

Hiring trustworthy, dependable employees

Acxiom Background Screening



Taking the guesswork out of the screening process

Finding the right employees

Acxiom assists you in hiring the finest employees possible. We understand that employees are the face of your company, and none but the best will do. Acxiom takes the guesswork out of your screening process so that you can focus on proactively managing a successful business.

Acxiom is your trusted partner in building consultative, effective and legally protective screening programs. Acxiom can help you:

- Build a solid, trusted workforce
- Reduce turnover
- Decrease training costs
- Increase productivity
- Reduce shrinkage rates
- Comply with Fair Credit Reporting Act standards

Building a top-notch workforce

Acxiom's professionals consult with you to develop and deliver solutions for your employment screening needs. We help you build a reliable workforce and protect your legal interests, as well as save costs associated with hiring risky applicants.

A record of success

Acxiom Background Screening provides the highest hit rates and the most comprehensive compliance support available—all from an unparalleled, single-source solution. Acxiom's

customer-centric approach to background screening gives employers the most accurate information available to protect their companies and their brands.

Here's a look at how Acxiom Background Screening helped two major companies:

- Reduced employee turnover from 20% to 10% for a 6,500-employee company, saving millions of dollars in related turnover costs annually.
- Increased applicant failure rate by 4% for a major national company, saving in excess of \$100,000 in internal employee theft annually.

Take the worry out of hiring decisions

Acxiom makes it easy for you to know that the information your applicants provide is accurate. Acxiom provides quick and comprehensive employee verification services to assist you in making swift, intelligent hiring decisions.

IDReport — verifies SSNs, detects fraudulent numbers and flags numbers that were not issued by the Social Security Administration or that were filed with death claims. Names, aliases, addresses and SSNs are reported. "Best Match" and "Hit" information are both returned. In addition, Acxiom provides advanced background information through comprehensive, objective address histories obtained from the IDReport.

Acxiom features:

- Confidential reports are automatically faxed upon completion.
- Secure, customized Internet site enables multiple requesters/locations to submit requests and retrieve results using a personal access code and password.
- Custom links enable Acxiom to interface with your in-house human resource network, enabling you to directly access Acxiom services.
- Proprietary, user-friendly software application directly connects you to our online network, enabling you to electronically request and receive reports.
- Compliance reporting is available on a regularly scheduled or as needed basis, keeping you up-to-date on the pulse of your business.

Tracking Residences Using Social Security Trace (TRUSST®) — identifies counties in which applicants have resided, but intentionally did not disclose. Often applicants try to hide criminal backgrounds by not listing areas of residence where an offense occurred. TRUSST has proven to double — in some cases even triple — previous hit rates for our new customers.

Criminal and Civil Record Search — provides industry-leading, in-person/real-time searches of criminal and civil backgrounds. Acxiom researchers obtain criminal records from counties, municipal courts and statewide repositories. Civil searches reveal judgments, liens, pending civil suits and more.

Employment, Education and Professional License Verification — provides direct contact with previous employers to confirm stated work history, including dates of hire, terminations, job titles and rehire eligibility. Education verification confirms educational credentials through direct contact with educational facilities. And professional license verification confirms medical, nursing, accounting, attorney and other licenses.

Employment Credit Report — identifies an applicant's financial responsibilities and ability to meet regular obligations, as well as reveals information including collections, lawsuits or judgments. Identification information, former

addresses and past employment may also be included. The Employment Credit Report meets Fair Credit Reporting Act standards — as do all other Acxiom services.

Driving Record Search — checks driving history, including speeding, reckless driving, accidents and driving under the influence. Revoked and suspended licenses are also reported. This search provides additional identity verification, including name, SSN and vital statistics.

Rental History Verification Services — provides landlords' valuable information about potential tenants, including previous rental amounts, complaints, timeliness of payments and rental dates.

National Criminal Access Search (Criminal Offender Database) — contains more than 180 million criminal record files from a multitude of federal, state and local criminal record repositories.

Applicant Scoring Service — provides completed applicant results with individually flagged "Pass," "Fail" or "Provisional" designations based upon predetermined customer scoring criteria. This scoring service is a favorite of customers with decentralized human resources departments.

Adverse Action Fulfillment Service — assists clients by directly handling all administrative FCRA-imposed employer

adverse action obligations. The notification, final applicant report and a summary of consumer rights are mailed by Acxiom to the subject on behalf of the employer.

Federal Exclusion Lists — provides a critical component of many background screening programs for the healthcare and ancillary industries; includes searches of these government organizations: Office of Inspector General (OIG); General Services Administration (GSA); Fraud and Abuse Control Information System (FACIS); Drug Enforcement Administration (DEA); National Practitioner Data Bank (NPDB); and the Healthcare Integrity and Protection Data Bank (HIPDB).

Drug Testing — alerts you to substance abuse problems in your workplace. Our complete drug testing, collection and Medical Review Officer (MRO) programs can be tailored to your organization's specific needs. Acxiom helps keep your workplace drug-free.

Communication Methods — offers a wide variety of communication options for submitting requests and retrieving results. We can customize programs to meet your business-specific needs while providing the utmost in convenience. Options include: Web, E-mail, Fax, XML, Universal File Format (Electronic Batch) and Software Interface/Custom Link. Transferring sensitive information has never been easier or more secure.

Find out what Acxiom can do for you.

For more information, visit our website at

www.acxiom.com/backgroundscreening

or call:

1.800.853.3228



Acxiom's view on privacy Acxiom is a global thought leader in addressing consumer privacy issues and earning the public trust. We build great relationships with our clients and help them build great relationships with their customers by turning compliance challenges into opportunity. Acxiom fosters trust-based relationships by delivering customer and information management solutions that facilitate privacy compliance and preference management. Acxiom was the first company in the data services industry to appoint a chief privacy officer to advance policies and oversee compliance. Acxiom has a team of privacy specialists dedicated to understanding the complex issues of information flow and consumer choice, as well as crafting and enforcing responsible privacy best practices. We continually educate consumers, our clients and Acxiom associates about proper privacy policies and conduct.

Acxiom is a member of the Direct Marketing Association, and we support the Center for Information Policy Leadership and the Information Policy Institute. Acxiom endorses the privacy standards of these organizations.