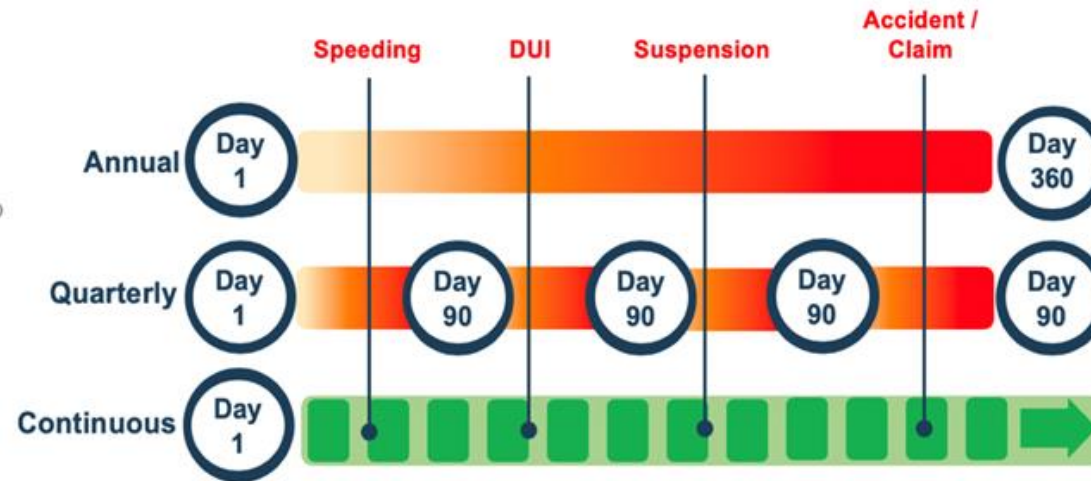
Continuous Med Ex Monitoring

- 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

- High-risk drivers are responsible for an average of 40% of costs associated with crashes, incidents, insurance, days lost and more. Continuous driver monitoring gives you the peace-of-mind that only your best drivers are behind the wheel.

Continuous MVR Technology: Real-Time, 365 Day Visibility



Continuous MVR Monitoring

- Combining the power of continuous driver monitoring and training enables organizations to improve driver behavior, reducing risk and costs associated with crashes.



OUR CUSTOMERS TELL US

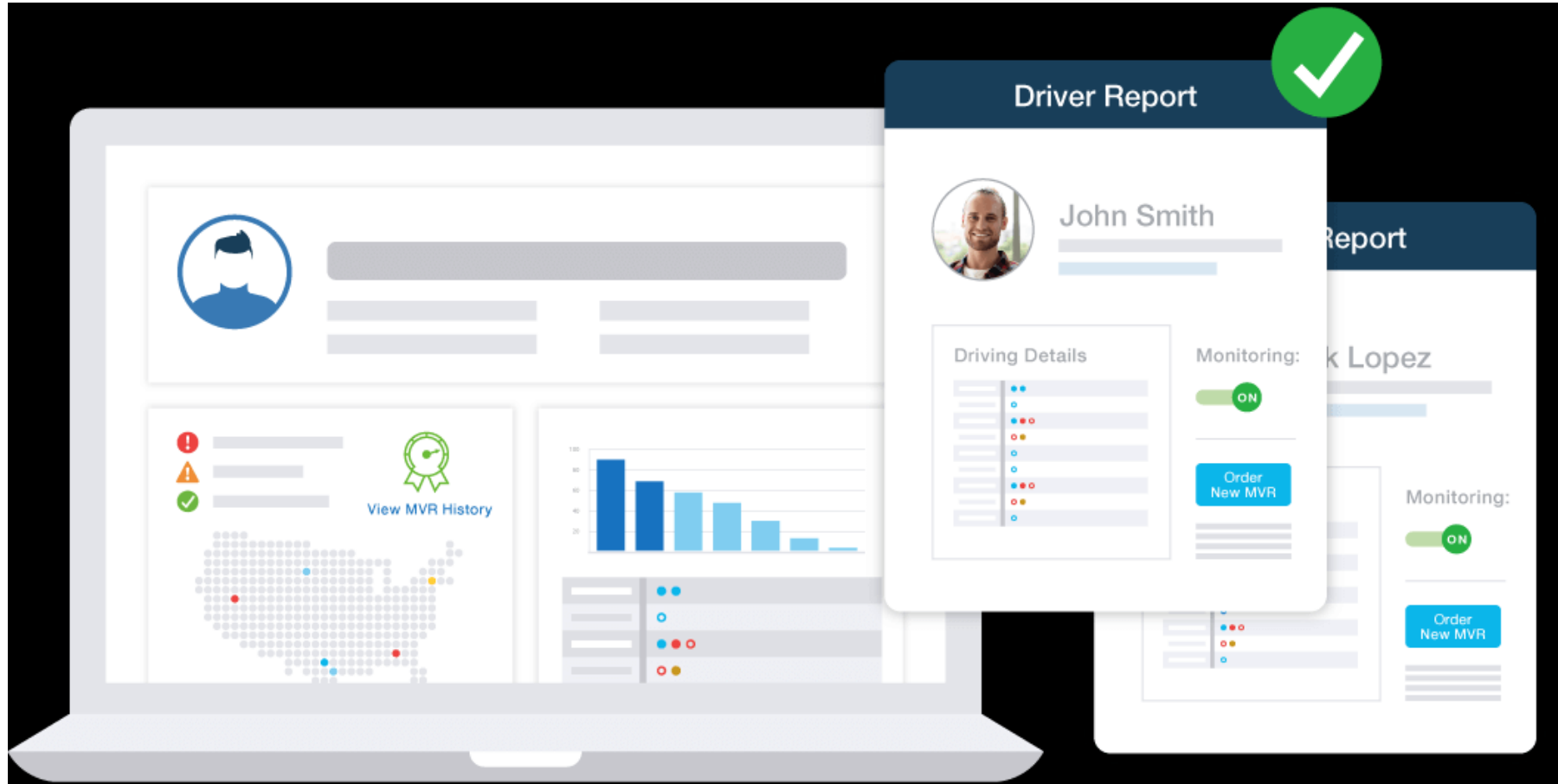


Continuous MVR Monitoring

- 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) starts at \$2.50 avg per month
 1. Begin with baseline MVR (\$4 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



Continuous MVR Monitoring



Rescreening

- RSI platform can 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

RSI Integrations



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

Talentreef
Tenstreet
TimeForge
Workday
ADP - Recruiting Management / Vantage Platform

Paycor – est. 2024

Google Chrome extension for easy ordering from any platform

Reminders



- Check your Authorization Forms
- Monitoring alerts employers of on-going employee arrest and criminal activity in real time
- Fills in the gaps between pre-employment and post-employment background investigations
- Rescreening options available at various intervals
- Batch file uploading can save time
- Copy of presentation will be sent to attendees
- Sales@referenceservices.com



Thank you

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