

International Background Services



USA-FACT offers a product service line of International Background Screening Services such as Criminal Searches, Reference Verifications, and DMV information from countries such as Canada, Mexico, the Philippine Islands, and the U.K.



USA-FACT

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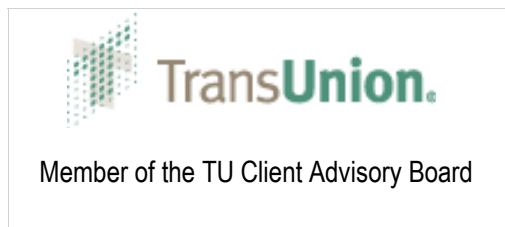
USA-FACT is an Internet-based applicant screening company. Our Background Screening Information is secured by experienced professionals and a global network of skilled researchers who retrieve and report public records and data. Our clients rely on our services as important decision-making tools in creating safe and productive work environments. USA-FACT delivers information using state-of-the-art Internet technologies unique to the screening industry. Our objective is to create a partnership with our clients to develop the most efficient methods of delivering information to service their individual needs.

Partners

TransUnion
Quest Diagnostics
LabCorp
Driver Alliant Insurance Services
Knowledge Management Systems

Affiliations

Nat'l Assoc. of Prof. Background Screeners
Society of Human Resources Managers [SHRM]
TransUnion Client Advisory Board
Drug and Alcohol Testing Association [DATIA]



Clientele

USA-FACT is a leading provider of pre-employment screening through effective utilization of three key elements to deliver an end product that is a “best fit” program for the specific needs and expectations of our clients, Customer Service, Technology, and Quality Assurance. USA-FACT has been very effective in screening applicants for a wide array of industries:

Financial
Medical/Healthcare
Distribution Centers
Government Municipalities
Construction
Equipment Rentals

Staffing Agencies
Food Service/Restaurant
Insurance
Security
Transportation
and More!



Understanding International Search Services

USA-FACT provides International Screening Services for U.S. employers who hire applicants who have lived, worked, or were born outside the United States. USA-FACT does not operate as an International Investigative Agency. We provide a product service line of international searches designed to complete the domestic background report. Many U.S. companies are finding that they have a need to conduct background screening on individuals from other countries.

International Screening vs. International Investigation

There are two types of international services an employer may utilize. The first type is an international employment screening. The second type is an international investigation.

For most employers an international employment screening involves verifications of information supplied by the applicant, as opposed to an active investigation to locate information. In other words, an employer will have already obtained from an applicant the name, addresses and phone numbers of previous employers or schools as well as the locations where an applicant has lived, worked or studied. A typical international screening will consist of contacting the employers and schools that have been supplied, and conducting a criminal check to the extent possible in that country. A screening may also include, if available, a driving record.

For employers filling highly sensitive positions, or conducting a due diligence investigation of a potential business partner, the services of a qualified investigative firm will be needed to uncover any information not disclosed. If an investigation is required, it is the recommendation of USA-FACT to contact a professional private investigator with the knowledge of the country of origin for the applicant.

Suggested Guidelines

In addition to USA-FACT screening services, there are additional protocols an employer can establish when hiring a person who has spent time abroad:

1. Even if your applicant's time in the U.S. is limited, it is a good procedure to do all available background checking possible based upon their time in the states. It demonstrates due diligence by documenting the fact that an employer did what they could do.
2. Even if a person is relatively new to this country, ask for the name of personal references that are in the U.S. However, be sure to also document the relationship between the reference and the applicant. Although this is not a perfect solution, an employer demonstrates due diligence by making and documenting an attempt to do a screening
3. If hiring a number of applicants from abroad, include a provision in your Authorization Form that your organization also conducts background screening of any country an applicant has lived in the past seven to ten years. This can have the effect of discouraging an applicant with something to hide. However, this must be worded carefully, so that an employer does not imply that any hiring decision is being made based upon country of origin or ethnicity.

The Challenges in obtaining International Data

When performing International checks, there are several challenges that are faced to obtain accurate and complete information. Every country is different. Techniques and information that are taken for granted here in the United States are often times not available abroad. Outside of the United States, there is generally very limited access to public records and the types of information needed for background screening. Each country has its own laws, customs and procedures for background screening. Criminal records can be a challenge. In many countries, it is extremely difficult to obtain criminal records. There are parts of the world where such records are not available without retaining a local private investigator that has their own resources.

Practical difficulties:

Language barriers:

Although all investigators utilized by USA-FACT can communicate in English, that is not normally their first language. In addition, language can become an issue in communication with foreign schools and employers. There can also be language issues in reviewing court documents for criminal record searches.

Differences in courts and criminal systems:

In performing international criminal searches, each country has its own legal codes, definition of crimes and court system. International criminal checks require an understanding of each country's court system, how criminal records are created and maintained, where searches should be conducted, the type of records that are available and what the records mean.

Locating phone numbers:

To conduct an international verification efficiently, it is important to have the applicant provide as much information as possible as it is an enormous challenge for an American firm to procure international phone numbers. USA-FACT requests permission to contact the applicant directly in order to obtain any additional information we deem necessary.



Additional Challenges

Calendar:

Information is sometimes delayed due to a holidays celebrated abroad by not in the United States.

Time differences:

When communicating with researchers, past employers or schools around the world, there can be delays due to time differences. This can add lag time to the reporting process.

Means of communications:

Although e-mail would be preferable, Communication is often achieved via telephone or fax machine.

Legal:

It is important to stay within legal guidelines that are applicable in both the U.S. and the foreign country. For example, when obtaining information from an applicant about past employment or education abroad, it is important not to refer to the country as their country of origin. That would likely be considered a form of discrimination since such a statement can imply that the employer is considering ethnicity or country of origin as a factor for employment. Instead, an employer should refer to any screening outside of the U.S. as simply an "International Screening."

Costs:

International screenings are normally much more expensive than a comparable investigation in the United States. Exact fees vary by country. In many countries, criminal searches must be conducted in each relevant location where a person has lived worked or studied. There are very few countries that have a true "national" or "official" criminal search. The searches are usually limited to felonies or serious matters.

Country	Price	Required	Notes	Additional Requirements
Albania	\$145.00	DOB Address	Whole country not searched; only court/source near subject's address.	
Algeria	\$175.00	DOB Address	Whole country not searched; only court/source near subject's address.	
American Samoa	\$55.00	DOB Address		
Andorra	\$175.00	DOB Address	Whole country not searched; only court/source near subject's address.	
Angola	\$105.00	DOB Address	Whole country not searched; only court/source near subject's address.	
Anguilla	\$175.00	DOB Address	Whole country not searched; only court/source near subject's address.	
Antigua	\$70.00	DOB Address	Whole country not searched; only court/source near subject's address.	
United Arab Emirates	\$275.00	DOB Address	Whole country not searched; only court/source near subject's address.	
Argentina	\$95.00	DOB Address	Whole country not searched; only court/source near subject's address.	Mother's Maiden Name
Armenia	\$145.00	DOB Address		
Aruba	\$55.00	DOB Address		
Australia	\$55.00	DOB Address	3-year minimum search. Information from local Magistrate, District and County Courts.	
Austria	\$95.00	DOB Address		
Azerbaijan	\$145.00	DOB Address		
Bahrain	\$275.00	DOB Address		
Bahamas	\$50.00	DOB Address Island	NEED ISLAND OF RESIDENCE. Search scope typically 1998 to 1999. Whole country not searched; only Magistrate court near subject's address.	
Bangladesh	\$145.00	DOB Address		
Barbados	\$50.00	DOB Address		
Barbuda	\$70.00	DOB Address		
Belarus	\$145.00	DOB Address		

Country	Price	Required	Notes	Additional Requirements
Belgium	\$55.00	DOB Address	Whole country not searched; only court/source near subject's address. TAT: 7 to 10 days.	
Belize	\$90.00	DOB Address		
Bermuda	\$55.00	DOB Address	Whole country not searched; only court/source near subject's address.	
Benin	\$145.00	DOB Address	Whole country not searched; only court/source near subject's address.	
Bhutan	\$175.00	DOB Address		
Bolivia	\$105.00	DOB Address	Whole country not searched; only court/source near subject's address.	
Bosnia & Herzegovina	\$175.00	DOB Address		
Brazil	\$105.00	DOB Address	Whole country not searched; only court/source near subject's address. Need subject's Brazil ID number to	
Brunei Darussalam	\$105.00	DOB Address		
Botswana	\$105.00	DOB Address	Whole country not searched; only court/source near subject's address.	
British Virgin Islands	\$55.00	DOB Address	All islands searched. Information from Magistrate and High Courts.	
Burkina Faso	\$175.00	DOB Address		
Burundi	\$175.00	DOB Address		
Cape Verde	\$90.00	DOB Address		
Cayman Islands	\$55.00	DOB Address	Whole country not searched; only court/source near subject's address.	
Chad	\$275.00	DOB Address	Whole country not searched; only court/source near subject's address.	
Chili	\$105.00	DOB Address		
China – Hong Kong or Macau	\$175.00	DOB Address		
Central African Republic	\$175.00	DOB Address		
Republic of the Congo	\$200.00	DOB Address	Whole country not searched; only court/source near subject's address.	

Country	Price	Required	Notes	Additional Requirements
Cameroon	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Alberta, Canada	\$26.00	DOB	Records available back to 1980.	
British Columbia,	\$26.00	DOB	Records available back to 1997 only.	
Manitoba, Canada	\$26.00	DOB	Provincial Court back to mid-2001 and Winnipeg Court back to 1996.	
New Brunswick Canada	\$26.00	DOB	Records available back to 1980.	
Newfoundland Canada	\$26.00	DOB	Records available back to 1992.	
Northwest Terr. Canada	\$26.00	DOB	Records back to 1993.	
Nova Scotia Canada	\$26.00	DOB	Records available back to 1992.	
Nunavut Canada	\$26.00	DOB	Records available back to 1995.	
Ontario Canada	\$26.00	DOB	Records available back to 1996, sometimes earlier.	
Prince Edward Island, Canada	\$26.00	DOB	Records available back to 1993	
Quebec Canada	\$26.00	DOB	Records available back to 1987.	
Saskatchewan Canada	\$26.00	DOB	Records available back to 1993	
Yukon Canada	\$26.00	DOB	Records available back to 1993.	
Columbia	\$105.00	DOB Address	Whole country not searched; only court/ source near subject's address.	Mother's Maiden Name
Cook Islands	\$90.00	DOB Address		
Costa Rica	\$90.00	DOB Address	Whole country not searched; only court/ source near subject's address. Uses best available source; may be National Judicial Police.	Mother's Maiden Name
Croatia	\$175.00	DOB Address		
Curacao	\$75.00	DOB Address		
Czech Republic	\$145.00	DOB Address		
Denmark	\$90.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Dominican Republic	\$55.00	DOB Address	Whole country not searched; only court/ source near subject's address.	Mother's Maiden Name
Djibouti	\$175.00	DOB Address		

Country	Price	Required	Notes	Additional Requirements
Dominica	\$55.00	DOB Address		
East Timor	\$175.00	DOB Address		
Ecuador	\$105.00	DOB Address	Whole country not searched; only court/ source near subject's address.	Mother's Maiden Name
Egypt	\$175.00	DOB Address		
El Salvador	\$90.00	DOB Address	Whole country not searched; only court/ source near subject's address.	Mother's Maiden Name
England	\$50.00	DOB Address	Whole country not searched; only one court within jurisdiction of address searched.	
Eritrea	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Estonia	\$145.00	DOB Address		
Ethiopia	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Federated States of Micronesia	\$90.00	DOB Address		
Fiji	\$90.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Finland	\$90.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
France	\$105.00	DOB Address	Whole country not searched; only court at Provincial Seat near subject's address.	
France Guiana	\$145.00	DOB Address		
Gabon	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Gambia	\$175.00	DOB Address		
Georgia	\$145.00	DOB Address		
Germany	\$90.00	DOB Address	Whole country not searched; only local court (Amtsgericht) near subject's address.	
Ghana	\$145.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Greece	\$105.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Greenland	\$90.00	DOB Address		
Grenada	\$75.00	DOB Address	Magistrate Court closest to address pro- vided is searched. This is island wide.	
Guadeloupe	\$55.00	DOB Address		
Guam	\$39.00	DOB Address	Island Wide search covering Superior Courts.	

Country	Price	Required	Notes	Additional Requirements
Guatemala	\$95.00	DOB Address	Whole country not searched; only court/ source near subject's address.	Mother's Maiden Name
Guernsey	\$50.00	DOB Address		
Guinea	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Guinea Bissau	\$175.00	DOB Address		
Guyana	\$90.00	DOB Address	Whole country not searched; only local Mag- istrate Court near subject's address.	
Haiti	\$90.00	DOB Address		
Holland	\$60.00	DOB Address	Whole country not searched; only local district court near subject's address.	
Honduras	\$90.00	DOB Address		
Hungary	\$145.00	DOB Address		
Iceland	\$90.00	DOB Address		
India	\$95.00	DOB Address		
Indonesia	\$105.00	DOB, Address, Release	The whole country of Indonesia is covered. TAT: 7 to 10 business days.	Mother's Maiden Name
Ireland	\$50.00	DOB Address	Whole country not searched; only District Court near subject's address.	
Israel	\$105.00	DOB Address	Whole country not searched; only District Court near subject's address.	
Iran	\$275.00	DOB Address		
Isle of Man	\$50.00	DOB Address	Island wide search	
Italy	\$105.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Cote d'Ivoire	\$145.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Jordan	\$275.00	DOB Address		
Kazakhstan	\$145.00	DOB Address		
Kiribati	\$105.00	DOB Address		
Korea	\$105.00	DOB Address		

Country	Price	Required	Notes	Additional Requirements
Kuwait	\$275.00	DOB Address		
Kyrgyz Republic	\$145.00	DOB Address		
Laos	\$145.00	DOB Address		
Latvia	\$145.00	DOB Address		
Lebanon	\$275.00	DOB Address		
Lesotho	\$145.00	DOB Address		
Libya	\$275.00	DOB Address		
Liechtenstein	\$90.00	DOB Address		
Lithuania	\$90.00	DOB Address		
Luxembourg	\$90.00	DOB Address		
Jamaica	\$50.00	DOB Address	Whole country not searched; only local Magistrate Court near subject's address.	
Japan	\$105.00	DOB Address	Whole country not searched; only District Court near subject's address; cases adjudicated within 6 months of the search, and	
Kenya	\$105.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Liberia	\$200.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Macedonia	\$145.00	DOB Address		
Madagascar	\$175.00	DOB Address		
Malawi	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Maldives	\$175.00	DOB Address		
Mali	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Malta	\$90.00	DOB Address		
Marshall Islands	\$75.00	DOB Address	Island-wide search of High Court back to 1980	
Martinique	\$55.00	DOB Address		

Country	Price	Required	Notes	Additional Requirements
Malaysia	\$90.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Mauritania	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Mauritius	\$175.00			
Mexico	\$55.00	DOB Address	Whole country not searched; only court/ source near subject's address.	Mother's Maiden Name
Moldova	\$175.00	DOB Address		
Monaco	\$175.00	DOB Address		
Mongolia	\$245.00	DOB Address		
Montenegro	\$145.00	DOB Address		
Monserrat	\$70.00	DOB Address		
Morocco	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Mozambique	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Myanmar	\$105.00	DOB Address		
Namibia	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Nauru	\$90.00	DOB Address		
Nepal	\$145.00	DOB Address		
Netherlands Antilles	\$90.00	DOB Address	Single-island search of local court. Must choose Curacao, Bonaire, St. Marten, St.	
New Zealand	\$55.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Nicaragua	\$90.00	DOB Address	Whole country not searched; only court/ source near subject's address.	Mother's Maiden Name
Nigeria	\$105.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Northern Ireland	\$50.00	DOB Address	Whole country not searched; only court/ source near subject's address. 3 to 5 year	
Northern Mariana Islands	\$55.00	DOB Address	Search is nationwide, covers all the North- ern Mariana Islands.	
Norway	\$90.00	DOB Address		
Pakistan	\$145.00	DOB Address		
Palau	\$80.00	DOB Address		

Country	Price	Required	Notes	Additional Requirements
Panama	\$75.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Papua New Guinea	\$90.00	DOB Address	Nationwide search of felony cases from the National Court Registry.	
Paraguay	\$90.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Peru	\$90.00	DOB Address	Whole country not searched; only court/ source near subject's address.	Mother's Maiden Name
Philippines	\$65.00	DOB Address Release	Nationwide search from Philippines National Bureau of Investigation. First name varia- tions are searched and charged at full price.	Mother's Maiden Name
Poland	\$105.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Puerto Rico	\$26.00	DOB Address		Mother's Maiden Name
Central African Republic	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Qatar	\$275.00	DOB Address		
Romania	\$145.00	DOB Address		
Russia	\$145.00	DOB Address	Local search of court closest to subject's address.	Nationality of Applicant Required.
Rwanda	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Saint Lucia	\$55.00	DOB Address	Island wide search	
Saint Martin	\$55.00	DOB Address		
Samoa	\$90.00	DOB Address		
Sao Tome & Principe	\$200.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Saudi Arabia	\$275.00	DOB Address		
Scotland	\$50.00	DOB Address	Whole country not searched; only local Crown (felony) and Magistrate (misd) Courts	
Serbia	\$145.00	DOB Address		
Seychelles	\$145.00	DOB Address		
Senegal	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Sierra Leone	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Singapore	\$105.00	DOB Address	Whole country not searched; only court/ source near subject's address.	

Country	Price	Required	Notes	Other Requirements
Slovakia	\$145.00	DOB Address		
Slovenia	\$145.00	DOB Address		
Solomon Islands	\$90.00	DOB Address		
South Africa	\$90.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Spain	\$90.00	DOB Address	Whole country not searched; only court/ source near subject's address.	Mother's Maiden Name
Sri Lanka	\$145.00	DOB Address		
St Kitts Nevis Anguilla	\$55.00	DOB Address		
St. Vincent & Grenadines	\$55.00	DOB Address		
Sudan	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Suriname	\$90.00	DOB Address		
Swaziland	\$175.00	DOB Address		
Sweden	\$90.00	DOB Address	Nationwide search. 5 year search is stan- dard. Can search up to 10 years but delays	Mother's Maiden Name
Switzerland	\$105.00	DOB Address	Whole country not searched; only court/ source near subject's address. TAT: 5 to 7	
Syria	\$275.00	DOB Address		
Taiwan	\$105.00	DOB Address		
Tajikistan	\$145.00	DOB Address		
Tanzania	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
The Gambia	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Thailand	\$105.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Togo	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Tongo	\$90.00	DOB Address		
Trinidad and Tobago	\$55.00	DOB Address	Nationwide search of High Court of Trinidad and Tobago.	
Tunisia	\$275.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Turk & Caicos Islands	\$145.00	DOB Address		

Country	Price	Required	Notes	Other Requirements
Turkey	\$145.00	DOB Address		
Turkmenistan	\$145.00	DOB Address		
Tuvalu	\$90.00	DOB Address		
Uganda	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Ukraine	\$145.00	DOB Address		
Uruguay	\$95.00	DOB Address		
Uzbekistan	\$145.00	DOB Address		
Vanuato	\$90.00	DOB Address		
Vatican City	\$105.00	DOB Address		
Venezuela	\$105.00	DOB Address	Whole country not searched; only court/ source near subject's address. Cedulla No.	Mother's Maiden Name
Vietnam	\$145.00	DOB Address		
Virgin Islands	\$45.00	DOB Address	Single island search of territorial courts- choose St. Croix, St. Thomas, or St. John.	
Wales	\$50.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Yemen	\$275.00	DOB Address		
Zambia	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	
Zimbabwe	\$175.00	DOB Address	Whole country not searched; only court/ source near subject's address.	

International Driver's Records

International Driver's Records can be obtained from a few selected countries outside the United States. Most International Driver's Records available through USA-FACT are from the North American countries of Canada, Guam, and New Zealand. USA-FACT can research the ability to offer the driving records of other countries. Just contact our Customer Service Department at 800.547.0263



Country	Price	Requirements
British Columbia Canada	\$15.00	A signed Province Driver's License Abstract Request or Certified Records form is required. The Province will only process by mail. The form must contain the applicant's name, DOB, DL number and the applicant's signature. Turnaround time varies due to the time it takes to obtain a signed release from the applicant and the delay in the transfer of the mail.
Manitoba Canada	\$17.00	A signed release is required containing applicant's full name, DOB, and DL number. All requests are processed by mail only. However, they do guarantee to process the request within two days upon receipt. Turnaround time will vary due to delays in the mailing process.
New Brunswick Canada	\$18.00	The applicant's full name, date of birth and DL number are required to process requests. There is no requirement for a signed release. Turnaround time is approximately 48 hours, as this province will respond by fax.
Newfoundland Canada	\$25.00	The applicant's full name, date of birth and DL number are required to process requests. However, there is no requirement for a signed release. Turnaround time is approximately 48 hours, as this province will respond by fax.
Northwest Territories Canada	\$25.00	A signed release containing the applicant's full name, date of birth, and DL number is required. Turnaround time will vary, as all requests must be submitted by mail with results available by
Nova Scotia Canada	\$20.00	A customized signed release is required containing the applicant's full name, date of birth and DL number. Records are searched by mail only; therefore turnaround time will vary but is approximately 1 to 2 weeks.
Ontario Canada	\$22.00	A signed release is not required. Must submit applicant's name, date of birth, and DL number. Turnaround time will vary, as all requests must be submitted by mail with results avail-
Prince Edward Island Canada	\$25.00	A signed release from applicant is required. Release must contain applicant's full name, date of birth, and DL number to complete the search. Turnaround time is 48 to 72 hours as this province accepts fax requests and returns responses by fax.
Quebec Canada	\$18.00	A signed release containing the applicant's full name, date of birth, and DL number which speaks specifically to the release of the applicant's driving record is required. Turnaround time will vary, as all requests must be submitted by mail.
Saskatchewan Canada	\$25.00	A signed release specifying exact nature of the release and containing the applicant's full name, date of birth, and DL number is required. Turnaround time is 72 hours as each request is submitted and returned by fax.
Yukon Canada	\$16.00	This search requires a full name, date of birth, DL number and a signed release. Turnaround time will vary as all requests and results are submitted by mail.
Guam	\$5.00	A signed release containing the applicant's full name, date of birth, DL number, and SSN is required. Turnaround is two to three weeks as this is a mail request only.
New Zealand	\$5.00	A signed release containing the applicant's full name, date of birth, DL number, and SSN is required. Turnaround time is about one week.

Verification Services

Verifying previous employment is very important in any good screening program. The verification of salary, position, and dates of employment is one of the most effective methods of ensuring disclosure on behalf of an applicant, even if that applicant is from a different country.

Many companies have traditionally checked references in-house. However, if your company has grown to the point where doing so is not cost or time-effective, then USA-FACT can check references for you. USA-FACT can establish a verification protocol using our standard employment reference questions or customize a service for the particular needs of your organization.

USA-FACT

- Delivers job verification information from international sources that organizations need for decision-making
- Uses only information derived directly from employers
- Provides verification information within the body of the applicant's background report disseminated electronically via our online software.
- Ensures reliability and security

Language Line

Although English is spoken by most of the employers and educational institutions we perform verifications with, there are occasions when an interpreter is needed to complete a verification. USA-FACT utilizes Language Line to obtain a quick and accurate response from entities that do not speak English or Spanish. Professionally trained and tested Language Line interpreters do not interpret word-for-word, but meaning-for-meaning. USA-FACT has utilized Language Line since the inception of Language Line in 1984.



International Screening

International Screening protocols are still relatively weak as compared with those in the U.S. Record keeping in the U.S. is far superior than any other country, but nonetheless it is important for firms utilizing labor from abroad to establish screening protocols to ensure the safety and productivity of the organization.

USA-FACT utilizes only reliable sources for the procurement of international information directly from the source country, however there are alternatives.

Interpol

Interpol is the largest international police organization in the world. It was set up in 1923 to facilitate cross-border criminal police cooperation and today has 182 member countries spread over five continents. Interpol's General Secretariat in Lyon, France, provides a fast and reliable communication system that links police around the globe. Its priority activities concern public safety and terrorism, criminal organizations, drug-related crimes, financial and high-tech crime, trafficking in human beings, and fugitive investigation support.

International Credit Reporting

If your organization requires Credit Report information on your applicants from Canada, you can obtain Canadian credit reports. However, you will have to do them directly with the Canadian Credit Bureau as that country's laws prohibit third party reselling of that information.

Getting Started



Subscriber Agreement

In order to identify your organization and permissible purpose to access information, it is necessary for your organization to complete a Subscriber Agreement. The Subscriber Agreement outlines your responsibilities in the screening process and addresses required information to provide you access to confidential background information. It also includes a business application to allow us to identify your organization as a legitimate employer with a permissible purpose to receive confidential consumer information.

Account Set-Up

Initial set-up of your USA-FACT account is important to your organization's satisfaction with USA-FACT services. Please discuss with our customer service rep any special protocols or managerial reports you would like established for your account. Each of your organization's staff members will be assigned their own personal log in and password and USA-FACT will establish pre-determined security levels for each member of your staff to restrict access to your applicant database. Six levels of security control your staff's access to the highly confidential information contained in your reports.

Consumer Awareness Web Site

USA-FACT feels that Education and Awareness are important components of an effective means of maintaining information privacy. For the benefit of the applicants we screen, USA-FACT developed a consumer awareness web site located on the web at www.reviewmyreport.com. Our consumer web site educates the applicant about the screening process and provides applicants the opportunity to electronically dispute information on their reports.

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