



Dear Kirby Distributor,

About 30 days ago, The Kirby Company added our company to its list of recommended vendors for background checks. Since then, the response for our service has been very positive.

More than 30 distributors have registered with us and are now using our services.

For those who signed up with us, we say THANK YOU!

For those who have not, we encourage you to contact us and start taking advantage of a cost-saving feature that was previously unavailable to Kirby distributors.

We call this feature the "Package Builder" and this is how it works:

The screening package includes the following searches: Social Security Number Trace & Address History; County Criminal Search; Nationwide Criminal Search; and 50-State Sex Offender Search.

With the Package Builder feature, you would enter our user-friendly web-based system and input the applicant's name, date of birth and social security number.

The Social Security Number Trace / Address History search will verify the person's identity and it will reveal all known addresses with that Social Security Number over the past seven years.

- 1) If the Social Security Number Trace/Address History search reveals that a candidate has lived in only one county for the past seven years, this search package would be automatically executed for **\$7.95**.
- 2) If the Social Security Number Trace/Address History search reveals that a candidate has lived in two counties during the past seven years, you will be prompted to choose between the single county package at **\$7.95** or the two-county package at **\$10.95**.
- 3) If the Social Security Number Trace/Address History search reveals that a candidate has lived in three or more counties during the past seven years, you will be prompted to choose between the single county package at **\$7.95** or the two-county package at **\$10.95** or the unlimited county package at **\$17.95**.

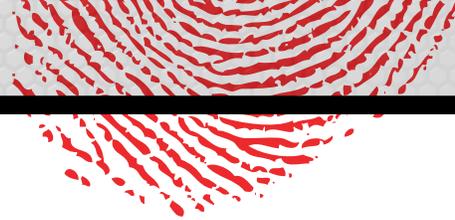
The Package Builder feature provides access to the most accurate information at the lowest possible price.

If you would like more information, please call Andy Andersen at (559) 476-7217 or contact Andy by sending him an email to andy@precisehire.com.

For your benefit, we have enclosed some information about the different searches that we have included in the Kirby screening package.

Once again, THANK YOU to all distributors who have signed up for our services!

And to those who have not yet contacted us, we hope to earn your business and keep you satisfied for many years to come.



SSN Trace / Address History

About This Search?

Verify identity, current address and past addresses. Reduce data entry.

Identify locations for criminal searches

Provide clues to check locations for employment or education history

Details of this Search

We provide you with a list of likely current and past addresses based on the name and Social Security Number you provide. This is a fundamental part of best practice background checking, since it can help you identify name and SSN anomalies including typographical errors and provides additional information for confirming applicant residence history on applications, and identifies additional locations for potential criminal searches if necessary.

Data Sources

Various nationally validated address sources



County Criminal Search

About This Search?

Search past addresses for likely locations of any criminal activity

Identify high-risk behavior and help protect your company and employees

View offense details

Details of this Search

With access to more than 3,400 misdemeanor and felony courts throughout the United States, you'll know if there are felonies or misdemeanors in your applicant's history.

Results indicating a criminal background are communicated in an easy to read format and are only reported once Precise Hire has conducted a thorough investigation confirming that the record belongs to the correct applicant and that it is reportable to employers.

Data Sources

County and local jurisdictions across the United States



Nationwide Criminal Search

About This Search?

Get the quickest background check results when no criminal record is found

Ensure FCRA compliance – we only show reportable records

Background check a group of candidates before another hiring step

Details of this Search

A database search of over 300 million records is performed looking for criminal records on your applicant using Name and Date of Birth. Next, we conduct a more detailed local-level confirmation search on any results found and report any felony or misdemeanor records within the last 7 years. This two-step process gives you a fast response when no match is found, and if we do report a record, the information is timely, accurate and complete. With our database search, you'll have the added reassurance of knowing that both you and Precise Hire are following state and federal compliance laws.

Data Sources

Departments of Corrections, Administrative Office of the Courts, various county courthouses, Office of Foreign Asset Control, and Terrorist Watchlists



50-State Sex Offender Search

About This Search?

Protect special populations such as children

Meet certain Federal requirements for specific industries or job titles

Provide a broad nationwide search

Details of this Search

The 50-State Sex Offender Registry Search is performed by accessing the U.S. Department of Justice's sex offender database, which contains listings of more than 500,000 registered sex offenders from all 50 states plus the District of Columbia and Guam. While data or types of crimes listed in the registry varies by state, the registry consists of such offenses as sexually violent offenses, sexual offenses, misconduct with a minor, production of child pornography, etc. A National Sex Offender Registry Search is valuable because it identifies a group with a disposition for repeating similar crimes. The U.S. Department of Justice identified that the recidivism rate for sex crimes is four times higher than other crimes. In addition, this search provides companies with increased visibility to an applicant's history. Even though a sex offense may not appear on a person's record because of time elapsed, they may still be listed on the registry. Please note there are state-specific laws regarding the use of the Sex Offender Registry for employment purposes. Check with your state before using this information to make a hiring decision.

Companies should run a 50-State Sex Offender Registry Search in addition to statewide searches because it provides a greater reach than a single state and can be more cost-effective than purchasing multiple state registry searches. Also, many sex offenders move without updating their registry information.

Data Sources

U.S. Department of Justice's sex offender database