

Proposal Prepared

By:



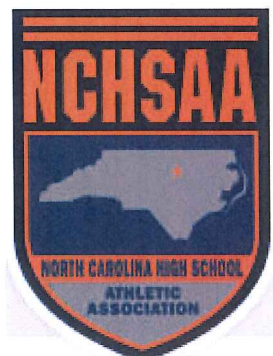
Proposed offer

Background Check Services

March 5, 2014

Proposal Prepared

For:





March 5, 2014

North Carolina High School Athletic Association

ATTN: Mark Dreibelbis

P.O. Box 3216

Chapel Hill, North Carolina 32801

Dear Mr. Dreibelbis:

Thank you for the opportunity to prepare the enclosed proposal for your review and consideration. We sincerely appreciate the opportunity and hope to provide you with accurate and timely screening services.

Peopletrail has invested aggressively in the development and evolution of our services to be able to provide our clients with a single source for their employee screening and risk management needs. Our clients have told us that their Human Resources priorities center on faster time service, reduction in vendors, streamlining their processes, singular results delivery and increased utilization of technology. We have taken this feedback to heart and have implemented strategic initiatives to help clients meet their needs. I believe that the integration with Arbiter Sports will help in streamlining this process for you.

Additionally, Peopletrail brings many unique values and capabilities to support your needs:

Client Partnership - Building the Peopletrail business isn't simply about providing information. It's developing innovative and flexible solutions for our clients. It means to work together as your partner to understand your goals and priorities making your employee screening process as efficient as possible. As you grow, Peopletrail has the capacity to grow with you along your journey to success.

International Employment Screening - Finding criminal records in foreign countries has never been more important or easier! Peopletrail can help you and has turned their expertise to International criminal records retrieval. No one understands the World's justice systems better than our international partners. Whether it is Asia, Africa, Europe, Oceania, South America, or North America, criminal record checks are just a click away.

Integrity - Since 1994, we have been championing the responsible use of information to make a safer more secure society. As part of our belief that good privacy is good business, we require you to maintain the high standards of protection surrounding the information we provide. At Peopletrail, automated quality assurance measures have been put in place throughout the background and drug screening process making our information completely reliable.



Technology - This year Peopletrail will continue to introduce new datasets and information sources to provide our clients with unique tools to recruit, select and screen business partners, vendors and job applicants. We will leverage our technical resources to implement more effective ways to verify employment history, confirm credentials and validate educational history for job applicants. We plan to implement new ways to more efficiently share information with our clients, providing critical hiring information in customized, user-friendly formats while, at the same time, delivering detailed applicant history to HRIS and applicant tracking systems.

Program Support - We utilize a multi-tier approach in supporting your needs. Peopletrail's staff on all levels is committed to our clients whether you are an industry giant or small business. A highly trained implementation team will measure and monitor the progress of your rollout every step of the way. We create and promote individual responsibility to ensure extraordinary client service.

When you partner with Peopletrail/Arbiter Sports for your employee screening needs, you will experience a dedication to integrity, an attitude that embraces technology, and a passion for unparalleled service like no other company.

I believe the enclosed proposal demonstrates our capabilities to meet NCHSAA needs as well as the enthusiasm and commitment that we will bring to your organization. As you review our proposal, please contact me at 866-223-8822 Ext. 4109 if I may be of assistance.

We look forward to the opportunity of creating a business relationship with NCHSAA.

Sincerely,

Creed N. Healey
65 East Wadsworth Park Drive Suite 102
Draper, UT 84020
Office: 801-307-4109
Cell: 801-633-6956
creedh@peopletrail.com



Detailed Description of Proposed Services

Criminal Background Screening

SSN, Nationwide search with Adjudication — \$8.50

Social Security Search, (sometimes called the Person Search)—is achieved through a search of more than 190 million consumer records contained in the credit bureau files. Our social security number search warns when a Social Security number may never have been issued, may have been issued to a person who has been reported deceased, currently being used by other individuals (lists up to four names using the number) or has been issued so recently that the number may belong to a child. An additional feature of the Social Security Number verification is the reporting of any addresses associated with the Social Security Number for credit application purposes. Many employers utilize this information to determine if the applicant as truthfully supplied all relevant residential address history on the employment application. Addresses revealed by the Social Security Number verification, but not supplied by an applicant, may be used to expand a criminal record search. These undisclosed addresses may lead to a criminal conviction record the applicant has attempted to shield from a prospective employer.

Nationwide Criminal Search—The Peopletrail™ Multi-jurisdictional Criminal Search is a comprehensive search of multiple criminal record sources, including Federal Fugitive files, state and county criminal record repositories, prison parole and release files, sex offender and records from other state agencies. This exclusive criminal search includes access to millions of criminal conviction records across the United States. Results are typically available within minutes when ordered via our secure Internet website and all information is FCRA compliant.

Studies show that clients who utilize the Peopletrail™ National Criminal Search in addition to a County level criminal record search of the applicant's longest/strongest address are averaging a 30% hit ratio increase from their previous scope of services ordered. We have found that most of these criminal record hits are being developed from addresses not listed on an employment application. Although the Social Security Search does develop some addresses, our studies show many convictions occur in counties where applicants may have never lived or worked.

Other Databases included in the ***Peopletrail™ Nationwide Criminal Search***



Foreign Nationals Database (OFAC)

This database is a list of foreign nationals that the United States government currently has sanctions against; whose property may be blocked; and whom no US person may have dealings with. The information contained herein may include one or more of the following: date of birth, place of birth, passport number and country, citizenship or US-SSN, employment or group membership or affiliation. The Department of the Treasury, Office of Foreign Asset Control, (OFAC) provides periodic updates.

Patriot Act—National Security/Terrorist Watch List Database

A database compiled from lists provided by U.S. and various international governmental agencies of individuals who may be involved in terrorist activities, money laundering, illegal imports, fraud against government agencies, violations of federal banking regulations, and fugitives from justice. Information may include date of birth, place of birth, citizenship, employment or group membership or affiliation. Please see the jurisdiction notes below for specific coverage, limitations, and sources. Includes: Australian Reserve Bank Sanctions List; Bank of England Sanctions List; Debarred Parties List; Denied Persons List; European Union Terrorism Sanctions List; FDA List; **Federal Deposit Insurance Corporation**; Fugitive Lists- FBI Most Wanted, U.S. Marshals Most Wanted, Secret Service Most Wanted, and the DEA Fugitives list; Health and Human Services Exclusion List; **Health Resources and Services Administration**; Interpol Most Wanted; OFAC; Office of Thrift Supervision (OTS); **Office of Regulatory Affairs**; **Office of Research Integrity**; OFSI (Canadian Sanctions List); Palestinian Legislative Council List; **Politically Exposed Persons List**, United Nations Consolidated Sanctions List; US General Services Administration Excluded Parties List; World Bank Listing of Ineligible Individuals. **DEA Diversion Control Program-Cases against Doctors:** Data contains a listing of investigations dating back to 2003 of physician registrants in which DEA was involved that resulted in the arrest and prosecution of the registrant.

National Sex & Violent Offender Registry

Due to the compelling and necessary public interest these states passed legislation allowing public record inquiries to their state maintained databases. These databases are not always accurate or complete. Most of these databases are included in the Peopletrail™ National Criminal Search. Individual State Sexual Offender searches provide information on Sexual Offenders who are required to register in the state in which they reside. Information returned from these inquiries may include; name, AKA name, physical characteristics, date of birth, residential address, employer, county, state of conviction, date of conviction, and offense.



ADDITIONAL RESOURCE AVAILABILITY

Compliance Assistance— As a leading provider of the critical data utilized by employers to evaluate prospective applicants, Peopletrail goes to great lengths to comply with policy and procedures established by our clients. We rigorously adhere to all aspects of the Fair Credit Reporting Act to ensure that our researchers obtain only the most current information available from the originating source.

A key differentiating factor is the availability of Management staff Peopletrail offers consisting of our Industry experts who collectively have many years experience in supporting and advising Fortune 1000 companies on best practices, compliance strategies, and all other aspects of background screening and drug testing program administration. These resources are available at any time to assist in the development, review or modification of any policies and procedures established by NCHSAA.

Peopletrail has a unit in our corporate headquarters which tracks legislation across the country that might impact our business and ultimately our customers. We will respond to changes by modifying our services and procedures to ensure we remain in compliance with the applicable laws.

ADJUDICATION

Peopletrail currently works with clients to apply their specific criteria to determine if an applicant's background verification is acceptable (Eligible to hire), requires additional documentation or investigative effort (Decisional), or is not eligible for hire (Ineligible). A similar process can be implemented to mitigate derogatory results review for NCHSAA. This application of Pass/Fail judging can be used to prepare a summary result, which can be communicated directly to the requesting location.

The establishment of pass/fail criteria is typically determined by the client and may be influenced by regulatory compliance rules, legal interpretation or corporate policy guidelines. Peopletrail has standard adjudication parameters and industry experts available to consult with NCHSAA during the establishment of any pass/fail scoring program.



Customer Service and Support— Hours of Operation for our Customer Service and Support are from 8:00 a.m. until 5:00 p.m. Local Time. Our National Client Satisfaction team is available to our customers through our paging service, 24 hours a day, seven days a week. Peopletrail's technical support is available 24 hours a day, seven days a week. Peopletrail does not charge for technical support.

Consumer Disclosure— Peopletrail provides a dedicated call center for consumer disclosure, with telephone access for any applicant who has questions about an investigation or who disputes information contained in a report. Very few providers in our industry commit specific resources to this important aspect of compliance under the FCRA. We will reinvestigate the disputed information within 30 days. We will provide the consumer with a written report of our findings and a copy of the revised report in the event the results changed due to reinvestigation. Any inaccurate information is corrected or deleted.