

## Products

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Sarma Background Screening provides background data to organizations nationwide by utilizing superior employment screening products and the highest quality customer support. Our various product offerings including background reporting, drug and health screening, industry-related assessments, and occupational eligibility confirmation are sure to provide cost-effective solutions to quickly and safely screen for the best applicants. Sarma is the best solution to help you reveal reality and make hiring decisions based on facts not feelings.

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### **County Criminal Searches**

Reports criminal records (felonies and/or misdemeanors) from individual county courts, results include filing date, case number, charges and sentence which covers a seven-year history. These searches are conducted manually and will give detailed records including, suspended sentences, probation, and incarceration records.

### **State's Repository Criminal Search**

In some states, counties submit criminal data to a state repository. This data varies from state to state, some states collect all data from all counties, while other states collect only arrest or felony data. Some states may not provide data to the state in a timely manner and several states may require a signed release to obtain information.

### **Federal Criminal Records Search**

Violations of Federal law are recorded in U.S. Federal District Courts. While there are fewer violations of Federal laws, they generally involve serious offenses such as embezzlement, robbery, drug trafficking and kidnapping.

### **National Criminal Records Search**

National Criminal Search explores more than 400 million criminal records from individual counties, Department of Corrections (DOC), Administration of Court (AOC) and state sex offender registries. This service is recommended as a supplemental research to County criminal background screening to identify criminal activity in jurisdictions outside of the current and previous residences and employment geographical locations. This search includes OFAC and National Sex Offender Registry.

### **National Criminal Monthly Monitoring**

Criminal monitoring of your employees monthly for any newly reported criminal violations. Receive a notification if active employees commit a felony or misdemeanor. This service provides all the information included in the National Criminal Records Search, an instant search of national and international databases including the Office of the Inspector General Health and Human Services Exclusions list, the Office of

Foreign Assets Control Specially Designated Nationals list, the Interpol Fugitives list, and the FBI Most Wanted list.

### **International Criminal Records**

Criminal records may be searched in many countries. The type and amount of information as well as the time and cost to obtain it can vary greatly by country. Search is based on Name and date of birth.

### **Driving History (MVR)**

Individual driving histories are available from states throughout the United States. A Motor Vehicle History (Driving Record) is the best way to protect yourself from liability issues regarding drivers. This report includes DUI's and all citations as reported by state.

### **CDL License History**

Section 391.23(a)(1) of the Federal Motor Carrier Safety Regulations requires an employer to obtain a driver's record for any license held within three years prior to employment.

### **SSN/Address Verification**

An individual's name and Social Security Number is matched against public records and commercially available data sources. Results validate the SSN, the state and year of issuance, names and addresses associated with the SSN, the county of residence, and the age of subject may also be returned.

### **Education/Employment Verification**

When providing verification of academic, employment, reference, or other checks which are not public, Sarma's policy is to verify accuracy with procedures to insure the identity of the subject of the search, the identity of the provider, and completeness and accuracy of the data itself.

Specifically, we solicit information from the source rather than providing leading information; i.e. asking for job title rather than providing title and asking for confirmation.

### **Civil Suits and Judgements Search**

This search accesses records in the appropriate county courthouse regardless if an individual was the plaintiff or the defendant. This search is based on the parameters provided, as records are housed in different courts based on the dollar amount of the action. Please note: judgements may also appear on a consumer's credit report.

### **Worker's Compensation**

This report identifies a history of claims to avoid habitual claims or properly channel assignments involving physical labor. Not available in all states. To be included, the claim must have been reported to and recorded with the state Division of Workers' Compensation.

### **Health Screening Basic Search**

Search of the sanction information as taken by the OIG, the GSA and other federal agencies. The information reported in this level meets the government's requirements for sanction screening as set forth in the OIG's Compliance Program Guidance.

### **Health Screening/Disciplinary License Search**

Search of the sanction information as taken by the OIG, the GSA and other federal agencies. The information reported in this level meets the government's requirements for sanction screening as set forth in the OIG's Compliance Program Guidance. In addition to the basic search, an additional search of disciplinary actions taken by federal agencies as well as those taken by licensing and certification agencies in all 50 states. This is the most comprehensive search method available in the medical industry.

### **Pre-Employment/Active Random Drug Testing Solutions**

Our programs are structured to meet your company policy and workplace obligations (for non-DOT drug testing programs). We provide lab-based drug tests with multiple panel options. Urine, saliva, breathalyzers, and hair samples are the most common types of specimens used for drug testing.