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Thorough knowledge of your prospective employees can save thousands of dollars and give your organization the cutting edge by ensuring you have the highest quality team.

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### **Protect Your Business**

Hiring or placing the wrong candidate can cost you much more than just money. Valuable time is lost in the recruiting and interviewing process, and high turnover can negatively affect your company morale and reputation. Employee screening through Occuscreen can reduce the risk of negligent hiring lawsuits, workplace violence, theft, financial loss, sexual harassment, and much more.

### **Clear Results. Confident Hiring.**

Founded in 1991 with a mission to offer reliable information at the most competitive pricing, Occuscreen continues to provide employers nationwide with the information they need to hire confidently and efficiently. Occuscreen provides employers with access to the highest level of screening and technology available in the industry. Our goal is to treat the needs of each client individually, with a focus on providing excellent customer service, on-going relationship building and integrity to businesses of all sizes.

### **Occuscreen Services Include:**

- Comprehensive drug and criminal background screening services
- Compliance with the FCRA
- On-going industry regulation updates by state
- Customization for clients through an individualized set-up process
- Innovative technology, allowing 24-hour access to results
- Experienced screening specialists available Monday-Friday from 6am-5pm PST
- Accurate and timely results
- Competitive pricing
- No monthly minimums or implementation fees

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### Drug Screen Pricing and Information

Service	Cost	Notes
<b>Urine Drug Screening</b>		
Laboratory based urine drug testing. Collected at offsite location. Includes lab analysis and GC/MS confirmed results.		
5-Panel <b>DOT</b> Urine Drug Screen Includes GC/MS Confirmation	\$40.00	Includes: Amphetamines, Cocaine, Marijuana, Opiates, PCP, MDMA, and 6-monoacetylmorphine. -MRO included (but not DOT administration)
5-Panel non-DOT Urine Drug Screen	\$25.00	Amphetamines, Cocaine Metabolite, Marijuana Metabolites, Opiates and PCP (Phencyclidine)
8-Panel Drug Screen 8-Panel plus Expanded Opiates	\$25.00 \$27.00	Includes above, plus: Barbiturates, Benzodiazepines, and Propoxyphene Includes 8-panel, plus: Oxycodone, Oxymorphone, Hydrocodone, Hydromorphone
9-Panel Urine Drug Screen 9-Panel plus Expanded Opiates & Alcohol	\$27.00 \$32.00	Includes above, plus: Methadone Includes 9-panel plus: Oxycodone, Oxymorphone, Hydrocodone, Hydromorphone & Alcohol
10-Panel Urine Drug Screen	\$28.00	Includes 9-Panel plus Methaqualone
Specimen Collection	No Charge	at Labcorp or Quest Patient Service Center
Specimen Collection	\$14.00	at Quest 3 <sup>rd</sup> Party collection site
Specimen Collection	\$15.00- \$35.00	at Hospital or Medical Clinic
<b>Hair Follicle Collection and Testing</b>	\$64.00	Amphetamines, cocaine, marijuana, opiates, PCP
<b>Intercept® Oral Fluids Drug Screening</b>		
Onsite collection of oral fluids with lab analysis and GC/MS confirmed results.		
5 Panel Oral Fluids Drug Test Lab Analysis	\$23.00	Amphetamines, Cocaine, Marijuana, Opiates, PCP (other panels can be added for an additional fee)
<b>Intercept®</b> Oral Fluids Drug Test Collection Kits	\$6.00	*Kits are a separate fee from the confirmation testing above. Minimum order of 5 required.
<b>Instant Drug Screening</b>		
Onsite collection. Instant results provided.		
<b>QED®</b> : DOT-approved onsite oral fluids alcohol test – instant results	\$8.00	minimum order 10 kits
<b>iCup®</b> : onsite urine drug screen	Prices Vary	various panels available; minimum order of 25 kits
<b>Medical Review Services</b>		
Confirmation of drug testing results by licensed physician.		
Medical Review Officer	\$17.00	Available to verify positive drug screens (for non-DOT drug screens)

## Criminal Background Screening Pricing and Information

Service	Cost	Notes
<b>Identity Development</b>		
Social Security Number Trace	\$2.00 Per name	Verifies the accuracy of the information and identifies potential fraud. Provides a list of previous addresses as well as names (AKA's) associated with the applicant's social security number. <i>Turnaround: Same Day</i>
CBSV (Consent Based SSN Verification)	\$6.00 per name	Verification of applicant/employee SSN via direct access to the SSA for both pre-hire and post-offer situations. Number is matched with name, DOB, gender code and death indicator if deceased. Requires separate Disclosure Authorization form. <i>Turnaround: Same Day</i>
<b>Investigative Searches</b>		
County Criminal Court Records Search	\$10.00 Per county, plus court fees if any	7-year search of county criminal court records by on-site researchers that provide felony and misdemeanor convictions including pending cases, warrants, date and nature of offense, sentencing date, disposition, and current status. (Longer search scope is available, pending state law. Cost will vary – please inquire) <i>Turnaround – 1-3 business days on average</i>
National Criminal Court Database Search	\$8.00 Per name	A national criminal database search that includes a compilation of information from participating state databases via Department of Corrections, arrest records, sex offender registries etc. <i>Turnaround: Same Day</i> <i>All records found on database must be confirmed with a county check.</i>
Sex Offender Registry	\$6.00 Per name	A manual search of the national sex offender registry database. <i>Turnaround: Same Day</i>
Motor Vehicle Records Search	\$5.00 Plus State DMV fees	Information reported includes driving history, verification of driving privilege, identification verification with a physical description of the applicant provided by the state DMV. <i>Turnaround: Varies by State</i>
Federal Court Database Search (PACER)	\$12.00 Per name	A search of Criminal Federal Courthouse Database records, rather than County Criminal Courthouse records. Obtains case and docket information from Federal Appellate, District and Bankruptcy courts. May include convictions such as tax evasion, drug trafficking, mail fraud, immigration law. <i>Turnaround: Same Day</i>
Civil Court Search	\$10.00 plus county fees	A search of civil courthouse records. Results may include plaintiff, defendant, cause of action (if available), disposition or current status and date searched. <i>Turnaround – 1-3 business days on average</i>
Patriot Act/Homeland Security/OFAC/Terrorist Watch List	\$6.00 Per name	Patriot Act is a database search of national and international <b>Terrorist Watch Lists</b> and lists of excluded parties including searches of <b>OFAC, OIG (FACIS Level 1) FDA Debarment</b> , and more than 70 additional sources. <i>Turnaround: Same Day, unless additional research is required</i>

<p>OIG – FACIS LEVEL 3 Healthcare Exclusions</p>	<p>\$8.00 per name</p>	<p>FACIS is a database search of records containing adverse actions against individuals and entities sanctioned in the healthcare field. This includes information on disciplinary actions ranging from exclusions and debarments to letters of reprimand and probation. This search is inclusive of more than 800 sources in 50 states. <b>GSA, OIG (FACIS LEVEL 3), FDA Debarment, EPLS</b> are included.</p> <p><i>Turnaround: Same Day, unless additional research is required</i></p>
<p><b>Initial Screening Package</b></p>	<p>\$48.00/driver Plus DMV fees and court fees, if any</p>	<p>Includes: Social Security Trace (Address and AKA trace) Motor Vehicle Report National Criminal Database Sex Offender Registry Search Up to 4 County Court Record Searches</p> <p><i>Turnaround – 1-3 business days on average</i></p>
<p><b>Annual Renewal Package</b></p>	<p>\$28.00/driver Plus DMV Fee and court fees, if any</p>	<p>Includes: County Court Search Motor Vehicle Report National Criminal Database Sex Offender Registry Search</p> <p><i>Turnaround – 1-3 business days on average</i></p>

International searches and verifications are available. Please inquire for pricing and turnaround times.

## **GENERAL INFORMATION**

### **BILLING**

Occuscreen bills monthly. Terms are Net 30.

*Clients are responsible for all fees once a disclosure form has been submitted by fax or online.*

### **ORDERING SEARCHES**

Criminal Background Searches can be ordered by faxing Disclosure Authorizations to Occuscreen at 877-464-5656 or by entering the information in our online system. Web training is available for site usage.

### **RESULTS REPORTING**

Criminal Background and Drug Screen results can be reported by secure fax, or by posting to our results website which will require username and password to access. An email notification will be sent when results are posted. The client has the ability to manage users internally on the site. Usage reports and Adverse Action Letters are available on the results website.

### **INFORMATION SECURITY**

Occuscreen has made the commitment to ensure the security of all client data through stringent policies and protocols that prohibit any unauthorized access to the clients' data and Occuscreen network systems. The physical facility maintains certain safeguards to the protection of data:

- Keyed entry
- 24/7 security monitoring with motion detectors
- Separate HVAC units in the network facilities area
- Backup UPS/generator power to maintain systems in the event of a power outage
- Office fire protection and sprinkler systems

### **NETWORKS**

All systems operated on our proprietary network are protected and monitored by FixedFee IT, an independent IT provider.

### **LEGAL COMPLIANCE**

Keeping up-to-date on legal issues and FCRA Compliance is of great importance in this industry and Occuscreen is apprised continuously through updates from various sources including , but not limited to, our Legal Counsel (employment law specialist and background industry specialist) , membership in the NAPBS (National Association of Background Screeners) and from the compliance community.

### **BUSINESS DISASTER RECOVERY AND CONTINUITY**

During unexpected disruptions, Occuscreen ensures the continued availability of services and data by using multiple Internet service providers, proprietary T1 service, and a formal disaster recovery plan.