

Social Security Number Verification (AKA SSN Trace)

The Social Security Number Verification is not a check of the Social Security Administration's databases, but a search of credit bureau and public records databases to determine what name or names are associated with the usage of a particular Social Security number. A comprehensive address history is also included. Furthermore, this search provides information regarding when and where the Social Security number was issued. This search can be extremely useful in determining whether the applicant's number is valid, and where civil and criminal records checks should be conducted. In addition, this search provides fact-based data that enables employers to determine whether or not the résumé correlates with the address history. If there are discrepancies noted, this would constitute a red flag.

National Criminal File (AKA National Criminal Database AKA Multijurisdictional Criminal Database)

This check provides a search of multiple criminal record sources, including some state and county criminal repositories, a proprietary database of felonies and misdemeanors, and prison parole and release records. While this check provides access to millions of criminal records, it is not a true nationwide search. In reality, this is a multi-jurisdictional search, as a true and national criminal records search does not exist. There are many holes in this database, and many states are missing from the search. This database pulls information that is typically found online. The data is "stale" - meaning it is usually not current, and most of the results that come up contain no data pertaining to the case. If there are potential records, PFC will always verify the information before we report it. On its own, this search is not compliant with FCRA and state laws as a reliable source for criminal records. This search can be used as a supplemental search to "cast a wide net," however, it is not a true national search and cannot replace a regular criminal records search.

Criminal Records (Felony & Misdemeanors)

CA law allows background screening companies to conduct criminal record searches going back 7 years. Only convictions are reportable; state law expressly prohibits the reporting of any criminal record that results in a non-conviction or a not guilty find. Criminal checks are conducted at the county or state level, depending on what is available in a particular state. In CA, criminal checks are performed at the county level, as a statewide index does not exist. Criminal checks may include both online and manual courthouse research. In some states, law enforcement records are searched. PFC will include any names and locations identified in the last 7 years, as instructed by Stanford Park Nannies.

Motor Vehicle Records Search (AKA Driving Record AKA DMV Record/Report)

DMV reports can be obtained in every state. Generally, violations remain on the driving record for 3 years, although convictions for serious offenses are reported for 5 years or more, depending on the state. Convictions for DUI or "wet reckless" are of critical importance, as they can point to substance abuse problems. The DMV record also verifies the subject's date of birth and spelling of the legal name. Driving records are obtained by searching the individual's driver's license number. Note that if a subject has moved, prior traffic convictions would not be retroactively reported to the new state. Only new violations occurring after issuance of the new license would be captured. Out-of-state violations and accidents should be reported to the "home state." This is called the Driver License Compact: <http://apps.csg.org/ncic/Compact.aspx?id=56>. Almost all states participate in the compact; only a handful of states are excluded (participating states are listed at the link above).

U.S. District Court Criminal Records Search (AKA Federal Courthouse Criminal Records Search)

Searched by state (i.e., the states in which the subject has lived in). Federal crimes include money laundering, drug trafficking, kidnapping, counterfeiting, racketeering, and crimes committed across state lines.

National Bankruptcies

This search is conducted by SSN (can also be searched by name) and will uncover whether the candidate has filed for bankruptcy and, if so, whether the bankruptcy was classified as a Chapter 7 or 13. Additional debtors, assets, liabilities, and discharge dates are included in this search.

Civil Protective Orders (CPOs)

Different states have different names for these records. They are also known as Restraining Orders (ROs), Protection Orders, and Stay-Away Orders. This search checks for CPOs filed against the candidate or filed by the candidate against another individual. Restraining orders are frequently filed in the context of domestic disputes. However, restraining orders may be filed against the subject by other parties, such as former employers, neighbors, etc. CPOs will be searched at the locations that the subject has lived in during the past 2 years. Note: it is not always possible to determine the relevance of a restraining order, particularly when the name is common. In many instances, civil cases do not include any identifying data such as a DOB, SSN, or address. Additionally, family law related CPOs in some states are not public record.

National Wants & Warrants

This is a search for open and extraditable warrants for felony (most serious) offenses.

Misdemeanors and recalled warrants do not come up in this search. However, this is actually a national search (unlike the National Criminal Database).