



EMPLOYEE CRIMINAL BACKGROUND SEARCH POLICY

Premier Athletics utilizes ChoicePoint's National Criminal File PLUS Search to conduct background searches on every employee age 18 or older. **THIS SEARCH IS REQUIRED FOR EMPLOYMENT AND CHECKS FOR ALL FELONIES AND MISDEMEANORS.**

The ChoicePoint National Criminal File provides a database search of more than 200 million criminal records representing more than 62 million individuals. Records are gathered from across all 50 states, from multiple criminal record repositories.

This innovative nationwide search complies with the Fair Credit Reporting Act, and instantly covers a considerably broader geographic search scope than the typical seven (7) year search of counties of residences lived and worked. A standard one or two county background check will not typically find a record if the person has moved, or committed a crime in another county or state. Serious offenders move from state to state, and sometimes do not provide complete address history when applying for employment.

Database Repositories include:

- Department of Corrections (Inmates & Release files, Probation & Parole)
- Administrative Office of Courts
- Individual County Courts
- State Specific Criminal Record Repositories
- ChoicePoint Proprietary Criminal Record Data
- Sex Offender Registry Records (48 States Plus Washington, D.C.)

The ChoicePoint National Criminal File PLUS utilizes proprietary technology to instantly search for names associated with the candidate's Social Security number.

The ChoicePoint Criminal File PLUS:

- Automatically searches the ChoicePoint NCRF database for all given and developed other names
- Helps to uncover names not reported by the candidate
- Enhances the possibility of identifying unreported criminal records
- Provides address history associated with the SSN

How does it work?

1. ChoicePoint National Criminal File PLUS will search for additional names and addresses associated with the subject's Social Security number that was provided by the user.
2. A search is then conducted against the ChoicePoint National Criminal File database using the original name and DOB provided by the user, PLUS an additional search will be done using the subject's DOB and developed names associated with the subject's SSN.
3. Addresses from the database associated with the subject's SSN are provided, should the user wish to order an individual county court search in potentially unreported addresses. County searches should be ordered using only the subject's given name from which you have a signed authorization.
4. The search is conducted within seconds and the results on all criminal records found in the ChoicePoint National Criminal File associated with any or all alternate names, and matching the date of birth of the subject provided by the user, will be reported.