



TEAM Background Fee Schedule

PRE-BUILT PACKAGE OPTIONS

Standard Packages

Package Name	Products Included	Price
Silver Background Package	Nationwide Criminal & Sex Offender Registry Database Search***	\$18.50*
	SSN Trace	
	County Criminal Record Search (Single County)	
Platinum Background Package	Nationwide Criminal & Sex Offender Registry Database Search***	\$32.00*
	SSN Trace	
	7-year County Criminal Record Search	

DOT Packages

FMCSA Packages

Package Name	Products Included	Price
Silver FMCSA Background Package (Minimum FMCSA Requirements)	Motor Vehicle Record	\$12.25 + \$10/employer*
	DOT Employment Verification	
	FMCSA Clearinghouse Full Query**	
Platinum FMCSA Background Package	Motor Vehicle Record	\$43 + \$10/employer*
	DOT Employment Verification	
	FMCSA Clearinghouse Full Query**	
	Nationwide Criminal & Sex Offender Registry Database Search***	
	SSN Trace	
	7-year County Criminal Record Search	

PHMSA Packages

Package Name	Products Included	Price
Silver PHMSA Background Package	Motor Vehicle Record	\$4.25 + \$10/employer*
	DOT Employment Verification	
Platinum PHMSA Background Package	Motor Vehicle Record	\$35 + \$10/employer*
	DOT Employment Verification	
	Nationwide Criminal & Sex Offender Registry Database Search***	
	SSN Trace	
	7-year County Criminal Record Search	

INDIVIDUAL PRODUCTS

Identity Products

Product Name	Description	Price
SSN Trace	Name and address history search based on SSN with validation of the SSN, the state of issuance, the year the SSN was issued and validation against the Death Master Index	\$4.00
Electronic I-9 Verification Capture	Ability to capture I-9 and associated forms electronically	\$10.00
E-Verify Search	Verification of eligibility to work in the US using E-Verify system and SSN	\$7.00
Electronic I-9 Verification Capture + E-Verify	E-Verify is automatically ordered once I-9 forms are complete	\$15.00

Criminal Products

Product Name	Description	Price
County Criminal Record Search (Single County)	Search of a single county courthouse for criminal records for an applicant based on the applicant's current address	\$8.75*
7-year County Criminal Record Search	Search of the last 7-years of address history at the county courthouse for criminal records for an applicant	\$25.00*
10-year County Criminal Record Search	Search of the last 10-years of address history at the county courthouse for criminal records for an applicant	\$30.00*
Unlimited County Criminal Record Search	Search of the applicant's full address history at the county courthouse for criminal records for an applicant	\$38.00*
Federal Criminal Record Search (Single Jurisdiction)	Search of the identified federal jurisdiction for federal criminal offenses	\$7.50
Statewide Criminal Record Search (Single State)	Search of statewide repositories for criminal records for an applicant	\$10.00*
Nationwide Criminal & Sex Offender Registry Database Search	Search of criminal and sex offender database including misdemeanors and felonies + all 50 state sex offender search as well as many most wanted databases. List of sources available upon request.	\$10.50***
Pennsylvania Child Abuse Search	Search against Pennsylvania's child abuse statewide central register, which contains perpetrators of child abuse	\$10.00*
Pennsylvania Access to Criminal History (PATCH) Search	Search of the criminal history database maintained by the Pennsylvania State Police Central Repository	\$10.00*

Verification Products

Product Name	Description	Price
Education Verification	Verification of degree or certificate with requested institution	\$10.00*
Employment Verification	Verification of previous or current employer	\$10.00*
DOT Employment Verification	Verification of previous or current DOT employer including drug & alcohol test and safety performance history	\$10.00*
Military Service Verification	Verification of military service	\$10.00
Professional or Personal Reference Verification	Verification of reference with provided contact information	\$10.00*
Professional License Verification	Verification of license through licensing agency with provided information	\$10.00*

Gap Review	Review of applicant's employment/education history to identify and resolve any gaps. Resolution includes outreach to applicant for additional employers and information.	\$10.00*****
DOT Products		
Product Name	Description	Price
DOT Employment Verification	Verification of previous or current DOT employer including drug & alcohol test and safety performance history	\$10.00*
FMCSA PSP Report	Search of the FMCSA PSP database	\$15/search
FMCSA Clearinghouse Full Query	Full query search of the FMCSA Clearinghouse Database using Customer purchased queries	\$10/search**
FMCSA Clearinghouse Limited Query	Limited query search of the FMCSA Clearinghouse Database using Customer purchased queries	\$5/search**
CDLIS	Search of the Commercial Driver's License Information System	\$7.00
CDLIS Expanded	MVRs will be ordered for any additional licenses returned in the CDLIS report	\$9.00*****
Administrative Products		
Product Name	Description	Price
Pre-Adverse Action Letter	TEAM mails letter to applicant if they don't acknowledge the pre-adverse action letter through the applicant portal	\$4.00
Adverse Action Letter	TEAM mails letter to applicant if they don't acknowledge the adverse action letter through the applicant portal	\$4.00
Other Products		
Product Name	Description	Price
Motor Vehicle Record Search	Search against the state DMV for motor vehicle report for an applicant/employee	\$4.25/search*
Motor Vehicle Record Search - Mexico	Search against the State Secretaria de Transportes in Mexico for an applicant/employee	\$94.00/search****
Worker's Compensation Search	Search of state worker's compensation database for an applicant	\$6.00*
Social Media Background Report	Search of social media outlets scoring an individual on the basis of hate speech, insults/bullying, mention of narcotics, obscene language, political extremism, self-harm, threat of violence, toxic language, drug-related images, explicit/racy images, violent images and client determined key words	\$28.00
Medical Sanctions Level 1 Search	Search against FACIS to meet the minimum standards outlined in the OIG Compliance Program Guidance	\$4.00
Medical Sanctions Level 3 Search	Search against FACIS which includes all sources in Level 1, historical data, multiple federal agencies, state-level Federal Healthcare Entitlement Program sources and over 5000 additional data sources	\$8.00
CUSTOMIZATION SERVICES		
Product Name	Description	Price
Custom Form/Authorization	Build out of a custom form or authorization to be provided to applicant within TEAM system applicant portal	\$100 per form/hour setup fee + additional package rate based on complexity of customization
Site Branding	Update of colors/look and feel to reflect Customer branding	Varies
Unsolicited Portal	Link to online applicant portal per Customer per package	\$100/portal link
ATS Integration Setup	Integration with Customer's ATS	Varies by complexity
ADMINISTRATIVE FEES		
Product Name	Description	Price
Enrollment Fee	One-time fee to sign-up for TEAM Background	\$150.00

*Plus applicable state, county, employer or institution access fees

**Requires the purchase of an employer query plan from the source

***Search verified using a live county criminal search on all possible hits. Price does not include cost of county criminal record searches ordered to verify hits or county access fees, which are passed through at cost

**** Driving records in Mexico do not contain driving infractions. Information returned will include the candidate's full name, license number, date of issue, date of expiration and the type of license issued.

***** Any MVRs ordered will be charged at the MVR rate and any state fees will be passed through

***** Price does not include cost of verifications ordered to resolve gaps, which are billed at the rate listed under "Verification Products" in this fee schedule.

Criminal Searches:

•Search Methodology - County and State Criminal records are pulled from the jurisdiction and/or court where they reside electronically, by direct search either in person or using a court established media.

•Search Type – County search types will include felony and misdemeanor records.

•Scope of Record Search - All searches performed are for the past 7 years unless otherwise noted in your pricing exhibit and/or package/product description within the TEAM Background product and system.

Verification Products:

•Search Methodology and Type - Education and Employment Verifications are completed either via phone or electronically.

•Scope of Record Search - Employment verifications by default verify the past 7 years of employment history. DOT Employment Verifications verify the past 3 years of employment for FMCSA and 2 years for PHMSA. For Drug/Alcohol and Accident history, 3 years of information for FMCSA will be obtained and 2 years for PHMSA will be obtained.

•Attempts - Attempts for verification services (DOT Employment, Employment, Education, and Professional/Personal References) are defined as an effort to make contact (phone or electronically) with the source of information. TEAM makes 3 attempts over 5 business days using concentrated processes to verify information in a timely manner.

•Employment Verification: When fulfilling an employment verification, our researchers verify the authorized recipient's name, position, applicant's employment start date, end date, previous position, the reason for leaving, whether the applicant is eligible for rehire and solicit any additional comments. When the request is a DOT employment verification, we ask the previous questions and verify the last position was DOT-related, asking for previous D&A violations and their MVR history.

•Education Verification: When fulfilling an education verification, our researchers verify the authorized recipient's name, position, the applicant's major, minor, degree, type of degree, dates attended, graduation status, and graduation date.

Pre-Adverse and Adverse Action Letter Products

•Additional addendum must be signed prior to client account being setup with these products.