



Automate background and pre-employment screening using advanced technology and integrated electronic workflows that make your job easier and your organization more secure.

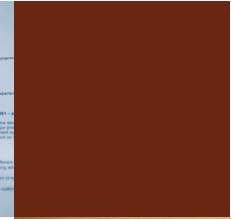
For any employer, background screening can significantly lower levels of risk related to workplace violence, fraud and embezzlement, theft or misuse of intellectual property, corporate espionage, civil and criminal litigation and high employee-related settlement costs. Not all, however, are using exceptionally fast, effective and cost-efficient providers.

Through our partner, S2Verify - one of the fastest growing companies in the employment screening market and the leading screening process innovator - Hillard Heintze provides best-in-class background screening services that are comprehensive in scope, delivered quickly to key managers and easy to read, understand and use by authorized personnel.



[www.hillardheintze.com](http://www.hillardheintze.com)

EMPLOYEE AND CONTRACTOR  
BACKGROUND SCREENING SERVICES



- **Increased data accuracy, more robust results and turnaround times - up to 50% faster than industry averages**
- **Confidence that results are objectively determined, accurately reported, legally acquired and compliant with all relevant regulations such as FCRA and EEOC**
- **Accelerated hiring due to consistent and standardized processes, reduced time spent on manual reviews and less subjectivity in the selection process**
- **Unique ability to automatically review and score results as “eligible, decisional or ineligible” based on your predefined hiring criteria**

**SCOPE OF SERVICES**

Many of our clients find value in engaging multiple levels of service from a single provider. This sweeping, integrated approach provides efficient information sharing and automatic escalation to more rigorous levels of review when certain, predefined thresholds are crossed or red flags emerge from initial screening results.

**Level I Service - Basic Background Screening**

Scope of employee and contractor screening includes Social Security number verification; sex offender records; government watch/debarred parties lists; federal, state and county criminal records; motor vehicle records; credit reports; education and employment verification; and drug testing. These services also include a special focus, when appropriate, on critical tasks rarely undertaken diligently by many leading screening providers, such as: (1) data validation through on-site court checks of actual files in the 3,500 county courts and 10,000 local courts in the U.S.; (2) adjudication when information of concern arises; and (3) strategies for risk mitigation, transfer, avoidance or acceptance when compliance-sensitive decisions and risk-related judgment calls are required. High-performance customer service features include customized web portals and job boards, electronic consent forms and applications, data input in multiple languages, intuitive decision-support software and interfaces, EEOC data capture and reporting, and high-volume, automated email notification.

**Level II and III Services - U.S. and Global Due Diligence Investigations and Reputational Profiling Reviews**

See the “Strategic Background Investigation Services Snapshot.”

**For more information, contact:**

**Arnette Heintze, Chief Executive Officer,** [arnette.heintze@hillardheintze.com](mailto:arnette.heintze@hillardheintze.com)  
**Harvey L. Radney, Senior VP and Managing Director,** [harvey.radney@hillardheintze.com](mailto:harvey.radney@hillardheintze.com)

CLIENTS WHO  
TURN TO US FOR  
EMPLOYEE AND  
CONTRACTOR  
BACKGROUND  
SCREENING SERVICES

- HR Program Administrators and Directors
- General Counsel and Legal Department Staff
- Corporate Risk Management and Compliance Specialists
- Internal Cost-Cutting and Process Improvement Task Forces and Teams

**Corporate Headquarters**

30 South Wacker Drive  
Suite 1730  
Chicago, Illinois 60606  
(312) 869-8500  
[www.hillardheintze.com](http://www.hillardheintze.com)