Dedicated Education Representatives

Entire US – MidSize
(500-3,999 Employees)

Kevin Dolan
949-428-4474
949-241-6808 Mobile
kdolan@hireright.com

Southern Region - Enterprise
(4,000+ Employees)

Leslie Copp
513-239-2262 Office
513-578-2571 Mobile
leslie.copp@hireright.com
HireRight & E&I Partnership Since 2004

The only E&I Preferred Provider for Employment Screening

- Agreement Renewed in 2014!
  - 2013 Extensive RFP Evaluation
  - Pre-Approved Contract Terms via E&I Join On Agreement
  - Greater Flexibility in Pricing and Services
  - Pre-Discounted Pricing Available to All E&I Members
  - Additional Volume Discounts for Large Accounts
  - HireRight Revenue contributes towards E&I Member Rebate!

https://www.eandi.org/
What Does HireRight Do?

Core Services
» Criminal Background Checks
» Employment & Education Verifications
» Drug Testing
» I-9 & E-Verify Checks

- Largest Provider In Education
  » HireRight serves over 750 schools and universities.

- Global Reach
  » Solutions reach to 240+ countries and territories

- 30 Years of Experience
- All major segments & industries
- 60,000 Customers
  » Over 1/3 of the Fortune 500
  » Over 1/2 of the Fortune1000
Background Screening 101

▪ Why do Schools Background Screen?
  » Hire quality employees / students
  » Limit risk & exposure to litigation
  » Provide a positive work / classroom environment
  » Ensure co-worker & visitor safety
  » Comply with all government requirements for background checks

“A compliance program is like a seat belt, you want to wear it all the time even if you never intend to get into an accident.”
- Lewis Morris, Chief Counsel to Inspector General
Risk of Inadequate Screening

» Negligent Hiring
  – Average award in negligent hiring lawsuits is $1.6 million

» Workplace Violence

» Fraud

» Misrepresentation

» Internal Theft

» Overall Cost of Bad Hires

» Brand Reputation

High-risk workers gravitate to non-screening employers...
Why Do Organizations Choose HireRight?
HireRight Differentiators

**Technology Innovators**
- HireRight Interfaces w/other HR Systems – HRIS/ATS
- Applicant Center Mobile

**Global Footprint & Scalability**
- International Capabilities
- Able to Support Large Complex Screening Programs

**Industry & Compliance Expertise**
- Over 750 Schools Use HireRight
- Served Education Industry for 30+ Years
Improving the Candidate Experience

- **HireRight Applicant Center™**
  - Expedites the screening process
    - Upload documentation, obtain receipt
    - Easy transfer of LinkedIn® profile data
    - Co-branded option
  - Reduces unnecessary contacts
    - A single applicant connection destination
    - Real-time status → view/respond to requests
  - Sustains a positive image of the organization
    - Personalized experience, increased transparency
Going Mobile!

- **HireRight Applicant Center Mobile™**
  - Allows the candidate (staff, students, faculty) to communicate the way they want
    - Supply information, check status and access live help through smart phones or tablets
  - Accelerate communications
    - Applicants can optionally receive text alerts
  - Sustain a positive image of your organization
    - Better communications leads to a positive impression of the employer

A HireRight Exclusive!
Candidate Satisfaction

HireRight Candidate Survey Results

- Very Positive: 36.2%
- Positive: 36.5%
- Neutral: 20.1%
- Negative: 4.3%
- Very Negative: 2.9%

2012 Q4 - Survey Results
Improving the Recruiter Experience

HireRight Pre-Integrated Solution Partners

HireRight was the first company in the screening industry to offer pre-integrated, pre-built screening solutions with leading e-recruiting solution providers. (since 2001)

HireRight has more active integrations than our competition combined. (Around 1000 in total.)
Solutions for a Global Workforce

- **International Product Suite**
  - Available in 200 Countries & Territories
  - Single Global Platform
  - Locally Distinctive Services

- **Comprehensive Market Coverage**
  - Geographic Specialization
  - Local Expertise
  - Region Specific Consent Forms
  - Multi-lingual Research Staff
  - Compliance Driven
HireRight’s Scalability

Ability to support large national and international employers who have complex account structures & significant volume requirements...

HireRight System Capacity
Handles over 30% of Fortune 500 Global Business Volume
- P&G, American Express, Tenet Health, Sears, Raytheon, Dow Chemical, etc.

Platform Allows for 20% Increase in Volume
• Technology built specifically to be scalable and handle significant fluctuations.

HireRight System Configurability
• Highly Configurable
• Designed to handle complex account structures. (Parent/Child/User Permissions)
Education Focus & Experience

- 750+ Educational & Non-Profit Clients
- HireRight Serves more Schools than our Competition
- 15 Years Industry Experience
- Dedicated Education Team
  - Sales
  - Partnerships
    - E&I
    - PeopleAdmin
  - Account Management
  - Customer Service Team
**Student Screening**

*Students in a Clinical Program or with Access to Elderly or Children*

**Requires a Different Release & Consent**
- Used under a different permissible purpose other than pre-employment screening.

**Kiosk Ordering**
- Generate a link for students to enter their personal data for the background via their laptop, tablet or smart-phone.

**Student Screening Packages**
- May Contain Any Combination HireRight Products

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**Applicant Pay Option**
- Shift the cost of a background screen to the student.
- Pay All or Pay a Portion

---
Product Overview
The Industries Most Powerful Platform
# Fastest Turnaround Times

<table>
<thead>
<tr>
<th>Basic Services</th>
<th>Domestic Typical Turn-around (Business Days)</th>
<th>Global Typical Turn-around (Business Days)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Security Trace</td>
<td>Immediate</td>
<td>n/a</td>
</tr>
<tr>
<td>Credit History Examination</td>
<td>Immediate</td>
<td>2.0 days</td>
</tr>
<tr>
<td>National Criminal Search</td>
<td>Immediate</td>
<td>n/a</td>
</tr>
<tr>
<td>Statewide Criminal Search</td>
<td>2.2 days</td>
<td>n/a</td>
</tr>
<tr>
<td>Criminal Felony &amp; Misdemeanor</td>
<td>1.0 days</td>
<td>3.7 days</td>
</tr>
<tr>
<td>Drug Screening (non-DOT)</td>
<td>1.2 days*</td>
<td>Varies</td>
</tr>
<tr>
<td>Motor Vehicle Records</td>
<td>0.6 days</td>
<td>4.8 days</td>
</tr>
<tr>
<td><strong>Verification Services</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employment History Verification</td>
<td>1.6 days</td>
<td>4.5 days</td>
</tr>
<tr>
<td>Education Credential Verification</td>
<td>1.9 days</td>
<td>8.0 days</td>
</tr>
<tr>
<td>Professional Reference Check</td>
<td>2.1 days</td>
<td>4.0 days</td>
</tr>
</tbody>
</table>

**Consistently Delivering: Quality, Service & Speed**

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Intuitive Ordering System
Customized Packages

- **University Staff**
- **Faculty**
- **Students**
- **Volunteers**
- **Contractors**
Multiple Workflow Options

Background Request — Select Form Completion Option

Who will complete the background forms?
- Complete background forms myself
- Email applicant information to log on and complete background forms

Applicant Information 1

<table>
<thead>
<tr>
<th>First Name *</th>
<th>Last Name *</th>
<th>E-mail *</th>
</tr>
</thead>
<tbody>
<tr>
<td>Warren</td>
<td>Gore</td>
<td><a href="mailto:wgore@email.com">wgore@email.com</a></td>
</tr>
</tbody>
</table>

Reference Number (optional)

Cost Center *

123

Hiring Manager (person who will receive notifications) 1

<table>
<thead>
<tr>
<th>First Name</th>
<th>Last Name</th>
<th>E-mail</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bill</td>
<td>Haller</td>
<td><a href="mailto:bhaller@hireright.com">bhaller@hireright.com</a></td>
</tr>
</tbody>
</table>

Invite Applicant to Complete Background Forms

Choose Message to Email Applicant

Default Invitation Letter

Preview / Edit
E&I Member Experience

Based on a commitment to service excellence and customer communication
Becoming a HireRight Customer

Planning & Implementation

• National Sales Executive
• Implementation Project Manager
• Technical Consultant
• Subject Matter Experts
• Training Specialist

Ongoing Support

• Dedicated Account Manager
• Customer Care

E&I Join On - HireRight Service Agreement
Education & Training Change Management Tools

- **HireRight University™**
  - Instructor-led WebEx training sessions
    - System, services, product focus
  - On-demand modules
    - 24/7 availability
    - E-learning, recorded training (e.g. FCRA basics)
  - Support documentation/reference materials
    - Recorded demonstrations, user guides, job aids
    - Whitepapers, webinars
Customer Service Support

- Hours: 24/5 Access
- Multiple Contact Methods
- Individual Service Pods with Subject Matter Experts
  - Education
  - I-9 E-Verify
  - Integrated Solutions
  - Large Accounts
Strategic Account Management

- Account Manager Profile
  » Astute Business Professional
  » BA/BS degree

- Customer Orientation

- HireRight University™

- CDIA Certification and Training

- Project Management Training

- Average Tenure: 5.5 years
Strengths of the HireRight Solution

HireRight Value Added Solutions
Why we stand out from other vendors?
An Industry Thought Leader

- **HireRight Compliance Information™**
  - Legal department, collaboration with Littler Mendelson
    - Monitor legal, regulatory changes
  - Legal alerts, summaries, FAQs
    - Proactive notifications of upcoming changes, compliance tools
  - Webinars, quarterly newsletter
    - Timely information relevant to background, drug screening

A HireRight Exclusive!
HireRight Compliance Central™

Resource for Compliance Information

» Online compliance intelligence, news
  - Legislative alerts, articles
  - Federal and state, industry summaries
  - Legislative reports, forms, education

» Expert viewpoints
  - HireRight and Littler Mendelson commentary

» Instant access to changing legislation
  - Integrated with Enterprise™ and Professional™
  - Legislative updates and alerts via RSS web feed

A HireRight Exclusive!
HireRight I-9/E-Verify Solutions

Electronic I-9 Forms Management

- Created in 2006
- Request from Partners & Clients
- Partnered with Littler Mendelson
- Partnered with the DHS/USCIS
- 2010 Created the I-9 Team
- 2010 E-Verify Photo Match
- 2012 HireRight I-9/API
- 2013 Revised I-9 Form
- 2014 Mobile Enablement & Bulk Upload
HireRight Executive Intelligence

Background Investigations for High-Profile Positions

Executives, Boards of Directors, C-Suite, University Fund Managers, etc.

Concierge Level of Service

Each Case isHandled by Licensed Private Investigator

» Key Findings Summary - Results are Delivered in a Detailed, Easy to Read, Actionable Report

SAMPLE SEARCHES
• Criminal and Civil Record Searches
• Bankruptcy, Financial, Credit records
• Verification of Employment and Education
• Media Searches, UCC Filings
• Corporate Affiliations
• Property & Ownership Records
HireRight Career Beam

Protecting Your Brand

- Outplacement for Everyone
- Comprehensive & Affordable
- Social Network Integration
- Career Coaches Provide One on One Support
- Interview Practice & Preparation
- Guides Users through Career Transition
- Improves Employee Morale
- Promotes a Positive Industry Reputation
HireRight 2013 Education Benchmarking Report

- Compare screening policies, programs, and practices
- Helps organizations advance their screening programs
  » Identifies strengths and weaknesses
  » Highlights process improvements
  » Supports change management
- Over 1,600 individuals from organizations of many sizes and industries participated

**Let me know if you want a copy – I am happy to email it to you!**
Thank you!
Your HireRight Account Team

Q&A