



"The First Choice in Credit & Screening"

Call us at 800-352-5882



Consumers Financial Products Screening Support Contact News

Ashley on Carol
cell

360-608-0799
left message

2/4/16 @ 1:20 p.m.
2/5/16 @ 9:00 a.m.

cfpb Vendor Vetting Solutions

CIC Credit - Trimerge Credit, Employment Screening, & Much More

Businesses have looked to CIC Credit for expertise on Business Screening, Credit Reports, Mortgage Credit Reports, and Employment Screening for decades. With over 100 years of credit related experience, it's no surprise that CIC Credit is a leader in providing quality products to help clients qualify borrowers, mitigate risk, and ensure compliance.

Trimerge Credit

CIC Credit is a reseller of all three national credit repositories-- Experian, Equifax, and TransUnion. Our state of the art, cloud-based delivery system allows you to access instant results anywhere, anytime within the United States. Access anything from mortgage credit reports to individual bureaus for your credit applications with the click of a button. We also offer an award winning credit Application Programmable Interface (API) delivery system to integrate our product delivery into your custom system or any of the 50+ loan origination systems available today.

Employment Screening

Employment Screening is a company's due diligence in protecting the business from these types of revenue loss. Lost revenue comes from all angles:

- ü Turnover
- ü Bad Publicity
- ü Lawsuits
- ü Regulation Fines
- ü Internal Theft

With our screening experts and innovative technology, CIC Credit can customize our online screening platform to fit each company's needs while adhering to industry regulations, State & Federal laws, and any hiring criteria you may provide.

Our Approach

As a CIC Client, we'll provide you a consulted sales approach with industry experts to ensure your screening programs meet Federal & State regulations and company guidelines. CIC Credit's service team provides you with step by step guidance during

NEWSLETTER SIGNUP

Email newsletter signup

CLIENT LOGIN LINKS

- Credit System Login
- 4506T - T.R.V. Login
- Pre-Employment Screening Login
- Resident Screening Login
- Instant Criminal Record Search
- CIC Bill Pay
- Rapid Rent Reporting

TWITTER

Tweets by @ciccredit

QUICK LINKS

- Tax Return Verifications
- Rapid Rescore Service
- CreditXPert
- Mortgage Credit Link Online
- Pre-Employment
- Tenant Screening
- Automated Valuation Model (AVM)
- FACTA Red Flags Rule
- Employee WebMail
- Employee TRV login
- Credit Key

CIC NEWS

setup and training. We'll also continue with monthly and quarterly management reports.

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Top CIC has special programs and technology in place to help clients stay compliant with their industry regulations, EEOC guidelines, FCRA, FACTA Act, SAFE Act, DOT Regulations, GSE's regulations, and Sarbanes Oxley Act.

CIC Credit is designed to provide:

- ü Up-to-the-Minute Real-Time Records
- ü Fast Turnaround Time
- ü Accurate Data You Can Depend On
- ü Industry Regulated Reporting

PROUD MEMBERS OF:



OpenSSL Heartbleed Vulnerability not applicable to CIC

How to respond to credit fraud

NEW SSA89 FORM

IE 11 issues

IRS now accepts Electronic Signatures

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Gulf Coast States - Vicky Stringer
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East Coast - Jason Dickinson
jdickinson@ciccredit.com
All Others
sales@ciccredit.com
Phone
800-352-5882

Ashley or Carol
cell #
360-608-0799
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1/4/16
@1:20



Screening"

"The First Choice in Credit &

Call us at 800-352-5882



Consumers

Financial Products

Screening

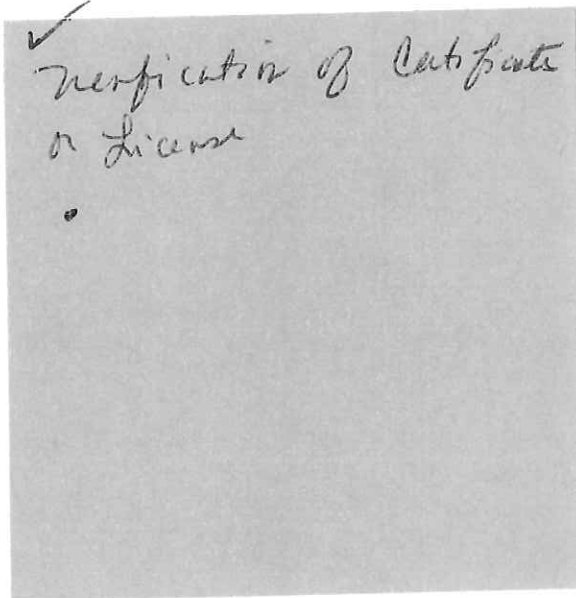
Support

Contact

News

Employment Screening

Tenant Screening



NEWSLETTER SIGNUP

Email newsletter signup

Screening

CIC Credit recognizes the importance of screening and the many capacities in which screening is necessary. Our screening services report direct

CLIENT LOGIN LINKS

from the regulatory agencies to provide fast, accurate data.

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Top

Tenant Screening

Credit Information Center (CIC) provides nationwide commercial and residential screening products for landlords, Realtors, property managers, and apartment owners. Our state-of-the-art web ordering system allows you to order and access reports quickly and easily. We provide a comprehensive application screening process:

- ü Credit Reports
- ü Criminal Searches
- ü Civil Searches
- ü Bankruptcy, Liens & Judgments (BJL)
- ü Sex Offender Searches
- ü Eviction Searches

Employment Screening

CIC Credit offers a wide range of products for your pre-employment and background screening needs:

- ü Background Checks
- ü Drug Testing (urine, hair, and/or saliva testing available)
- ü Random and/or Suspicion Screening
- ü Post Accident Screening

Our system is entirely web-based, which allows you, as the client, to request reports from the convenience of your desktop. If you are unable to access the web-based system for any reason, we will happily fax or mail any and all reports at your request. Reports are returned to you in a timely, efficient manner-- usually just a matter of seconds when using the web-based system. You also have access to daily updates on criminal records, motor vehicle records, drug testing, and verification.

Volunteer Screening

CIC Credit offers a quick and easy way to screen your volunteers. We know volunteers are just as important as employees, and therefore offer you the following comprehensive screening options. [Click here to screen](#)

Credit System Login
4506T - T.R.V. Login
Pre-Employment Screening Login
Resident Screening Login
Instant Criminal Record Search
CIC Bill Pay
Rapid Rent Reporting

TWITTER

Tweets by @ciccredit

QUICK LINKS

Tax Return Verifications
Rapid Rescore Service
CreditXPert
Mortgage Credit Link Online
Pre-Employment
Tenant Screening
Automated Valuation Model (AVM)
FACTA Red Flags Rule
Employee WebMail
Employee TRV login
Credit Key

CIC NEWS

OpenSSL Heartbleed Vulnerability not applicable to CIC
How to respond to credit fraud
NEW SSA89 FORM

now.

- ü Background Checks
- ü Drug Testing (urine, hair, and/or saliva testing available)
- ü Random and/or Suspicion Screening
- ü Post Accident Screening

Contact customer services Monday through Friday, Toll-Free (800) 352-5882 ask for Ashley. For weekend requests, email customer support at screening@ciccredit.com

IE 11 issues

IRS now accepts Electronic Signatures

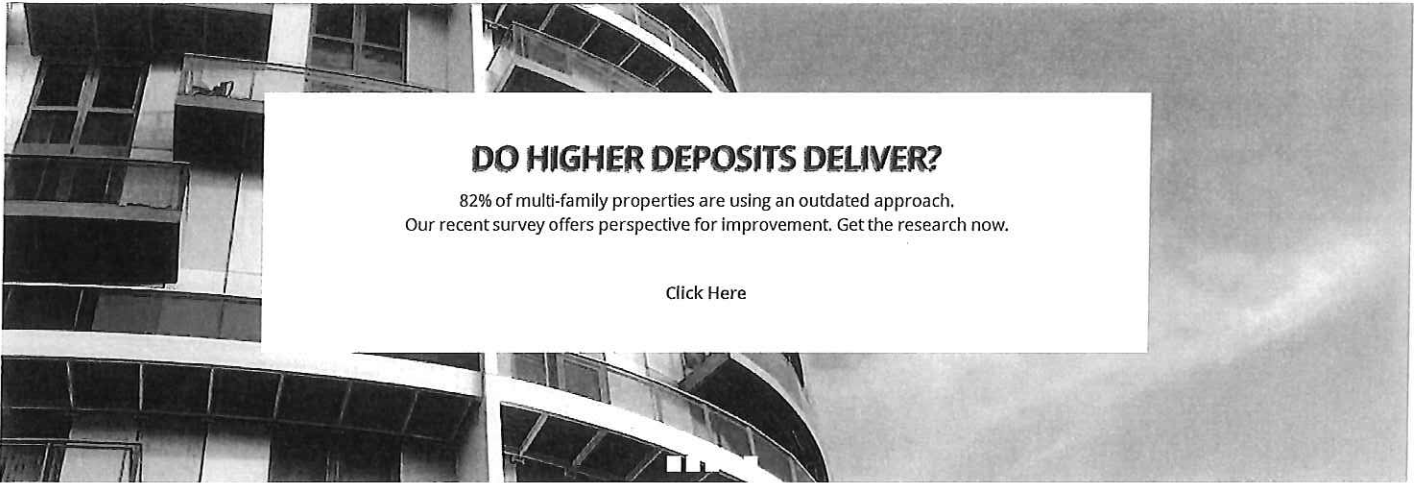
SALES CONTACT LIST

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National Screening Sales - Caryl McMains
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Gulf Coast States - Vicky Stringer
vstringer@ciccredit.com
East Coast - Jason Dickinson
jdickinson@ciccredit.com
All Others
sales@ciccredit.com
Phone
800-352-5882



First Advantage

A Symphony Technology Group Company




DO HIGHER DEPOSITS DELIVER?

82% of multi-family properties are using an outdated approach. Our recent survey offers perspective for improvement. Get the research now.

[Click Here](#)

> *First advantage is the world leader in background screening!*

Background Screening.




Consistently identify ineligible candidates, so you can focus on qualified candidates.

Featured Case Study.




Senior Lifestyles: A Senior Housing Provider Decides to Streamline Hiring

The Power of Knowing



[Click here to watch our latest video](#) on how we help turn data into smart hiring decisions!

Attention Consumers!



[Click here to obtain a FREE copy of your background check report.](#)

● ● ● ● Keeping in Check: Why Background Screening Is Needed

Ben 1-877-433-9779
317-324-2821

(Jim Vanbuckir)
317-324-6287



Product Demos: see for yourself how easy it is
[View All >>](#)

Contact Us

Existing customers:
Please call 800.888.5773 for customer support.

Want to become a customer?
Call 844.718.0087 to discuss services or complete the following form and we will contact you.

First Name

Last Name

Company

Business Phone

Email Address

Do you currently purchase products from First Advantage?

Our Blog

Use of the Electronic Custody and Control Form (ECCF) for Federal/United States Department of Transportation Testing

The Electronic Custody and Control Form (ECCF) is approved for use for both federal employee and DOT testing from a regulatory perspective. However, as of November 16, 2015, from a practical, logistical perspective, the ECCF cannot be used for federal/DOT testing. This is because only one certified laboratory has been approved by the National Laboratory Certification Program (NLCP) to implement the ECCF for federal/DOT testing and that laboratory is working through the implementation process.

FMCSA to Lower Controlled Substances Random Testing Rate for Calendar Year 2016

Effective January 1, 2016, the minimum annual percentage rate for random controlled substances testing, for drivers of commercial motor vehicles (CMVs) requiring a commercial driver's license (CDL), will be 25 percent of the total average number of driver positions—a 50% reduction of the current 50 percent of the average number of drivers now in place.

Affordable Care Act Penalties - What an Employer Needs to Know

Language Sites | Contact / Support



First Advantage

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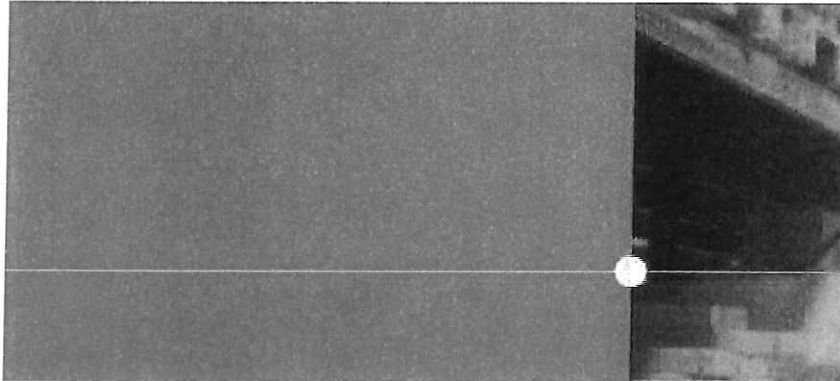
317-324-28-

Ben
1-877-433-9779
Jim Vandouk
ext. 317-
324-
6287

WHY FADV

PRODUCTS

SERVICE



Products Solutions

1-800-888-5773
Customer serv
need to be member
(Team 877-433-9779)
Cost? depends
(per case)
verifies cat file / license? ✓

+ Solutions

- Consumer Solutions
- Employment Solutions
- Resident Solutions
- Fleet Solutions
- Tax Credits and Incentive Solutions
- Volunteer/Non-Profit Solutions

+ Industry Solutions

Employment Background Check Solutions

Consumer Solutions

Do you know what prospective employers will find when they see your background check? Order your own employment background check and stand out from the crowd!

Employment Solutions

Fast, accurate, mobile-enabled, multi-lingual solutions that work globally and for your entire workforce to give you the information and insight to make the best people decisions.

Resident Solutions

Quickly move qualified applicants through the process to become renters, protect your property from the losses that can come from bad debts, skips, and evictions, and provide a safe community for your residents.

Fleet Solutions

Solutions to help you maintain compliance and reduce your risk. With new and robust technology solutions, fleet management has never been easier.

Tax Credits and Incentive Solutions

V-442380

Executive Summary

For background screening services program

Prepared for:

County Of Hidalgo

Prepared by:

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Executive Summary

HireRight helps employers improve hiring decisions, create safer workplaces, achieve compliance, avoid risk, and advance their screening programs through our complete range of on-demand background screening, drug and health screening, and employment eligibility solutions. For 33 years, HireRight has led the screening industry, offering our customers a unique blend of distinctive screening solutions recognized for innovation, deep expertise and award-winning service. Today, HireRight delivers fast, accurate information to hiring, security, and safety professionals at approximately 47,000 organizations in more than 240 countries and territories, including more than one-third of the Fortune 500. HireRight offers solutions to the smallest business and the most extensive global enterprise, including unique solutions for employers operating in regulated environments.

We offer a broad array of products and services and are continually expanding these offerings to meet client needs. 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) and is Safe Harbor certified. All of these services can be ordered from our unified online solution via our industry-leading integrations with standard and custom integrated reporting. HireRight looks forward to the prospect of partnering with you to facilitate a safe and productive workplace.

The following is a brief description of a few of the services that HireRight provides, as well as a summary of some of the advantages and benefits that you will realize in a partnership with HireRight.

- **Quality Products and Services.** HireRight offers more than 150 distinct products and services and is continually expanding these offerings to meet our clients' 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 information and must pass our rigorous quality control standards. HireRight operates under strict compliance with the Fair Credit Reporting Act (FCRA).
- **Industry-Leading 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 in the US for FY2015 averaged 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.
- **Global Capabilities.** HireRight uses a single global platform, which means that worldwide searches can be ordered from the same online platform globally. 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 information in the same format globally, 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.
- **HireRight Professional** Our standalone software application, HireRight Professional, provides our customers with a comprehensive, easy-to-use solution that offers broad functionality, including order management, decision support, user management, compliance management, and reporting and analytics. With HireRight Professional, organizations can manage and conduct their employment screening program, including background and drug and health screening, through a single, Web-based

platform. HireRight Professional is designed to be flexible and scalable to accommodate the multi-user, multi-office, multi-geography needs of small and medium organizations.

- **Integration Experience.** 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 have well over 1,000 customers using our 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).
- **Change Management Expertise.** HireRight is committed to providing you with professional guidance, expertise and dedicated implementation resources to ensure an efficient and trouble-free transition that is tailored to address your specific business needs. HireRight's dedicated staff will guide AIAC through the transition process by first defining the scope and objectives of the implementation and then leveraging best practices and tools to help you maximize your return on investment.
- **Excellence in Customer Satisfaction.** HireRight has a uniquely customer-centric environment. We offer you the most complete customer support system available in the industry. Our service team will work together to ensure your complete satisfaction. You will be offered a variety of avenues for servicing your account, including Account Specialists from our Total Care team, Customer Service Representatives, a Customer Satisfaction program, HireRight's Customer Advisory Council, and access to the industry's only self-governed User Group.
- **Commitment to Compliance.** HireRight understands the necessity of being up-to-date with all FCRA requirements and state and federal regulations pertaining to background screening. HireRight's processes are designed to ensure that we are in compliance with federal, state, and local regulations. We continuously monitor developments, proposed legislation and actual changes to both State and Federal laws, and we continuously monitor our products and services to ensure compliance with those laws. As these laws and requirements change, we proactively adjust our products and services to ensure our compliance and help enable our clients to remain compliant by informing them of changes to their legal obligations.
- **Commitment to Customer Compliance.** HireRight not only ensures our own compliance with the FCRA and other applicable laws, we also provide several services to assist our clients with their understanding of and compliance with those laws. By combining our technology expertise with our compliance expertise, HireRight provides the most comprehensive and automated compliance tools in the industry, including the following: Applicant e-consent functionality, online form templates of FCRA authorization and consent forms, pre-adverse and adverse action letters, ad hoc legal alerts for relevant pending legislation, newsletter coverage and analysis of key legislation, and extensive online forms and documentation resources easily accessible via HireRight Professional.
- **Stringent Security Measures.** 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 processes. HireRight uses 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.

Proven Benefits and Advantages of Partnering with HireRight

HireRight firmly believes that we offer our customers the best background screening program in the industry. We offer a variety of proven benefits and advantages, summarized in the following table.

Benefits	Features of HireRight's Solution
<p>Reduce Administrative Costs</p>	<ul style="list-style-type: none"> ✓ Mobile-enabled solutions allow recruiters and applicants to enter data over the Internet or via mobile phone or tablet. ✓ HireRight Enterprise streamlines the screening process with a dynamic online task management dashboard, a faster ordering process, and an efficient applicant self-service feature, Applicant Center. ✓ Our Electronic Chain of Custody (eCOC) solution for drug screening eliminates the tedious paper-based chain of custody process, and requires little to no intervention from your recruiters, saving time and money. ✓ Pre-adverse and adverse action letters and forms can be pre-populated with applicant information and analysis, and sent to the applicant from our system.
<p>Ease of Use</p>	<ul style="list-style-type: none"> ✓ Our solution is flexible, easy to understand, intuitive, and requires minimal customer training. ✓ Aggregate screening program data is displayed in a dashboard format so the information can be accessed with the fewest possible clicks. ✓ Features such as Applicant Center, automated compliance tools, and auto-error checking, save time and reduce unnecessary effort. ✓ Pre-integrated solutions remove duplicate data entry and faxing, provide results in real time, and reduce the time associated with multiple log-ins to multiple systems. ✓ Users can mouse over portions of the background report and quickly view context-sensitive help (e.g., criminal deposition glossary) and additional detail, eliminating the need for clicks on other pages.
<p>Global Expertise</p>	<ul style="list-style-type: none"> ✓ All searches can be ordered from a single, global, online platform ✓ Our system intuitively understands what is required to process a background check in each country and collects only the information required. ✓ Information from all countries is provided in the same format, allowing you to view an applicant's history in a single, user-friendly report. ✓ Compliance expertise with applicable federal, state, provincial, local and global laws.
<p>Acquire the Best Employees Quickly</p>	<ul style="list-style-type: none"> ✓ HireRight offers the industry's fastest turnaround times. Our turnaround time for US-based services averages less than 2 business days. ✓ HireRight provides real time notes and email notifications to keep you apprised throughout the screening process. ✓ For customers with Applicant Tracking Systems (ATS) integrations, our Change Tracker feature automatically emails you if the applicant edits any of the data that originally pre-populated from the ATS to HireRight, allowing you to quickly determine if these changes are significant in the hiring process. ✓ Using HireRight will reduce your time to hire.

COUNTY OF HIDALGO
2/4/2016

Quote is valid for 30 days and subject to execution of a HireRight Subscriber Agreement.
(Applies to 50 United States; Excludes US Territories and Commonwealths)

PACKAGE AND A LA CARTE PRICING

Please note: These package(s) can be further customized to suit your company's needs. Additional products and services outside of this Schedule of Fees will be available at standard rates accessible in subscriber's online account.

CONFIDENTIALITY: 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.

DOMESTIC SCHEDULE OF FEES for County Of Hidalgo

The pricing is based on an estimated 0 new hire and post hire background verifications annually.

Basic Criminal Package	\$19.90	per applicant	
<hr/>			
- SSN Trace			
- Criminal Felony & Misdemeanor - 7 years (a) - Unlimited # of counties as revealed by SSN Trace			
✓ Enhanced Criminal Package	\$30.40	per applicant	3
<hr/>			
- SSN Trace			
- Criminal Felony & Misdemeanor - 7 years (a) - Unlimited # of counties as revealed by SSN Trace			
- Widescreen Plus National Criminal Search (g)			
- National Sex Offender Search			
✓ Professional License Package	\$7.00	per applicant	3
<hr/>			
- Professional Licenses Report - one license			

A LA CARTE

✓ Criminal Felony & Misdemeanor - 7 years (a)	\$6.75	per county	
✓ Education Report - per school - plus surcharges(b)	\$8.00	per institution	3
Education Plus Report - per school - plus surcharges(b)	\$11.00	per institution	
Employee Credit Report	\$6.50	per report	
Employee Credit Report - when added to a package with SSN Trace	\$3.50	per report	
Employment Report - per employer - plus surcharges(b)	\$8.00	per employer	
Employment Plus Report - per employer - plus surcharges(b)	\$11.00	per employer	
Current Employment Verification - per employer - plus surcharges(b)	\$8.00	per employer	
Federal Criminal - per district(a)	\$5.50	per district	
MVR Report - per record - plus surcharges(c)	\$2.50	per record	
✓ National Sex Offender Search	\$5.50	per name	
Professional Licenses Report - per license	\$7.00	per license	
Professional Reference Check - per additional question	\$1.50	per question	
Professional Reference Check Report - (Qty 1 Reference) - (Standard 6 questions)	\$8.50	per reference	
Prohibited Parties - includes OFAC	\$4.00	per name	
SSN Trace - per applicant	\$3.00	per SSN	

SSN Validation	\$1.00	per SSN
SSN Verification (a)	\$6.50	per SSN
Statewide Criminal Search - per state (a)	\$8.00	per state
Widescreen Plus National Criminal Search (g)	\$5.00	per name
Federal Bankruptcy per district(a)	\$5.50	per district
County Civil Upper & Lower - per county(a)	\$9.75	per county
Federal Criminal National Search(a)	\$15.85	per name
Global Sanctions & Enforcement Check	\$9.00	per name
Criminal Felony & Misdemeanor - 7 years (a) - Unlimited # of counties as revealed by SSN Trace	\$16.90	per package
Federal Criminal - all districts as revealed per trace(a)	\$11.00	per package
Federal Bankruptcy - all districts as revealed per trace(a)	\$11.00	per package
Federal Civil - all districts as revealed per trace(a)	\$11.00	per package
Federal Civil - per district(a)	\$5.50	per district
County Civil Upper & Lower (a) - Unlimited # of counties as revealed by SSN Trace	\$24.40	per package
5 year Employment History - All employers - (b)	\$23.20	per package
7 year Employment History - All employers - (b)	\$24.00	per package
Professional Reference Check Report - (Qty 2 References) - (Standard 6 questions)	\$17.00	per package
✓ Professional Reference Check Report - (Qty 3 References) - (Standard 6 questions)	\$25.50	per package
Statewide Criminal Search - All States as revealed per trace (a)	\$12.00	per package

3

Ancillary Services

Data Entry Fee	\$6.00	per applicant
Pre-Adverse Action Package (Letter, report copy, summary of rights) (via first class mail)	\$6.00	per letter sent
Adverse Action Package (via first class mail)	\$6.00	per letter sent
Adjudication - Standard	\$1.50	per package (in addition to package price)
Adjudication - Advanced	\$2.50	per package (in addition to package price)
Adjudication - Premium	\$5.00	per package (in addition to package price)
Electronic Signature - per form	\$1.50	per form
Report delivery per check-box request by applicant (e-mail)	\$1.75	per request
Report delivery per check-box request by applicant (first class mail)	\$7.00	per request

Training Services

HireRight can provide customers with the following Standard learning services

STANDARD LEARNING SERVICES & MATERIALS

Service & Description	Cost
<p>New User Live Training Sessions HireRight conducts an online training session hosted by a dedicated HireRight Training Specialist, experienced with HireRight's more complex system settings and services. These Customer-tailored sessions are scheduled directly with the customer as part of their implementation through a HireRight Professional Services Project Manager. Each session may run up to 90 minutes. Attendance is managed through scoping the customer's training needs and requirements.</p> <p>Customized requests beyond this description must be scoped and quoted in accordance with</p>	<p>1- These sessions focus on the customer's specific use of HireRight for ordering HireRight services. Training includes tailored presentation materials and/or</p>

<p>the Fee-Based Schedule Addendum.</p>	<p>demo of the system. 2- The number of sessions is determined through your contract and scoped with HireRight Learning Services. Up to five no-fee sessions may be included. 3- Recording(s) of live session(s) is/are available, providing an on-going, self-service training option for users. (NOTE: Additional training beyond 5 sessions is fee-based at \$250 per hour.)</p>
<p>Live Open Enrollment Training Sessions HireRight conducts regularly-scheduled online training sessions hosted by a HireRight Training Specialist. Open to all HireRight customers, these sessions may run up to 90 minutes. Users self-register to attend the session of their choice. These standard, live sessions are ideal for training new users, attrition training, or as a refresher course for existing users.</p>	<p>No charge for attendance</p>
<p>"On-Demand" Training - HireRight offers a number of on-demand, pre-recorded sessions, available 24/7. For a list of available courses, or to request access, send an e-mail to customertraining@hireright.com.</p>	<p>1- Includes a presentation and/or demo of the system. 2- Recorded sessions are available, providing a self-service training option for those who cannot attend a scheduled session.</p>
<p>HireRight University HireRight University is a self-service learning center for customers, available 24/7 from within the customer's HireRight account. It is accessible externally for integration-only customers.</p>	<p>1- Short, interactive training modules 2- Video demos 3- Recorded sessions</p>
<p>Self-Service Training Resources HireRight's standard training materials include self-service Job Aids, videos, and Quick Reference Guides. These resources are available 24/7 from within the customer's HireRight account.</p>	<p>1- Job Aids 2- Video demos 3- Quick Reference Guides</p>

CUSTOM LEARNING SERVICES & MATERIALS AVAILABLE

Please contact HireRight to have an enhanced training project scoped and quoted.

ONLINE CONSENT FORM AND REPORT DELIVERY (PLEASE REFER TO A LA CARTE PRICE FOR ANCILLARY SERVICES)

- Online Consent – e-Signature with report delivery** -Consent form is online and applicant's signature is electronically captured by the HireRight system for orders placed through Applicant Password feature and report is delivered if requested.
- Not Interested** - Subscriber elects to manage consent forms outside of the HireRight solution.
- E-mail Report Delivery** - HireRight will e-mail completed report to applicants in CA/OK/MN who check the box on the consent form to request a report copy.

SECURE ACCOUNT SET-UP (REQUIRED)**PHYSICAL ONSITE CREDENTIALING CHARGE**\$150.00
One-time fee

As a regulated consumer reporting agency compliance requirement, as an industry best practice, and for the additional protection and security of our partner's and partner's clients' (each a subscriber) personal data and the personal data of all HireRight subscribers, HireRight shall perform a physical onsite inspection of each subscriber's business premises and perform other such due diligence to credential subscriber. Please note that the onsite inspection must be scheduled an estimated 3-5 business days in advance of anticipated account activation.

HIRERIGHT NOTES

HireRight Notes: 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: BACKGROUND SCREENING

- 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, administrative fees, and/or third-party fees. 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.

** A \$0.42 network fee will be passed through to client per MVR.
- d) See "HireRight Footnotes: Drug Screening" section below.
- 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 and the components of the package will be charged at an a la carte rate and replace the package price. 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.
- h) DAC Employment History File Associated Fees: Transportation Employment History (billed per employer) and Driving School Record (billed per employer). Please refer to a la carte price list for line item pricing. As noted in the DEHF Addendum, DAC Employment History File users agree to furnish employment history records on each of their terminated drivers. Client will receive a contribution credit of \$2.40 per driver for the contribution of a termination record. Client will receive an additional credit of \$0.20 per driver for the contribution of a drug/alcohol history record accompanied with a termination record.

HIRERIGHT FOOTNOTES: DRUG SCREENING

Drug test collection fees, breath alcohol testing fees and physical examination fees performed at clinics that have not been pre-established specifically for the subscriber will be added to the base fee and passed through to subscriber. Additional charges will be incurred for the following services:

- Using Out of Network Collection Facilities (not pre-established) \$35.00 Per test
- Using One-to-One Setups (Collection Site Referrals) \$35.00 Per referral

Services listed below are available and will be billed at the rates specified upon request:

• 24/7/365 Day a Year Coordination/Emergency Services (including coordination of international collections) – Test Coordination service pricing covers coordination costs only and does not include drug test collection, breath alcohol testing fees and/or related expenses.	\$100.00 Normal business hours \$250.00 After business hours, weekends, and holidays
• Split Sample Retest Fee	\$250.00
• Face to Face Evaluations (Shy Lung/Shy Bladder/ Opiate Abuse/Dependence evaluations)	\$100.00
• Medical Consulting	\$395.00 per hour
• MIS Consulting	\$225.00 per hour
• Program Consulting/Subscriber Audit Support	\$395.00 per hour
• Telephonic Expert Testimony	\$395.00 per hour
• Onsite Expert Testimony	\$395.00 per hour plus travel, meals, lodging and expenses
• MRO Litigation Hearing Package	\$90.00 per package
• Laboratory Litigation Hearing Package	\$300.00 per package
• Copy of Lab Report	\$10.00
• SAP Referral	\$50.00

Expenses and fees for services not listed in this Schedule of Fees will be billed at HireRight’s usual and customary rates, unless otherwise agreed in writing between HireRight and Subscriber. Subscriber will reimburse HireRight reasonable administrative, copying and shipping charges for special requests for records, results, product shipment or other information.

In Network Fee: The "In Network" drug testing service fee includes the cost of specimen testing, MRO fees, and collections performed at In Network collection facilities (LabCorp or Quest owned Patient Service Centers or other laboratory-owned and managed collection facilities authorized for Subscriber's use, but excluding laboratory preferred third party network collection sites).

Preferred Clinic Network Fee: The "Preferred Network" drug testing service fee includes the cost of specimen testing, MRO fees, and collections performed at Preferred Clinic Network facilities pre-established and authorized for Subscriber's program.

Extended Clinic Network Fee: The "Extended Clinic Network" drug testing service fee includes the cost of specimen testing, MRO fees, and collections performed at Extended Clinic Network facilities pre-established and authorized for Subscriber's program.

Out of Network Fee: The "Out of Network" fee is an additional charge that will be added for using collection facilities that are Out of Network (i.e., not pre-established and authorized for Subscriber's program).

DHS Cost Plus Fee: The DHS Cost Plus Fee for drug testing services only includes the Cost of specimen testing, MRO fees, and specimen collections performed at In-Network collection facilities (LabCorp or Quest owned Patient Service Centers or laboratory-owned and managed collection facilities authorized for Subscriber's use, but excluding laboratory preferred third party network collection sites). Other drug testing specimen collection, breath alcohol testing, and physical examination fees for services rendered at Preferred or Extended Clinic Network or laboratory preferred third party network collection sites, which have been pre-established and authorized for Subscriber's program by HireRight, will be passed through to Subscriber at the DHS Cost Plus Fee plus the cost for these services provided at these Preferred or Extended Clinic Network facilities pre-established and authorized for Subscriber's program.

RADAR Instant Testing - In the event that POCT testing clinic is not available, we will coordinate testing through our standard In-Network eCOC process, which is lab based, and the In-Network Non-DOT Urine Drug Test will be billed at the POCT rate.

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

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

CONFIDENTIALITY: 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.

CERTIFICATE OF INTERESTED PARTIES

FORM 1295

1 of 1

Complete Nos. 1 - 4 and 6 if there are interested parties.
Complete Nos. 1, 2, 3, 5, and 6 if there are no interested parties.

OFFICE USE ONLY CERTIFICATION OF FILING

1 Name of business entity filing form, and the city, state and country of the business entity's place of business.
HireRight, LLC
Tulsa, OK United States

Certificate Number:
2016-11700

Date Filed:
02/10/2016

Date Acknowledged:

2 Name of governmental entity or state agency that is a party to the contract for which the form is being filed.
Hidalgo County Purchasing Department

3 Provide the identification number used by the governmental entity or state agency to track or identify the contract, and provide a description of the goods or services to be provided under the contract.
RFSQ No.:2016-072-02-16-SMA
Applicant screening for employment purposes

4	Name of Interested Party	City, State, Country (place of business)	Nature of interest (check applicable)	
			Controlling	Intermediary

5 Check only if there is NO Interested Party.

6 AFFIDAVIT I swear, or affirm, under penalty of perjury, that the above disclosure is true and correct.



Lisa M. Schermer
Signature of authorized agent of contracting business entity

AFFIX NOTARY PUBLIC SEAL ABOVE

Sworn to and subscribed before me, by the said _____, this the 10th day of Feb, 2016, to certify which, witness my hand and seal of office.

[Signature] Printed name of officer administering oath Francisco Rodriguez Title of officer administering oath Notary

CERTIFICATE OF INTERESTED PARTIES

FORM 1295

1 of 1

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 RFSQ No.:2016-072-02-16-SMA
 Applicant screening for employment purposes

4	Name of Interested Party	City, State, Country (place of business)	Nature of interest (check applicable)	
			Controlling	Intermediary

5 Check only if there is NO Interested Party.

6 AFFIDAVIT

I swear, or affirm, under penalty of perjury, that the above disclosure is true and correct.

 Signature of authorized agent of contracting business entity

AFFIX NOTARY STAMP / SEAL ABOVE

Sworn to and subscribed before me, by the said _____, this the _____ day of _____, 20_____, to certify which, witness my hand and seal of office.

 Signature of officer administering oath Printed name of officer administering oath Title of officer administering oath



Purchase Order COUNTY OF HIDALGO

PO# 738494

DATE: 02/10/16

PAGE NO: 1 Of 1

PO TYPE:

VENDOR: 442380

REQ: 00292799

PHONE: (800) 227-9028

EMAIL: CUSTOMERSERVICE@HIRERIGHT.COM

SHIP TO: EXECUTIVE OFFICE

2818 S BUSINESS HWY 281
EDINBURG TX 78539

HIRERIGHT, LLC
3349 MICHELSON DR., SUITE 150
IRVINE CA 92612

CONTACT: M BADILLO

(956) 292-7655

SITE: EXECUTIVE OFFICE

CONTRACT NO:

SPECIAL INSTRUCTIONS:

VENDOR NOTES

1. Do not add to, or alter this Purchase Order. This Order is not renewable.
2. TAX EXEMPTION: This Purchase Order may be accepted in lieu of Exemption Certificate.
3. This Order is also placed F.O.B. Destination. Vendor must repay all shipping costs.
4. Invoice each Purchase Order singly. Original invoices are required customer copy may be accepted. Out number must appear on all invoices, bills of lading, and packages.
5. Payment will be made only for bona fide and full completed orders, unless otherwise attached.

QTY	UOM	DESCRIPTION	UNIT PRICE	AMOUNT
		DO NOT DUPLICATE ORDER		
		EMPLOYEE BACKGROUND CHECKS OF TOP THREE (3) APPLICANTS FOR FIRE MARSHAL POSITION		
1.00		OM BACKGROUND CHECK ON FIRE MARSHAL APPLICANTS	.00	.00
3.00		OM ENHANCED CRIMINAL PACKAGE	30.40	91.20
11.00		OM PROFESSIONAL LICENSE PACKAGE	7.00	77.00
7.00		OM EDUCATION PER SCHOOL PLUS SURCHARGES (B)	8.00	56.00
3.00		OM PROFESSIONAL REFERENCE CHECK REPORT (QTY. 3 REFERENCES) - (STANDARD 6 QUESTIONS)	25.50	76.50
		TOTAL:		300.70
		REPORT ROAD HAZARDS 1-866-HCR-SAFE OR 1-866-427-7233		
		***** For Hidalgo County use only 6-1100-413-00-125-001-0-339		300.70

Authorized by:

Martha L Salazar mlw