



April 9, 2021

David Grubb
Executive Director
Municipal Excess Liability Joint Insurance Fund
9 Campus Drive, Suite 216
Parsippany, NJ 07054

RE: RFQ 21-02 Background Check Services

Good Morning, Mr. Grubb:

I am pleased to present our proposal to Municipal Excess Liability Joint Insurance Fund for the above-referenced Request for Qualifications. We would welcome the opportunity to contribute to the complete success of background screening programs for municipalities, fire districts, utility authorities, and housing authorities throughout New Jersey.

TruView BSI, LLC is a Certified Service-Disabled Veteran-Owned Business and that performs contract background screening and investigative services to over 1,000 Clients throughout the United States. We are a registered New Jersey business and New Jersey Licensed Private Investigator, with over 15 years of proven experience and expertise in developing customized background screening programs for cities and counties, energy and transportation authorities, private companies, and large government agencies.

TruView achieves Client success by combining modern technology with expert human analysis and unwavering Client responsiveness. Our robust portfolio of Clients ranges from colleges and universities to large government agencies, municipalities, and international firms. Our Clients include New Jersey Transit, New York Power Authority, New York State Insurance Fund, Middlesex County College, Camden County College, Roswell Park Cancer Center, Pennsylvania Gaming Control Board, Los Angeles Department of Water and Power, City of Phoenix Water Services Department, New York State Comptroller's Office, City of Los Angeles, New York State Gaming Commission, City of Las Vegas, City of Fort Worth, and many others.

With offices and employees in New York, New Jersey, California, Florida, and Texas, TruView is a dynamic organization comprised of over 150 Investigators, Research Analysts, and specialists. Managing Director Lisa Worgull, current Co-Chair of the Education Committee of the Professional Background Screeners Association (PBSA), is a subject matter industry expert with over 20 years of industry leadership. We have the knowledge, resources, and proven capability to execute and complete the most demanding background screening and investigative services contracts—and serve as the single “go to” contractor for MELJIF members.

We strive to be the industry's most Client-responsive background screening firm and, by our human, value-added approach, provide a level of service that other companies cannot match.

- ***Our Solutions Are Your Solutions.*** TruView is not a "vendor." We are not a SaaS company. As a partner, we develop screening solutions customized to your unique needs, which helps us ensure that we maximize your investment to bring you greater safety, security, and sustainability.
- ***We Intertwine Technology with the Power of Human Analysis:*** We love technology—we continually innovate and optimize our service capabilities and efficiency—but we believe that technology must be intertwined with, and enhanced by, the power of human analysis.

TRUVIEW BSI, LLC

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- ***We Are Your Guide in the Trust Economy:*** In the trust economy, success depends on connecting with high-caliber, trustworthy employees and partners. Our services protect you from taking the wrong step with people who would compromise trust—with potentially devastating consequences to the hard-won confidence in your agencies and municipalities and what they represent to New Jersey communities.
- ***Team-Based Service Delivery:*** Using a layered Team Approach, TruView assigns a Team Leader/ Project Manager and Research Analyst as your dedicated account team, supplemented by a cross-trained backup team. Unlike other firms that take an "assembly line" approach, our Team knows you, your account, and your screening matrices—and how you want them delivered. TruView's integral, Client-centered teams allow us to adapt, customize, and keep our services 100% "human" and responsive.

To cut corners on price and speed, other background screening providers use data aggregators or “unlimited county searches” in place of direct court searches. TruView conducts FCRA-compliant screens that meet "maximum possible accuracy" requirements, protecting you from civil litigation. Because we have built our company on quality service and compliance, TruView's applicant dispute rate is less than 0.005%—that is, our accuracy rate is 99.995%, something our competitors cannot achieve!

We complete hundreds of thousands of screens each year and we are proud to have *never* caused our Clients to be party to litigation because of our research. (By contrast, the industry-wide applicant dispute rate for background screens is 10%. These disputes result in thousands of lawsuits annually against background screeners and their client employers, with millions of dollars lost in civil judgments and business disruptions.)

In addition to having successfully performed pre-employment background screening services required by MELJIF Partners for organizations with requirements of similar size, scope, and complexity, as a full-service background screening and investigative firm, we offer add-on features and services, such as integrated I-9/E-Verify services, drug screening with nationwide scope, and our TruView360 suite of risk-based intelligence services for private- and public-sector Clients, alike.

I would welcome the opportunity to discuss why TruView is the right background screening partner for Municipal Excess Liability Joint Insurance Fund and its Member Organizations. Thank you for your consideration.

Sincerely,

Nicholas M. Auletta, CPP
President
TruView BSI, LLC
516-289-0273
nmauletta@truviebsi.com

TRUVIEW BSI, LLC

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Request for Qualifications 21-02, Background Check Services for the
Municipal Excess Liability Joint Insurance Fund:
Proposal of TruView BSI, LLC

Presented to
David Grubb
Executive Director
Municipal Excess Liability Joint Insurance Fund

Presented by
Nicholas M. Auletta, CPP
President
TruView BSI, LLC
516.289.0273
nmauletta@truviewbsi.com



A Certified Service-Disabled Veteran-Owned Business

"Born of Tradition. Enabled by Technology. Powered by People."

April 9, 2021

Please Note: Portions of this proposal are protected under the applicable rules and regulations of the New Jersey Open Public Records Act, which exempts trade secrets and proprietary and confidential information from public disclosure.

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1. ADMINISTRATIVE DOCUMENTS

The Administrative Documents Form follows this page.

Administrative Documents

Required With Bid if "X"	DOCUMENTATION REQUIRED OR REVIEWED	Read, Signed & Submitted Bidder's Initial
A.	FAILURE TO SUBMIT ANY OF THE ITEMS WITH YOUR BID IN SECTION A. IS <u>MANDATORY</u> CAUSE FOR REJECTION OF BID	
	Bid Guarantee (Bid Bond or Certified/Cashier's Check) (with POA for full amount of Bid Bond)	
	Consent of Surety (Certificate from Surety company)	
	Performance Bond and Labor and Material Payment Bond (Required from the Awarded Contractor)	
	Maintenance Bond in the Amount of 100 % for a period of one (1) year(s) (Required from the Awarded Contractor Upon Acceptance of Project)	
	Acknowledgement of Receipt of Addenda (To be Completed if Addenda are Issued)	
X	Statement of Ownership Disclosure Form	<i>WBM</i>
B.	MANDATORY ITEM(S), REQUIRED NO LATER THAN TIME PERIOD INDICATED	
	Public Works Contractor Registration Certificate(s) for the Bidder and all Sub Contractors (Prior to Award, but effective at time of bid)	
X	Required Evidence EEO/Affirmative Action Regulations	
X	Disclosure of Investment Activities in Iran Form	<i>WBM</i>
X	Completed and Signed Proposal Page	<i>WBM</i>
X	Business Registration Certificate – Bidder and all Sub Contractors (Prior to Contract Award)	
C.	SUBMIT THE FOLLOWING/COMPLY WITH THE FOLLOWING	
	Non-Collusion Affidavit	
	Prevailing Wage Certification	
X	Experience and Qualifications	<i>WBM</i>
X	Insurance and Indemnification Certificate	<i>WBM</i>
	Certification of Available Equipment	
X	Pay to Play	<i>WBM</i>
E.	READ ONLY	
X	Americans With Disability Act of 1990 Language	

Administrative Documents

This checklist is provided for bidder's use in assuring compliance with required documentation; however, it does not include all specifications requirements and does not relieve the bidder of the need to read and comply with the specifications.

Bidder Name: TruView BSI, LLC Date: 4/8/2021

Authorized Representative: Nicholas M. Auletta

Signature:  _____

Print Name & Title: Nicholas M. Auletta, President

2. STATEMENT OF OWNERSHIP DISCLOSURE FORM

The Statement of Ownership Disclosure Form follows this page.

OWNERSHIP DISCLOSURE FORM

BID SOLICITATION #: RFQ 21-02

VENDOR {BIDDER}: TruView BSI, LLC

ALL PARTIES ENTERING INTO A CONTRACT ARE REQUIRED TO PROVIDE THE INFORMATION REQUESTED PURSUANT TO N.J.S.A. 52:25-24.2.

PLEASE NOTE THAT IF THE VENDOR/BIDDER IS A NON-PROFIT ENTITY, THIS FORM IS NOT REQUIRED.

PART 1

Are there any individuals, partners, members, stockholders, corporations, partnerships, or limited liability companies owning a 10% or greater interest in the Vendor {Bidder}?

YES

NO

If you answered, "YES" above, you must disclose the following: (a) the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class; (b) all individual partners in the partnership who own a 10 percent or greater interest therein; or, (c) all members in the limited liability company who own a 10 percent or greater interest therein.

NAME	<u>Nicholas M. Auletta</u>		
ADDRESS 1	<u>15 Dickinson Avenue</u>		
ADDRESS 2			
CITY	<u>East Northport</u>	STATE <u>NY</u>	ZIP <u>11731</u>

NAME			
ADDRESS 1			
ADDRESS 2			
CITY		STATE	ZIP

NAME			
ADDRESS 1			
ADDRESS 2			
CITY		STATE	ZIP

NAME			
ADDRESS 1			
ADDRESS 2			
CITY		STATE	ZIP

NAME			
ADDRESS 1			
ADDRESS 2			
CITY		STATE	ZIP

Attach Additional Sheets If Necessary.

PART 2

YES

NO

Of those entities disclosed above owning a 10% or greater interest in the Vendor {Bidder}, are there any individuals, partners, members, stockholders, corporations, partnerships, or limited liability companies owning a 10% or greater interest of those listed entities?

If you answered, "YES" above, you must disclose the following: (a) the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class; (b) all individual partners in the partnership who own a 10 percent or greater interest therein; or, (c) all members in the limited liability company who own a 10 percent or greater interest therein. Please note that this disclosure shall be continued until names and addresses of every non-corporate stockholder, and individual partner, and member, exceeding the 10 percent ownership criteria established in this act, has been identified.

Name of the entity listed above to which the disclosure below applies: _____

NAME	_____
ADDRESS 1	_____
ADDRESS 2	_____
CITY	_____ STATE _____ ZIP _____

NAME	_____
ADDRESS 1	_____
ADDRESS 2	_____
CITY	_____ STATE _____ ZIP _____

NAME	_____
ADDRESS 1	_____
ADDRESS 2	_____
CITY	_____ STATE _____ ZIP _____

Attach Additional Sheets If Necessary.

PART 3

As an alternative to completing this form, a Vendor {Bidder} with any direct or indirect parent entity which is publicly traded may submit the name and address of each publicly traded entity and the name and address of each person that holds a 10 percent or greater beneficial interest in the publicly traded entity as of the last annual filing with the federal Securities and Exchange Commission or the foreign equivalent, and, if there is any person that holds a 10 percent or greater beneficial interest, also shall submit links to the websites containing the last annual filings with the federal Securities and Exchange Commission or the foreign equivalent and the relevant page numbers of the filings that contain the information on each person that holds a 10 percent or greater beneficial interest.

CERTIFICATION

I, the undersigned, certify that I am authorized to execute this certification on behalf of the Vendor {Bidder}, that the foregoing information and any attachments hereto, to the best of my knowledge are true and complete. I acknowledge that the FUND is relying on the information contained herein, and that the Vendor {Bidder} is under a continuing obligation from the date of this certification through the completion of any contract(s) with the FUND to notify the FUND in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification. If I do so, I will be subject to criminal prosecution under the law, and it will constitute a material breach of my agreement(s) with the FUND permitting the FUND to declare any contract(s) resulting from this certification void and unenforceable.

4/8/2021

Signature (Do not enter vendor ID as a signature)

Date

Nicholas M. Auletta, President

Print Name and Title

82-0684693

FEIN/SSN

3. DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN

The Disclosure of Investment Activities in Iran Form follows this page.

DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN

Pursuant to Public Law 2012, c. 25, any person or entity that submits a bid or proposal or otherwise proposes to enter into or renew a contract must complete the certification below to attest, under penalty of perjury, that the person or entity, or one of the person or entity's parents, subsidiaries, or affiliates, is not identified on a list created and maintained by the Department of the Treasury as a person or entity engaging in investment activities in Iran. If the Director finds a person or entity to be in violation of the principles which are the subject of this law, s/he shall take action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the person or entity.

I certify, pursuant to Public Law 2012, c. 25, that the person or entity listed for which I am authorized to bid/renew:

Bidder/Offeror: TruView BSI, LLC

is not providing goods or services of \$20,000,000 or more in the energy sector of Iran, including a person or entity that provides oil or liquefied natural gas tankers, or products used to construct or maintain pipelines used to transport oil or liquefied natural gas, for the energy sector of Iran;

AND

is not a financial institution that extends \$20,000,000 or more in credit to another person or entity, for 45 days or more, if that person or entity will use the credit to provide goods or services in the energy sector in Iran.

In the event that a person or entity is unable to make the above certification because it or one of its parents, subsidiaries, or affiliates has engaged in the above-referenced activities, a detailed, accurate and precise description of the activities must be provided in part 2 below to the Division of Purchase under penalty of perjury. Failure to provide such will result in the proposal being rendered as non-responsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

PART 2: PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN

You must provide, accurate and precise description of the activities of the bidding person/entity, or one of its parents, subsidiaries or affiliates, engaging in the investment activities in Iran outlined above by completing the boxes below.

Name: _____ Relationship to Bidder/Offeror: _____

Description of Activities: _____

Duration of
Engagement: _____

Anticipated
Cessation Date: _____

Bidder/Offeror
Contact Name: _____

Contact Phone
Number: _____

Certification: I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above-referenced person or entity. I acknowledge that FUND is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the FUND to notify the FUND in writing of any changes to the answers of information contained herein. I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with FUND and that the FUND at its option may declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print): Nicholas M. Auletta

Signature:  _____

Title: President

Date: 4/8/2021

4. PROPOSAL PAGE

TruView's Proposal Page follows.

PROPOSAL SUBMISSION

Required Submission of State Forms and SBE Disclosure

- A. For part time summer employees and volunteers who will be interacting with minors, including but not limited to lifeguards, camp counselors, coaches, and instructors:

		Price Per Search
(1).	National Database Criminal History Search	\$3.95 (Includes Alias Search)
(2).	National Sex Offender Search	included in (1)
(3).	Social Security Trace/Validation	\$2.50

- B. For full time employees in supervisory positions for programs involving minors:

		Price Per Search
(1).	National Database Criminal History Search	\$3.95 (Includes Alias Search)
(2).	National Sex Offender Search	included in (1)
(3).	Social Security Trace/Validation	\$2.50
(4).	Education Verification	\$6.00 + 3rd-Party Fee (if any)
(5).	Employment Verification	\$6.00 + 3rd-Party Fee (if any)
(6).	Credit Check	\$7.75
(7).	Motor Vehicle Record	\$2.50 + State Access Fee
(8).	Reference Check	\$8.00

- C. Other Considerations:

- (1). The process should be web-based allowing the employer to fill in the appropriate information to request the background checks as needed.
- (2). The vendor should be asked to provide written documentation of their security measures to keep the information they find confidential.
- (3). Reports should be available to the employer within a reasonable time. 96 hour turn-around time. Most of this information is readily available now, so that should not be an issue.
- (4). The proposed prices shall be in effect for **three years** from the date of the proposal.
- (5). The employer should have the ability to print a hard copy of the reports in addition to saving a digital copy.
- (6). The vendor should be required to provide a Certificate of Insurance with coverage limits as required for all MEL vendors. In addition, the vendor should provide evidence of appropriate coverage for information conveyed to the employer that may turn out to be false.
- (7). Ideally, the vendor should be able to show that he/she has experience with municipal or county employers in New Jersey.

- D. Small Business Status: Indicate here if the proposer is registered as a small, women's, minority, veterans, business enterprise ("SWMVBE") with the New Jersey Small Business Set- Aside Program.

Yes	
No	X

Please note: While TruView is certified in the NJ Small Business Set-Aside Program, TruView is a by U.S. Veterans Administration Certified Service-Disabled Veteran-Owned Small Business Enterprise.



Additional Optional Services

Based on our experience with government clients of similar size, scope and complexity, and our understanding of your needs, please find our recommend pricing and packages.

Monitoring Products (Discounting Available for Volume/Combinations)	Price
<ul style="list-style-type: none"> Continuous Criminal Monitoring 	\$1.25/month per individual
<ul style="list-style-type: none"> ENHANCED Continuous Criminal Monitoring 	\$1.50/month per individual
<ul style="list-style-type: none"> ENHANCED Social Media Monitoring (Per Individual) <i>Existing confirmed sites as well as any newly discovered sites or profiles will be reviewed and flagged for any workplace safety issues - racism/intolerance, violence, potentially illegal activity, and sexually explicit material. Should content be flagged during the review, a notification and report will be sent to Client.</i> 	\$6.00/month or \$16.00/year
Customized Programming for Unique Applicant Interface (if desired)	Price
<ul style="list-style-type: none"> Programming (Only if customized programming requested) 	\$165.00/hour
A La Carte Screening Elements	Price
<ul style="list-style-type: none"> Consent-Based Social Security Number Verification (through SSA) 	\$7.00
<ul style="list-style-type: none"> Integrated Knowledge Base Identity Verification 	\$7.00
Verification Elements	Price
<ul style="list-style-type: none"> TRUverification - Employment (Per Employer) <i>Rule of Three: Three attempts over three days at three different times PLUS Applicant Contact and approved secondary sources of verification until complete</i> 	\$8.00 + 3 rd -Party Fee
<ul style="list-style-type: none"> Professional License/Certification Verification (Per – Package Pricing Available) 	\$8.00
<ul style="list-style-type: none"> Integrated Email Reference Check 	\$8.00

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<ul style="list-style-type: none"> • Military Records Verification 	\$8.00
Compliance Elements	Price
<ul style="list-style-type: none"> • Integrated Electronic Pre-Adverse/Adverse Action Program (Both Letters) 	\$2.00
<ul style="list-style-type: none"> • Pre-Adverse Action/Adverse Action Letter - Hard Copy (Per Notice) 	\$2.00
<ul style="list-style-type: none"> • Electronic Form I-9 Utilization 	\$4.00 per name
<ul style="list-style-type: none"> • Electronic Integration of E-Verify of New Hires 	\$2.75 per name
<ul style="list-style-type: none"> • Form I-9 Compliance Versioning Set-Up Fee (according to Federal Laws), including: <ul style="list-style-type: none"> ○ Client Implementation and Integration ○ Secure Electronic Storage ○ Partner Customer Support ○ Software Maintenance ○ Client Hierarchy Set-up ○ Unlimited Users per Company ID 	Initiation: \$350.00 per ClientID Annually: \$325.00 per ClientID
Media Screening Elements (Discounting Available for Volume)	Price
<ul style="list-style-type: none"> • <i>Social Media Screening (Expanded review for toxic employees, sexism, racism, bigotry, terrorism, proclivity to violence, inappropriate language, illegal substance)</i> 	\$20.00
<ul style="list-style-type: none"> • <i>Social Media Screening - BASIC (Three-year review for toxic employees, sexism, racism, bigotry, terrorism, proclivity to violence, inappropriate language, illegal substance)</i> 	\$10.00
Monitoring Products (Discounting Available for Volume/Combinations)	Price
<ul style="list-style-type: none"> • TruView360 Government/Terrorist Watch List Monitoring 	\$1.00/month per individual
Drug Screening (Customized options available upon request)	Price
<ul style="list-style-type: none"> • Integrated Standard 5-Panel /10-Panel PSC Network - LabCorp/Quest/MedTox Labs (Collection, Lab, Analysis + MRO Services) 	\$29.50



DMV RECORDS ACCESS FEES

STATE	ACCESS FEE
AK	\$10.00
AL	\$9.75
AR	\$13.00
AZ	\$8.00
CA	\$2.00
CO	\$2.20
CT	\$18.00
DC	\$13.00
DE	\$25.00
FL	\$10.02
GA	\$8.00
HI	\$23.00
IA	\$8.50
ID	\$9.00
IL	\$12.00
IN	\$7.50
KS	\$13.70
KY	\$5.50
LA	\$18.00
MA	\$8.00
MD	\$12.00
ME	\$7.00
MI	\$11.00
MN	\$5.00
MO	\$5.88
MS	\$14.00
MT	\$7.37
NC	\$10.00
ND	\$3.00
NE	\$3.00
NH	\$13.00
NJ	\$12.00
NM	\$6.50
NV	\$8.00
NY	\$7.00
OH	\$5.00
OK	\$27.50
OR	\$10.00
PA	\$10.00
RI	\$20.00



DMV RECORDS ACCESS FEES (continued)	
STATE	ACCESS FEE
SC	\$7.25
SD	\$5.00
TN	\$7.50
TX	\$6.50
UT	\$9.00
VA	\$8.00
VT	\$18.00
WA	\$13.00
WI	\$7.00
WV	\$12.50
WY	\$5.00
CDLIS	\$2.50

5. EXPERIENCE AND QUALIFICATIONS FORM

The Experience Form follows this page.

Experience & Qualifications Questionnaire

This questionnaire must be filled out and submitted as a part of the Proposal. Failure to complete this form or to provide any of the requested information will be grounds for the rejection of the bid proposal. If additional space is required, the respondent shall add additional sheets, which identify the question being answered.

Number of years in business under present name & address: 4 years as TruView BSI, LLC

If less than 5 years, list previous names and address:

TruView was formed on April 20, 2005 as Summit Security Services of Long Island, LLC and served as the Background Screening and Investigations (BSI) Division of Summit Security Services, Inc., at the time one of the largest security and investigative services companies in the United States. As part of a natural service evolution, the LLC that housed the BSI Division was renamed TruView BSI, LLC in March 2017 and has operated as a fully independent entity since that time.

Within the last 5 years has the business or any officer/partner failed to complete a contract awarded to them: . If yes, provide the details in on a separate page.

Answer: No

Have any liens and lawsuits been filed against the company in the past 5 years: No

If yes, please provide details:

List similar services you are now providing for which you have signed contract, but

not yet started work:

TruView BSI, LLC performs background screening and investigative services for over 1,000 Clients throughout the United States. Services are in process for all significant contracts with the exception of a new contract with the New York State Department of Financial Services, which we expect will begin shortly. We maintain numerous long-term contracts with government agencies and private sector companies. For example, in 2020, TruView was awarded a second five-year contract (through competitive RFP process) to perform investigative and service quality services for New Jersey Transit.

List all major subcontractors to be used to complete the service and the area of their responsibility:

Experience & Qualifications Questionnaire

TruView will not use any subcontractors to perform this contract.

Please provide at least 3 references below:

Name: Rhonda Thorne, City University of NY Phone: 646-664-3310

Address: 395 Hudson Street, 5th Fl. New York, NY 10014

Equipment/Service Provided: Background Screening Services

Contract Amount: \$100,000

Christopher Morreale, CENTRO Inc.

Name: Central NY Regional Transportation Phone: 315-442-3334

Address: 200 Cortland Ave, Syracuse, NY 13205

Equipment/Service Provided: Pre-Employment Background Screening Services

Contract Amount: \$30,000

Christine Hoffmann, SPHR

Name: Tualatin Hills Parks & Recreation District Phone: 503-614-1200

Address: 15707 SW Walker Road, Beaverton, OR 97006

Equipment/Service Provided: Background Screening Services

Contract Amount: \$60,000

Name: _____

Phone: _____

6. PROOF OF INSURANCE

Proof of insurance follows this page.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
8/7/2020

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER License # 0757776 HUB International Insurance Services Inc. 548 W Cromwell Avenue Suite 101 Fresno, CA 93711	CONTACT NAME: Mary Steele PHONE (A/C, No, Ext): FAX (A/C, No): E-MAIL ADDRESS: mary.steele@hubinternational.com																					
INSURED TruView BSI, LLC 25 Newbridge Road, Suite 210 Hicksville, NY 11801	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th colspan="2" style="text-align: center;">INSURER(S) AFFORDING COVERAGE</th> <th style="text-align: center;">NAIC #</th> </tr> <tr> <td style="width:70%;">INSURER A :</td> <td>Everest Indemnity Insurance Company</td> <td style="text-align: center;">10851</td> </tr> <tr> <td>INSURER B :</td> <td>Everest National Insurance Company</td> <td style="text-align: center;">10120</td> </tr> <tr> <td>INSURER C :</td> <td>Hudson Excess Insurance Company</td> <td style="text-align: center;">14484</td> </tr> <tr> <td>INSURER D :</td> <td></td> <td></td> </tr> <tr> <td>INSURER E :</td> <td></td> <td></td> </tr> <tr> <td>INSURER F :</td> <td></td> <td></td> </tr> </table>	INSURER(S) AFFORDING COVERAGE		NAIC #	INSURER A :	Everest Indemnity Insurance Company	10851	INSURER B :	Everest National Insurance Company	10120	INSURER C :	Hudson Excess Insurance Company	14484	INSURER D :			INSURER E :			INSURER F :		
INSURER(S) AFFORDING COVERAGE		NAIC #																				
INSURER A :	Everest Indemnity Insurance Company	10851																				
INSURER B :	Everest National Insurance Company	10120																				
INSURER C :	Hudson Excess Insurance Company	14484																				
INSURER D :																						
INSURER E :																						
INSURER F :																						

COVERAGES	CERTIFICATE NUMBER:	REVISION NUMBER:
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THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS																								
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PROJECT <input type="checkbox"/> LOC OTHER:			51GL013241201	8/1/2020	8/1/2021	<table border="1" style="width:100%; border-collapse: collapse;"> <tr><td>EACH OCCURRENCE</td><td style="text-align: right;">\$ 1,000,000</td></tr> <tr><td>DAMAGE TO RENTED PREMISES (Ea occurrence)</td><td style="text-align: right;">\$ 500,000</td></tr> <tr><td>MED EXP (Any one person)</td><td style="text-align: right;">\$ 10,000</td></tr> <tr><td>PERSONAL & ADV INJURY</td><td style="text-align: right;">\$ 1,000,000</td></tr> <tr><td>GENERAL AGGREGATE</td><td style="text-align: right;">\$ 3,000,000</td></tr> <tr><td>PRODUCTS - COMP/OP AGG</td><td style="text-align: right;">\$ 3,000,000</td></tr> <tr><td>E&O Limit</td><td style="text-align: right;">\$ Included</td></tr> <tr><td>COMBINED SINGLE LIMIT (Ea accident)</td><td style="text-align: right;">\$</td></tr> <tr><td>BODILY INJURY (Per person)</td><td style="text-align: right;">\$</td></tr> <tr><td>BODILY INJURY (Per accident)</td><td style="text-align: right;">\$</td></tr> <tr><td>PROPERTY DAMAGE (Per accident)</td><td style="text-align: right;">\$</td></tr> <tr><td></td><td style="text-align: right;">\$</td></tr> </table>	EACH OCCURRENCE	\$ 1,000,000	DAMAGE TO RENTED PREMISES (Ea occurrence)	\$ 500,000	MED EXP (Any one person)	\$ 10,000	PERSONAL & ADV INJURY	\$ 1,000,000	GENERAL AGGREGATE	\$ 3,000,000	PRODUCTS - COMP/OP AGG	\$ 3,000,000	E&O Limit	\$ Included	COMBINED SINGLE LIMIT (Ea accident)	\$	BODILY INJURY (Per person)	\$	BODILY INJURY (Per accident)	\$	PROPERTY DAMAGE (Per accident)	\$		\$
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B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y / N <input checked="" type="checkbox"/> N	N / A	5300004126201	8/1/2020	8/1/2021	<table border="1" style="width:100%; border-collapse: collapse;"> <tr><td>E.L. EACH ACCIDENT</td><td style="text-align: right;">\$ 1,000,000</td></tr> <tr><td>E.L. DISEASE - EA EMPLOYEE</td><td style="text-align: right;">\$ 1,000,000</td></tr> <tr><td>E.L. DISEASE - POLICY LIMIT</td><td style="text-align: right;">\$ 1,000,000</td></tr> </table>	E.L. EACH ACCIDENT	\$ 1,000,000	E.L. DISEASE - EA EMPLOYEE	\$ 1,000,000	E.L. DISEASE - POLICY LIMIT	\$ 1,000,000																		
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E.L. DISEASE - POLICY LIMIT	\$ 1,000,000																														
A E&O Coverage			51GL013241201	8/1/2020	8/1/2021	Incl w GL/Limit	1,000,000																								
C Cyber/Privacy/Networ			CYB100563900	4/15/2020	4/15/2021	Limit	5,000,000																								

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
Proof of Insurance

CERTIFICATE HOLDER	CANCELLATION
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Proof of Insurance	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE
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CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
8/5/2020

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an **ADDITIONAL INSURED**, the policy(ies) must have **ADDITIONAL INSURED** provisions or be endorsed. If **SUBROGATION IS WAIVED**, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Rooney Insurance Agency, Inc. 4700 South Garnett Road, Suite 200 Tulsa, OK 74146	CONTACT NAME: Tammy Smith PHONE (A/C, No, Ext): (918) 878-3363 FAX (A/C, No): (918) 420-9926	
	E-MAIL ADDRESS: Tammy.Smith@rooneyinsurance.com	
INSURER(S) AFFORDING COVERAGE		NAIC #
INSURER A: Mt. Hawley Insurance Company		
INSURER B: Great American Insurance Co		
INSURER C:		
INSURER D:		
INSURER E:		
INSURER F:		
INSURED TruView BSI LLC 25 Newbridge Road, Suite 210 Hicksville, NY 11801		

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**


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	COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:						EACH OCCURRENCE \$ DAMAGE TO RENTED PREMISES (Ea occurrence) \$ MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ GENERAL AGGREGATE \$ PRODUCTS - COMP/OP AGG \$ \$	
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$	
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$ \$	
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? <input type="checkbox"/> Y / N (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below						<input type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$	
A	E&O			RTP0003528	8/1/2020	8/1/2021	\$1M Limit/\$3M Agg	
B	EPL			DPLE320635	8/1/2020	8/1/2021	Limit/Aggregate	1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER

CANCELLATION

*** For Evidence Only ***	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE 
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7. PAY TO PLAY

The initialed Pay to Play Form follows this page.

PAY TO PLAY ADVISORY
Disclosure Requirement
P.L. 2005, Chapter 271, Section 3 Reporting
(N.J.S.A. 19:44A – 20.27)

Any business entity that has received \$50,000 or more in contracts from government entities in a calendar year will be required to file an annual disclosure report with ELEC.

The report will include certain contributions and contract information for the current calendar year.

At a minimum, a list of all business entities that file an annual disclosure report will be listed on ELEC's website at www.elec.state.nj.us.

If you have any questions please contact ELEC at:
1-888-313-ELEC (toll free in NJ) or
609-292-8700

An analyst from ELEC's Special Programs Section will assist you.

Initials *dt*

8. TRUVIEW RESUME AND ABILITY TO PROVIDE SERVICES

A. TruView Profile



TruView BSI, LLC is a Certified Service Disabled Veteran Owned Business and New Jersey Licensed Private Investigator that performs contract background screening and investigative services to over 1,000 Clients throughout the United States. Established in 2005 as the

Background Screening and Investigative Services (BSI) Division of a large, family-owned security and investigative services firm, TruView is “Born of Tradition, Enabled by Technology, Powered by People.”

TruView is a dynamic organization comprised of over 150 Investigators, Research Analysts, and specialists, with offices and personnel in New York, New Jersey, California, Florida, and Texas. Built on strong, responsive partnerships, we achieve Client success by combining technology with expert human analysis and unwavering Client responsiveness. Our robust Client portfolio ranges from professional firms and international companies to regulated industries to large municipalities, government agencies, and academic institutions.

With 15 years of experience as a full-service background screening and investigative services firm, TruView is an independent, respected company with an excellent reputation in the industry. Our growth has been steady and impressive, with wide-ranging industry segmentation and contract complexity. About half of our contracts are with public institutions—to include schools, state and local government agencies, and cities—with several contracts valued at between \$2 and \$5 million. We have expanded and diversified services and improved our technology capabilities to keep pace with market developments and open new market opportunities.



TruView's Values Are Differentiators

We Are Obsessed with "Keeping It Human": We are obsessed with keeping our services "human" in what is fundamentally a very human business—we affect people's lives in what we do! We are a Team dedicated to Client happiness and positive user experience. We believe that to be truly *great*, we must be more responsive, more in tune, and more attentive to our Clients to amplify their TruView experiences.

We Intertwine Technology with the Power of Human Analysis: We love technology and its ability to optimize our efficiency—and we are extremely proud of our powerful TRU365 screening platform

MISSION

To provide analytical investigative, background screening, and business intelligence solutions that keep people and organizations safer, more secure, and better informed.

VALUES

EARN TRUST: "Trust is not given; we strive to earn it in our actions every day."

BE BOLD: "In the absence of orders, Attack!"

CONTINUE TO IMPROVE: "Train, learn and work toward continual improvement of our company and ourselves."

DO GOOD: "Do the right thing even when no one is looking."

BE A LEADER: "We understand the greatest untapped source of motivation is a sense of service to others."

GIVE BACK: "We enrich and serve the communities in which we work."

technology—but we believe strongly that it must be intertwined with the power of human analysis. Through our services, we serve as ambassadors for our Clients, ensuring we maximize the user experience in every interaction.

We Know the Meaning of "Client-Focused Partnership": The antithesis of one-size-fits-all "solutions," TruView offers 100%-customized services. We are not an SaaS company or a "vendor." We operate as a partner—as an extension of your team—by building programs that meet and exceed your unique needs.

We "Find the Needle": TruView Research Analysts and Investigators "find the needle" when others cannot. With our expertise, analytical capabilities, and state-of-the-art technologies, we take pride in delivering all information obtainable and legally permissible to meet Client expectations.

We Are Your Guide in the Trust

Economy: In the trust economy, success depends on connecting with high-caliber, trustworthy employees and partners. Our services protect you from taking the wrong step with people who would compromise trust—with potentially devastating consequences to your community and the hard-won confidence in Municipal services.

Dedicated Team Approach: Using a layered Team Approach, TruView will assign a Dedicated Account Team, supplemented by a cross-trained backup team. Unlike other firms that take an "assembly line" approach, our Team knows you, your account, and your screening matrices—and how you want them delivered.

TruView brings peace of mind to its Clients through:

- 100% FCRA Compliance, with Client Updates on Legislative/Regulatory Developments
- Constant Innovation, including the TRU365 Online Portal with Secure 24/7 Web Access
- Full Client Integrations Capability; NEOGOV Preferred Partner
- Client-Dedicated Team & Consultative Management
- Analytical Interpretation of Report Data
- Best-Practice Security Measures, Including SOC2-SSAE Type 2 Audited Data Center
- Fast Turnaround with Real-Time Email Notifications
- Encrypted Data Transmission and Security Best Practices
- Customized Account Management Tools

Full-Service Background Screening and Investigative Services

Background Screening

- Pre-Employment
- Vendor Screening
- Comprehensive Background and Clearance Investigations
- Customized, Industry-Specific Compliance Screening
- Drug Screening

TruView365 Risk-Based Intelligence Services

Red Flag Checks & Due Diligence Services; Social Media Monitoring for Reputational Risk; Criminal Database Monitoring; Global Watch List/OFAC Monitoring; Adverse Media Monitoring

Investigative Services

Integrated Investigative Technology Programs; Fraud Investigations; Workplace Investigations; Surveillance Operations; Undercover Operations; Contract Integrity and Compliance Investigations

Office Location/Service Address

TruView performs world-class, full-service background screening and investigative services solutions, operating from our main offices:

TruView BSI, LLC (Headquarters): 25 Newbridge Road, Suite 210, Hicksville, NY 11801

TruView BSI, LLC (CA): 444 East Huntington Drive, Suite 305, Arcadia, CA 91006

Key Competitive Advantages:

- Over 15 years of background screening and investigative services experience
- Expertise in developing customized programs for academic institutions, government agencies, municipalities, and highly regulated industries.
- Experience in serving such current Clients as New Jersey Transit, Middlesex County College, Camden County College, Roswell Park Cancer Center, Pennsylvania Gaming Control Board, New York State Comptroller's Office, City of Los Angeles, New York State Gaming Commission, City of Las Vegas, City of Fort Worth, New York State Insurance Fund, and many others.
- 100% live, team approach. You speak with Team Leaders and Analysts who know you and your matrix.
- Distinguished leadership with extensive involvement in PBSA.
- Full-service solutions, to include drug screening, I-9 compliance services, integrated background screening verticals, and 360-degree risk-based intelligence for today's security challenges.

Professional Affiliations, Licenses, and Certifications



TruView is an active member of the Professional Background Screeners Association (PBSA), and Lisa Worgull, TruView's Managing Director of Background Screening, is the current Co-Chair of the prestigious PBSA Education Committee. All TruView Team Leaders and Research Analysts have successfully completed PBSA FCRA Compliance training.

TruView's professional affiliations include those with:

- Professional Background Screeners Association (PBSA)
- Society for Human Resources Management (SHRM)
- Association of Licensed Detectives of New York State
- Association of Certified Fraud Examiners
- California Background Investigators Association
- California Law Enforcement Background Investigators
- New York Welfare Fraud Investigators Association
- American Society of Industrial Security (ASIS) International

TruView's professional licenses and certifications include:

- Multiple State Private Investigator Licenses—including State of New Jersey
- U.S. Department of Veterans Affairs Service-Disabled Veteran-Owned Small Business
- New York State Certified Service Disabled Veteran Owned Business

- City of Los Angeles Certified Disabled Veteran Owned Business/Small Business Enterprise
- California Commission on Peace Officer Standards and Training
- Pennsylvania Certified Small Disadvantaged Business/Veteran Business Enterprise
- SHRM Recertification Provider

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

DEPARTMENT OF TREASURY/
DIVISION OF REVENUE
PO BOX 252
TRENTON, N J 08646-0252

TAXPAYER NAME:
TRUVIEW BSI LLC

TRADE NAME:

ADDRESS:
**390 RXR PLAZA
UNIONDALE NY 11556-1155**

SEQUENCE NUMBER:
2124788

EFFECTIVE DATE:
04/03/17

ISSUANCE DATE:
04/03/17

James J. Jusis
Director
New Jersey Division of Revenue

FORM-BRC This Certificate is NOT assignable or transferable. It must be conspicuously displayed at above address.

The State of New Jersey
DEPARTMENT OF LAW AND PUBLIC SAFETY
DIVISION OF STATE POLICE

License Number **9473**
Date of Expiration **7/28/2021**

License

This Is to Certify, pursuant to the provisions of Title 45, Chapter 19 of the Revised Statutes, and supplements and amendments thereto

TRUVIEW BSI, LLC

as been duly licensed as a Private Detective Business in

HICKSVILLE, NEW YORK

For the term of two years to be represented as principally the qualified members named below:

NICHOLAS M. AULETTA

In Witness Whereof,
the Division of State Police has caused this certificate to be signed and its official seal affixed on this
17TH day of JUNE, 2019

Patrick J. Callahan
Superintendent
New Jersey State Police

B. Relevant Experience

TruView's robust portfolio is comprised of a diverse mix of over 1,000 government and private sector Clients. We have earned the confidence of power authorities and mass transportation agencies, airlines, international companies, city and county governments, large government agencies, healthcare institutions, public transportation agencies, and prestigious universities. TruView has completed 100% of all its contracts. TruView has never been terminated or suspended from a contract at any time.

- New Jersey Transit
- New York State Insurance Fund
- New York Power Authority
- New York State Department of Financial Services
- New York State Office of the State Comptroller
- City of Phoenix Water Services Department
- Los Angeles Department of Water and Power
- New York Gaming Commission
- New York State Office of the Medicaid Inspector General
- NY Metropolitan Transportation Authority (All Agency Background Screening and Investigative Services)
 - Long Island Rail Road
 - Metro-North Railroad
 - New York City Transit
 - MTA Headquarters
 - Triborough Bridge and Tunnel Authority
 - New York City Bus
- Rowan University School of Osteopathic Medicine
- Roswell Park Cancer Institute
- County of Santa Clara CA Health System
- Service Employees International Union (SEIU)
- Chicago Zoological Society
- Huntington National Bank
- DialAmerica
- Drew University
- Middlesex County College
- Camden County College
- New Jersey Higher Education Student Assistance Authority (HESAA)
- Roswell Park Cancer Institute
- Columbia University
- City University of New York Central Office (28 colleges)
- Pennsylvania Gaming Control Board
- New Orleans Regional Transportation Authority
- Tennessee Education Lottery Corporation
- City of Fort Worth
- City of Las Vegas
- U.S. Department of the Treasury Bureau of Fiscal Service
- City of Los Angeles Employees Retirement System
- City of Greensboro NC
- Santa Clara County CA
- Sonoma County CA
- Tualatin Hills (OR) Parks and Recreation
- Tacoma Housing Authority
- Massachusetts Bay Transportation Authority

- Seattle City Light
- City of Palm Beach Gardens FL
- City of Albuquerque NM
- New York City Law Department
- Jacob Javits Convention Center
- Central New York Regional Transportation Authority

Representative Accounts Successes

Metropolitan Transportation Authority (All Agencies Contract): TruView holds the exclusive contract to perform complex pre-employment and employment background screens for Metropolitan Transportation Authority, the largest regional transportation system in the United States. The All-Agency contract includes background screens for MTA LIRR, Metro-North, Headquarters, Triborough Bridge and Tunnel Authority, NYC Transit, Staten Island Rapid Transit Operating Authority, MTA Capital Construction Company, and Manhattan and Bronx Surface Transit Operating Authority.

Los Angeles Department of Water & Power: Since 2017, TruView has performed employment and vendor background checks for LADWP, the largest municipal utility in the United States, serving over four million residents. Background checks meet strict federal regulations for critical infrastructure.

New York Power Authority: Since 2015, TruView has performed over 3,000 comprehensive background screens annually of employees and contractors/vendors for the New York Power Authority (NYPA), the nation's largest state-owned power organization. Screens comply with NERC standards for critical infrastructure protection to provide a cyber security framework for identification and protection of the bulk power system. This contract required two separated screening platform integrations, as the pre-employment screening function and contractor/vendor function were handled by two separate Authority entities. For NYPA's Security Department, TruView developed an original, completely customized, independent platform to handle to meet the demanding screening needs of the Authority's contracted workforce, necessitating contractors and vendors to register, electronically sign appropriate policy forms and authorizations, and enter data for background investigations.

Santa Clara County, CA: TruView has performed background screening and investigative services for the sixth largest county in California, home to Silicon Valley since 2016. We currently hold four separate contracts with the County. We perform complex POST background investigations for candidates for sworn and unsworn positions in the County Sheriff's Office, the 9-1-1 Communications Department, and the County Probation Department. Based on our performance and capabilities, TruView in 2018 was selected to perform all-agency pre-employment background investigations for the countywide Employee Services Agency, which manages 60,000 County employees; TruView performs over 1,200 annual background screens for all employee levels/positions across multiple agencies, including the County Hospital System. In 2019, TruView performed over 5,500 background screens for the County.

City of Greensboro, NC: In March 2019, TruView was awarded the contract to perform between 900 to 1,000 pre-employment background checks for the City, with a municipal structure that includes 22 City departments and 3,200 employees. Services include comprehensive criminal records checks across all fifty U.S. states, to cover felonies and misdemeanors for seven years.

City of Albuquerque, NM: TruView performs over 3,000 annual background checks for the City of Albuquerque, providing an extensive menu of screens and administrative processes, to include county criminal convictions records search; motor vehicle records checks, to include all citations, such as for speeding, reckless behavior, accidents, DUI/DWI, failure to appear, violations, bench warrants; adverse action notifications; administrative reporting; batch processing; alias searches for criminal, civil, and

motor vehicle searches; Dept. of Justice sex offender search; customized executive and volunteer packages, etc.

Tualatin Hills Park & Recreation District: TruView performs 1,000 annual background screens for employees and agency volunteers, including SSN Number trace and address history, national criminal records database and national sex offender registry checks, Oregon statewide criminal records search, unlimited county criminal records search, and motor vehicle records searches.

City of Palm Beach Gardens, Florida: Since 2012, TruView has performed over 800 background checks annually for the City of Palm Beach Gardens, Florida (including pre-employment background checks for county and criminal convictions, national sex offender registry, national criminal database checks, and SSN trace/address verification) to help ensure the proper vetting of municipal employees, with a particular emphasis on coaches and other volunteers for the city's numerous youth sport and activity programs.

NJ Transit: Since 2011, TruView has trained, recruited, and managed a corps of undercover investigators who conduct service quality monitoring of Nassau County employees and facilities throughout its statewide transportation system for performance quality, integrity, and customer service. TruView investigators perform these undercover compliance audits and cameo appearances throughout the year, 24/7/365. They observe drivers, conductors, trainmen, fare inspectors, ticket agents, customer service agents, and other Nassau County personnel, inspecting all transit services to the maximum possible extent. Monitors are required to shadow all customer experiences as part of each ride and monitor all conditions and services quality issues, including those of the Transit Information Center, ticket offices, customer service department, and stations and terminals. The new contract with Nassau County extends service monitoring to Access Link, necessitating and expansion of the Dedicate Contract Team to 18 Investigators.

Roswell Park Comprehensive Cancer Center: TruView performs approximately 2,000 annual pre-employment and employment screens for this renowned medical facility in Upstate New York. Screens encompass state and county criminal conviction checks; National Sex Offender Registry searches; State Department of Motor Vehicles record searches; Consumer Credit Report searches; out-of-State criminal conviction searches; out-of-country criminal conviction searches; Office of Foreign Assets Control terrorist checks; federal sanction checks including New York State Office of the Medicaid Inspector General, System for Award Management, and Office of Inspector General; education verifications, both international and domestic post-secondary schools and/or state education department; Professional and Board Certification license and disciplinary verifications; employment verifications; reference checks; and other screens as required. 2018 - Present

New York State Insurance Fund: TruView performs comprehensive investigative services, to include undercover surveillance operations, for NYSIF insurance investigations throughout New York State, including Western New York, Northern New York, the Capital District, Westchester/ Hudson Valley, and NYC regions.

The City University of New York: TruView performs pre-employment screening for CUNY employees not under union contracts. While the program is organized under the University's Central Office, TruView holds contracts with 28 colleges, each with their own distinct campuses and service needs. Pre-employment screening includes for full- and part-time faculty, associates, deans, administrators, resident advisors, coaches and all athletic titles, and individuals who manage and participate in school programs involving minors. TruView performs over 800 screens annually for CUNY institutions. 2015 - Present

Roman Catholic Diocese of Albany: TruView performs background screening for over 200 schools, parishes, and Catholic Charities programs of the Roman Catholic Diocese of Albany (NY). The Diocese extends over 14 counties in eastern-central New York and serves more than 400,000 parishioners. In addition to over 1,000 annual domestic criminal and sex offender background investigations, TruView performs international criminal convictions searches and sanctions checks, worldwide.

C. Team Qualifications

TruView is committed to meeting and exceeding the needs of all Client requests. Our partnerships flourish because our core values and commitment to excellence are embodied in our real-world operations. We have leveraged a **Team Approach** to projects that takes advantage of TruView's deep competencies in background investigations and customer-focused services management. Our management and staff have the experience and professional credentials to expertly perform and deliver superior background screening services. We provide complete management accessibility; day-to-day questions, concerns, and requests are handled in personalized fashion by our integral, U.S.-based team. ***Unlike other firms, we do not ship or store data overseas and all our services—including customer service—are performed in the United States.***

Nicholas M. Auletta, CPP, President

Nicholas M. Auletta is President and Owner of TruView BSI, LLC, a Service-Disabled Veteran-Owned Business and a leader in background screening and investigative services. He is actively involved in running operations and services for a portfolio of over 1,000 clients, including global companies, government agencies, and financial and professional firms.



Nick's successful business experience includes over 10 years in strategic leadership positions. Recently, he was selected to participate in the Small Business Administration's Emerging Leaders program for CEOs of established businesses that are job creators in their communities. He also was nominated and selected as part of the Class of 2018 of the Energeia Partnership at the Academy for Regional Stewardship at Molloy College. The partnership is a leadership academy dedicated to identifying and addressing complex issues challenging the Long Island region.

For seven years prior to TruView, Nick served as Vice President of Summit Security Services, Inc. one of largest privately owned security and investigative services companies in the United States, founded in 1976 by his grandfather. Nick played a key role in growing company revenues by over 100 percent in five years, taking the firm into the U.S. top 10 largest in the field and tripling its client portfolio.

Nick earned his Bachelor of Science in Leadership and Management from the United States Military Academy at West Point, graduating with the Superintendent's Award and winning the Eastern College Athletic Conference Merit Award for Excellence in Athletics and Scholarship. He is a former Captain in the United States Army, serving as an Active Duty U.S. Army Infantry Officer and earning Airborne, Ranger, and Combat Infantryman qualifications. His military experience included three tours and 44 months of deployed time to the Iraq combat zone. Nick's military awards include two Bronze Star Medals and the Meritorious Service Medal, as well as numerous other commendations and achievement medals.

After entering the private sector, Nick earned the coveted Certified Protection Professional (CPP) designation. In 2011, he received a Postgraduate Certificate in Security Management from the University of Pennsylvania at Wharton. He is a Department of Homeland Security-Certified Weapons of Mass Destruction Awareness Trainer. In 2014, Nick was appointed to serve on the New York State Security Guard Advisory Panel. Nick is a tireless advocate for military veterans' issues and holds lifetime memberships with several military associations, to include the Veterans of Foreign Wars (VFW); Iraq and Afghanistan Veterans of America (IAVA); National Infantry Association; U.S. Army Ranger Association and the 1st Cavalry Division Association. He serves on the Board of Directors for the United Way of Long Island and was a leadership coach for the Heroes to Heroes Foundation.

Alfred J. Murphy, Vice President – Investigations

Al Murphy has a record of success in operations management, investigations, and law enforcement, gained during his 20-year career with the New York City Police Department and more than 14 years in

government agencies and the private sector. As the executive leader of TruView's Investigative Services Division, he directs over 150 TruView investigators and specialists in operations across the United States and internationally, ensuring investigative successes and the highest level of contract compliance. Prior to TruView, for three years, Al served as the New York City Regional Manager for Summit Security Services, Inc., then one of the 10 largest security firms in the United States, where he directed a security force of over 2,000 personnel in service of some of the most prestigious clients in the world, including ABC Disney, Columbia University, Rudin Management, and the Port Authority of New York and New Jersey. From 2006 to 2017, Al was the Operations Manager for the first-ever Investigative Unit for the New York City Administration for Children's Services, where he directed a staff of 165 former criminal investigators in investigating allegations of child abuse and neglect, citywide.

Al served in NYPD from 1984 to 2004, retiring at the rank of Lieutenant Commander of the Detective Squad, serving as the commanding officer of a precinct squad, with oversight of criminal investigations, to include those of homicide, assault, sexual abuse, robbery, domestic violence, and burglary cases. He supervised and performed high-profile investigations, many for which he reported directly to the Chief of Detectives. Al has had extensive training from the New York City Police Academy and other governmental agencies, including in police science, law, social science, and comprehensive investigative techniques; and he studies at New York's Five Towns College and Nassau Community College. He is an active member of the National Law Enforcement Associates, serving as its President in 2018 and as a member of the Board of Directors since 2019.

Lisa Worgull, Managing Director – Background Screening

Lisa Worgull, Managing Director, is a subject matter expert, industry leader, and the key operational manager in TruView's Background Screening Division. She has over 20 years of background screening management experience. *Lisa is a subject matter expert and the current Co-Chair of the prestigious Education Committee of the Professional Background Screeners Association (PBSA; formerly NAPBS).* From 2011 to 2017, Lisa served as Director of Background Screening for the Background Screening and Investigative Services Division of Summit Security Services, and was instrumental in expanding the Client portfolio that is now TruView's. Lisa provides senior management oversight of TruView's background screening operations. She has extensive experience and expertise in legal compliance, client and vendor relationships, quality control, screening technologies and implementation, background screening database design and analysis, team building, and policy developments.

Prior to TruView, Lisa was a senior manager for Scherzer International of Woodland Hills, California, a firm specializing in background investigations for 25 of top 50 law and accounting firms in the United States, as well as banks, asset-based lenders, private equity entities, and other professional companies. She has a Bachelor of Science degree in Computer Information Systems from California State University at Los Angeles.

José Lopez, Operations Manager

Reporting directly to the Managing Director of Background Screening, Jose Lopez manages key TruView background screening operations accounts. Among numerous responsibilities, he ensures that TruView screens comply with relevant federal, state, and location laws and regulations; manages Team-based resources to ensure screens exceed best practices and Client expectations for quality, accuracy, and timeliness; monitors Client relationships; manages dispute processes; and consults with the TruView Management Team on performance, technology, and best practices. José has extensive experience in data analysis, with 14 years of experience in the background screening industry. For 10 years, José was a Senior Implementation Specialist for a California background screening and investigative services provider. He was the point of contact for client ATS system integration and applicant dispute management. Jose completed the National Association of Professional Background Investigators FCRA Certification course. He is fluent in Spanish, and studied engineering and computer science at California State University at Northridge.

Dedicated Account Team Leader

Your dedicated TruView Team Leader is the point at which TruView's technology is multiplied by human analysis and Client responsiveness. The Team Leader trains, mentors, and supervises Research Analysts. The Team Leader is on point for Client communications, and continually audits TruView's process and work from a "line level" perspective to ensure the highest standards, compliance, and accuracy. He or she conducts more complex screens and reviews reports for quality, monitoring turnaround times and alerts management of potential problems.

Edward Moloney, Team Leader—DEDICATED ACCOUNT MANAGER FOR MELJIF AND MUNICIPAL PARTNER ACCOUNTS – BASED IN NEW YORK OFFICE

Edward Moloney has eight years of background screening and investigative experience. As a TruView Team Leader—a supervisory role—Ed is responsible for conducting data research and analysis at local and federal levels, using numerous resources; supervising research analysts; and producing Client reports. He conducts complex monthly auditing to ensure industry mandated requirements are being met, and he analyzes those results to ensure compliance and record-keeping accuracy. José trains, supervises, and mentors a team of research analysts, with the goal of maintaining 100% accuracy and client satisfaction..

Prior to TruView, Edward served as Confidential Investigator – Background Unit for the New York City Department of Investigation, where he initiated and closed over 1,600 complex background investigations of high-level New York City employees, requiring review and verification of extensive background questionnaires, face-to-face subject interviews, and extensive database research. He spent three years on special assignments, such as background investigations of candidates for the position of New York City Marshal. Edward has a Bachelor of Arts degree in Criminal Justice from Iona College. He holds an FCRA certification from the National Association of Professional Background Screeners.

Beatriz Hernandez, Team Leader – BACKUP TEAM LEADER FOR MELJIF

Beatriz Hernandez has 8 years of background screening experience, including in service to numerous high-profile TruView Clients. For over three years prior to TruView, she served as customer service representative, Data Center researcher, and background screening supervisor for a West Coast-based investigative firm. Her duties as supervisor included establishing department goals, protocols, and procedures regarding background screening; coordinating international criminal and civil searches; and training Data Center employees. In 2009, Beatriz earned a Bachelor of Science degree in Criminal Justice from the American InterContinental University, Los Angeles.

Research Analysts

Only well-trained Research Analysts with excellent analytical skills and customer service skills are accepted to serve on the TruView Team. Our screeners, at minimum, hold the PBSA FCRA Basic Certification. Analysts are required to complete and pass a three-week, proprietary TruView training program and receive regular, ongoing training in screening methodologies and legal compliance. The following individuals typify the high caliber of TruView Research Analysts dedicated to Client accounts.

Christina Walker, Compliance Research Analyst II/Compliance Specialist

Christina Walker has over 12 years of experience in background screening and investigative services. She performs national and international analytical pre-employment screening and background investigations for high-profile TruView Clients. She applies this expertise, along with her deep understanding of FCRA and background screening compliance, in providing personalized services to TruView Clients. Prior to TruView, she spent over nine years with a prominent investigative services firm, beginning as a Verifications Representative, dispatching assignments, analyzing criminal records, and processing adverse action letters. Christina has a B.S. degree in Technical Management.

Suzanne Del Jesus, Research Analyst

Suzanne is a member of TruView's New York Team in 2020. Suzanne graduated in May 2019 with a Master of Science degree in Criminal Justice from the University of New Haven, with relevant

coursework that included investigations, qualitative statistics, research methods, and theories of criminology. She has experience as a legal clerk with the Connecticut Judicial Branch, and she has extensive volunteer experience, including as a Spanish-language patient mentor at Yale New Haven Hospital; a child mentor at Maria Farerri Children's Hospital; and participating in the rebuilding efforts in New Orleans from Hurricane Katrina. Suzanne has advanced bilingual proficiency in English and Spanish. Suzanne began with TruView as a part-time employee but, based on her performance, she was offered and accepted a full-time position and promotion with TruView.

Kristen Reynolds, Research Analyst

Kristen Reynolds joined TruView's New York Team in late 2019 and distinguished herself as a talented Research Analyst with growing skillsets in complex background investigations. Kristen graduated from State University of New York at Oneonta with a Bachelor of Science degree in Criminal Justice (GPA 3.89) and a Bachelor of Science degree in Communication Studies (second major; GPA 3.80), earning Deans List and Alpha Kappa Delta honors. Kristen interned with the Suffolk County District Court System.

Gerard M. Treanor, CFE, Senior Due Diligence Analyst

Gerard Treanor is a professional with six years of experience in due diligence and intelligence investigations and nine years as a paralegal in the Kings County District Attorney's Office. Prior to moving to TruView, he spent six years with Cisive (formerly known as Carco Group) as Investigator in the Global Executive Intelligence Division, where he conducted comprehensive investigations and background checks on prospective C-level executives, using highly confidential source information. He conducted extensive due diligence investigations into target companies for clients that included banks and government agencies. Gerard holds a master's degree in Criminal Justice from John Jay College of Criminal Justice and a bachelor's degree in Criminal Justice from SUNY. *He is a Certified Fraud Examiner by the Association of Certified Fraud Examiners.*

Robert Bissonette, Internal Research Investigator – INTELLIGENCE SUPPORT

Robert Bissonette has over 13 years of service to our country, with service time with the United States Marine Corps, United States Navy, and the Department of Veterans Affairs. Still serving in the United States Navy Reserve as his unit's Licensing Examiner, Safety Inspector/Supervisor, and Operations Chief, Robert's time in service includes increasing levels of supervisory and management responsibilities. During Robert's time in the Active Duty Marine Corps, from 2006 to 2014, Robert rose to the position of Platoon Sergeant, overseeing the wellbeing and care of his platoon's soldiers and heavy equipment. Robert's service time includes deployments to Iraq, Dominican Republic, Honduras, Peru, and Suriname. A consummate professional, Robert is eager to learn the latest in investigative and research techniques, having completed coursework from many of the industry's leading sources, and his perseverance to "Find the Needle" is evident on all assigned casework. An expert in open source intelligence, Robert manages TruView's internal research capabilities, handling and delegating all pre-investigative intelligence collection activities.

Shaun Mara, Manager – Investigations

Shaun Mara joined TruView in February 2021 as its Senior Manager of Investigations. He served 23 years with New York City Police Department, retiring in 2019 with the rank of Detective Sergeant. Shaun served as Commanding Officer for five NYPD Precinct Detective Squads, including the 111th (2017 – 2019), 114th (2016 – 2017), and, from 2008 to 2015, the 105th, 106th, and 107th Precincts. He also served as Executive Officer of the Force Investigations Division, Brooklyn – Queens Team and as Investigative Sergeant of Internal Affairs Group 54. As a Detective Sergeant, Shaun led and resolved a voluminous number of internal and external criminal investigations. He maintained working relationships with law enforcement professionals from other jurisdictions and departments, including the FBI, New York State Police, DEA, ICE, DHS, U.S. Secret Service, and New York Federal Prosecutor's Office, contributing to numerous high-profile cases. Shaun was cited for Exceptional Police Duty three times. He holds a Juris Doctor degree from Touro Law School and Bachelor of Arts degree from Villanova University.

D. Capabilities

TruView TRU365 Platform: Built for the Client

TruView's TRU365 cloud-based platform is a complete, state-of-the-art background screening system that provides for secure electronic information transfer between TruView and its Clients/authorized users.

TruView's choice of software vendors is predicated on our thorough validation of vendor quality, not simply on cost factors. This software, combined with the talents of TruView's experienced background screening team, gives us the ability to deliver the required checks within contract timeframes. Screenings are conducted from start to finish by one, dedicated screener, supervised by a Team Leader. Diligent case notes are kept, so if a backup screener is required, all components of the screening are complete. The TruView system facilitates:

- Secure, web-based, 24/7 access to request a background screen
- Virtually unlimited access for multiple MELJIF and its Municipal Agencies authorized users
- Integration with ATS and HR Talent Management Systems, including PeopleAdmin
- On-site training for MELJIF and its Municipal Agencies staff
- Client-customized document templates
- Encrypted data transmission for ordering and report retrieval
- Multiple MELJIF sub-accounts
- Multiple authorized user permission tiers
- Customized invoicing
- Built-in compliance: FCRA forms/letters in electronic format
- Emailed notification of results
- Real-time reports customized to your needs and submitted in the file format of your preference
- Notification when more in-depth, follow-up research is indicated, with an estimated of check completion time and any additional cost
- Searchable, protected archive of all search results
- Automated, paperless system, requiring no special software
- Customized account metrics and account management tools
- Secure access and access management, including email notifications
- Exportable activity logs
- Batch uploading and Excel export
- Ability to attach documents to applicant records
- Multiple filters for viewing options
- Electronic signature capability
- Integration/auto-population of previously captured data in background check system
- Alert icons used to identify conditions or events which require attention
- Ability to send standard notifications, automatic email communications
- Ability to generate standard and customized reports

Unless a Client specified multi-system data integrations, no special technology or software is required for access or compatibility the TruView system. TruView is a "ready for use right out of the box" system.

ATS Integration: Our TRU365 platform partner has successfully performed hundreds of integrations. TruView has been successful in numerous major third-party and customized integrations, including those for large government agency Clients. TruView is a NEOGOV Preferred Partner, and we can integrate with virtually any ATS system. We support the highest standards for web services and ensuring the optimum secure communication between the two systems. Our platform supports standard HR-XML or JSON data-interchange formats and numerous other commonly used coding languages, enabling efficient integration with nearly any applicant tracking and background check management systems.

Ordering and Viewing/Accessing Reports

Clients can log onto their secure account page through the TruView portal from anywhere, using any web browser, for fast, secure access to ordering and retrieving reports, 24 hours a day. The “Multi-Level User Rights” function provides complete Client control over the access rights/level of each user in your organization. Only those with permission to order or retrieve reports or invoices can do so.

Ordering Reports: MELJIF Member authorized users—or, as desired, applicants, through the Applicant Order Entry feature—simply log in, enter the required information, and press submit to initiate the order. Both methods are encrypted and secure. TruView allows an applicant Notification and Release form to be uploaded at the time the order is placed, or at any time prior to order delivery.

TruView’s customized order form provides quick order entry tailored to your specific search criteria, and our system allows for automated rechecks on any applicant or groups of applicants in the system, without having to enter more data. TruView acknowledges receipt of requests via email. Clients receive real-time notifications of order status. At no extra charge, TruView’s Applicant Order Entry feature allows applicants to enter their own information, while the Client maintains complete control of the order. Per-user fees can be charged if the Client so requires. If the applicant is required to pay for their own background screens, this feature accepts credit card payments through PayPal.

Duplication Alerts: TruView is programmed to recognize duplicate requests utilizing case number, first and last name, SSN, address, and email address cross references, eliminating the possibility of a screening duplication error. Should a duplicate screen/report be requested, TruView will contact the MELJIF for clarification and direction.

Batch Processing: TruView’s batch upload feature converts Microsoft Excel data into HR-XML, enabling the bulk upload of applicant data at once, from one secure spreadsheet. For other Clients, TruView has utilized a customized web portal for Client to “drop” excel files through an encrypted portal to TruView. This portal has ability to upload multiple documents and for user to select desired package and/or methodology to be used on each Excel document dropped into the portal. The portal automatically alerts TruView Research Analysts when a user clicks submit. TruView is then able to batch upload Excel document directly into TruView’s platform to begin work, where system automatically generates evites to applicants. The evites are generated every 48 hours until the background screen is completed. If so desired, the Client is cc’d on all reminder emails. To the Client and applicant, the rest of process looks exactly same as through individual order entry.

The applicant access for batch uploads is the same, including for consent and disclosure forms with electronic signature; given and alias names; seven-year-plus address history; previous convictions; and applicant submissions. The background screen is automatically ordered on submission. Results are delivered to the designated Client authorized user. At any time after batch upload is entered into TruView system—moments after portal submittal—the Client can then search and/or filter under individual names for Progressive Reports and Delivered Reports. TruView’s maintains a clear-cut approach for establishing smooth data exchange and operational synchronicity. As part of our quality control process, we perform system-wide checks throughout our operations, including to ensure smooth batch processing.

Viewing Reports: Clients have electronic access to the real-time status of any background screen. When a report is ready, TruView sends email notification to the authorized user(s). The email contains a link that takes the user directly to the reports page of the secure TruView website. Our customized reports contain a summary of all searches/screens performed and their level of completion. Each screening element in the process is listed separately, with verification points and specific information, as well as any discrepancies found. Discrepancies are color-coded in red assist in the review process.

TruView’s viewing enhancements include a Quick Links feature, which displays recently delivered reports, as well as all work in progress; Search and Sort criteria under the Applicants tab, allowing the

user to review delivered reports and work in process; a Summary section, with a quick view of findings, with Quick Links that open specific components in their own mini-reports; and a Disputes section, allowing Clients to monitor ongoing disputes registered by applicants. Authorized users can log in any time to view any screen in progress, whether partial or final results. All orders, past and present, are always available. Reports are archived forever. Older reports are located quickly by last name, SSN, order number, or date range.

Report Output Formats: Typically, TruView's report output format is Adobe Acrobat, with files available directly through the secure portal/interface or, if requested, via email. However, we can tailor report formats to your unique specifications, as needed, in any file type. TruView sends notification to the authorized user(s) via email that a report is ready. The email contains a link that takes the user directly to the reports page of the secure TruView website. TruView has the full technical capability and complete flexibility to generate all required reports and recommendation notices, tailored to MELJIF preferences. TruView reports include a summary section, with a quick view of findings. Quick links open specific components in their own mini-reports. Each screening element in the process is listed separately with verification points and information, as well as any discrepancies found. Discrepancies and Client alerts are color-coded in red to assist in the review process. We use a concise narrative style. Our background checks provide timely, accurate and relevant data on the subject/applicant.

TruView has the full technical capability and complete flexibility to integrate specific data and generate customized reports, tailored to University preferences. Our data integration capabilities include Client Applicant Tracking systems, batch uploading data, and electronic data from the University's proprietary database system, as required. *A sample report and reporting tools are attached.*

Status Inquiry Capability: Progressive Reporting: TRU365 has a unique "Progressive Reporting" functionality whereby the MELJIF Member's authorized users can always review all completed elements and track progress of any screen, 24 hours a day, even if the remainder of the investigation's elements are not complete. Any completed information is available to be viewed via hyperlinks inside the system, increasing efficiency, and cutting down on printing of costly paperwork. Users are notified via email of significant progress for every screen and subject. All orders, past and present, are always available. Reports are archived electronically forever.



Applicant Pending Reports

Reset Expiration Date		Resend Invitation		Cancel		Filter				
Applicant	Detail	E-mail	Client Name	Requestor	Ordered	Notified	Emails Sent	Texts Sent	Days Left	
<input type="checkbox"/> TEST, LISA		lworgull@gmail.com	City Transportation Authority	Lisa Jones	2020-03-24	2020-04-07	2	0	0	
<input type="checkbox"/> TEST, LISA		lworgull@gmail.com	City Transportation Authority	Lisa Jones	2019-11-05	2019-11-05	1	0	0	
<input type="checkbox"/> TEST, LISA		bhernandez@truviebsi.com	City Transportation Authority	Lisa Jones	2019-10-02	2019-10-04	2	0	0	
<input type="checkbox"/> TES, NICHOLAS		summitbackgrounds@gmail.com	City Transportation Authority	Nick Smith	2019-09-20	2019-09-20	1	0	0	
<input type="checkbox"/> AULETTA, NICHOLAS		nmauletta@truviebsi.com	City Transportation Authority	Nick Smith	2019-07-03	2019-07-03	1	0	0	

Electronic Reminder Notifications

The Tru365 platform is set up to send email and/or text reminders on a predetermined number of days before the order expires. TruView's transition process includes a Preferences Checklist review, in which the Client and TruView discuss the appropriate number of times to remind applicants and the number of days before a new hire's email invitation expires (and the Client is notified). TruView's standard practice is for an email invitation to expire five business days after receipt and require three email reminders before expiration. Clients can view all new hire email invitations that have not moved forward under the Applicant Pending tab of the TRU365 platform. Clients also have the ability to manually reset the Expiration Date or to Resend Invitation while inside the platform.

Red Flag Information: Findings of criminal history, sex offender status, invalid or questionable Social Security Number, or other discrepancies/negative findings will be listed as “flagged” reports. If so directed, TruView will contact the relevant authorized user immediately for direction on whether to continue the check or terminate the effort. If initial findings require additional research, TruView provides an estimate of when the entire check will be completed and any associated additional costs. The authorized user can log on at any point to stay informed on status. TruView will communicate ETAs and associated information via email.

Criminal Case History: TruView's Analytical Approach

TruView distinguishes itself from the competition, in part, through our human analysis of the data obtained. Our Research Analysts and Team Leaders provide experienced human oversight to supplement comprehensive electronic data systems by interpreting or highlighting information critical to a complete report that provides maximum protection for our Clients.

Investigative			
County Criminal Records Search			
RESULTS	Records Found		
NAME SEARCHED	MILLER, SEAN R.	SEARCH DATE	09-24-2019 3:27 PM MDT
DOB SEARCHED	05-07-XXXX	SEARCH SCOPE	7 Years
JURISDICTION	AZ-MARICOPA		
*** Abstract ***			
NAME ON RECORD	MILLER, SEAN	CASE NUMBER	502008CF012155YXXMB
DOB ON RECORD	XXXX-04-01	COURT	
OTHER IDENTIFIERS		FILE DATE	2010-02-10
OTHER INFO			
Count			
TYPE	Felony	OFFENSE	Assault
DISPOSITION	Conviction		
DISPOSITION DATE	2010-09-15	OFFENSE DATE	
SENTENCE	24 Months Summary Probation; 5 Days Community Service; Restitution of \$100 + Court Fees		
OTHER INFO	On February 7, 2010 subject allegedly used force and violence upon person. Subject was convicted on September 15, 2010 and sentenced to 24 months summary probation, five days of community service, with written proof of enrollment due by October 6, 2010; to stay at least 100 yards away from the victim; and pay restitution of \$100 plus court fees by December 15, 2010.		
COMMENT	Probation was successfully completed and case was closed on July 13, 2012.		

Dispute Resolution: See Quality Control, below.

Hyperlinked Pre-Adverse & Adverse Action Letters: Upon a negative finding(s), the “user” (employer/TruView Client) is required by FCRA to send a pre-adverse action letter to the applicant. If the finding results in a negative employment decision, the employer is required to send an adverse action letter. The TRU365 platform has a unique feature that pre-populates pre-adverse and adverse letters using information from each applicant within the system. These letters are hyperlinked at the end of each completed report for easy printing on Client letterhead. This unique feature is provided at no additional

cost to our Clients. As an optional service, *TruView can perform the pre-adverse and adverse action letter services for the MELJIF Member.*

Client Control of User Access

Our system's Multi-Level User Rights allow for secure ordering and retrieval of reports and invoices, with complete Client control of access for each user in their organization. The Client contract manager and other authorized users will be able to log directly onto its secure account page through the TruView Client portal and submit orders for individual background verification checks, as well as access initiated searches for updates or red flags, and access past reports. We can tailor specific or restricted access per user role, to include multiple parent-child platforms, if required. This functionality allows for limited system access, such as applicant entry (direct order by applicant/employee) or partial/full access for any designated user. This feature can also limit access for viewing of invoices and/or reports on a user-by-user basis. "Parent" roles have the ability to view all reports and/or invoices over all users, affiliates, and/or cost centers. TruView has partnered with Adobe Sign for electronic signatures in release forms, retrievable at any time by authorized Client personnel.

Management Reports/Account Monitoring Tools

With TruView, the MELJIF will always have the complete historical database from which we can run usage reports at any time and in any format requested, providing an excellent Client monitoring tools. Usage reports contain clearly sorted information as per the request, such as invoice-specific detail or summary detail by item name, username, date, screens, and so forth. The TruView screening platform give us extensive search and sort capabilities, from which we can prepare detailed reports on an ad hoc basis. For example, we can create turnaround reports, showing the time from order submittal to delivery, calculated to the second. Likewise, we can provide a detailed revenue analysis report for any given date range, or list of all Client screens sorted or graphed by virtually any data categories, such as by location, date range, type of screen, turnaround, positive or negative results, and so forth. TruView can deliver periodic customer service reports, if requested.

Viewing Invoices: Authorized Client users can view current and past invoices, with an export function allowing you to pull the data into an Excel spreadsheet for further analysis. TruView immediately sends email notification that an invoice has been posted for viewing. Hard copy (print) and email invoice options are available. TruView's invoices can be fully tailored to Client preferences, allow for unlimited unique users/recipients. In addition to customized invoicing, our TruView platform allows us to apply unique documentation characteristics, as per MELJIF preferences, such as, for example: name of applicant and last 4 digits of SSN; date investigation was requested; each screen performed, including type and information source; contractor charges by type of check or package price; out-of-pocket fees incurred, if any, by check; cost center or purchase order for each applicant; and summary of charges.

Platform Security and Privacy

User ID and Password Procedures: Our TRU365 platform is totally transparent and loaded with features. The MELJIF will be able to identify individuals responsible for creating a User ID. TruView fully supports the multi-factor authentication requirements of the three major credit bureaus and other providers of sensitive data. Our system also enforces the use of strong passwords, login timeouts and password expiration. We control the frequency of each and restrict login and/or access to credit data by IP Address. With TruView the designated Client Manager or designated representatives can create unique user ID's and generate a unique password for each user ID. New users are required to reset the password the first time they access the system. Usernames and passwords are issued to individual users, rather than companies. For audit purposes, the username is attached to each transaction executed by the user. Users can change their passwords as often as they wish. Usernames can be revoked with the click of a single button. Because the system authenticates the user on each transaction, revoking a username will result in an immediate denial of access to any further data. When necessary, TruView can immediately deny

access to any user. Our system automatically logs all transaction activity by username, providing a complete Change History audit trail that is immediately available to the Client.

Security Policy Elements

TruView's security policy elements include:

- ***Dedicated Web Portal:*** TruView's dedicated cloud-based Client web portal gives authorized users the ability to log on securely, from any location.
- ***Encryption:*** Electronic transmission of confidential Client data is protected through encrypted passwords, redundant firewalls, and anti-hacker technologies. All data transmission to and from the servers is encrypted via SSL Certificates featuring SHA-2 and 2048-bit encryption, issued and managed by Thawte, a division of VeriSign. TruView encrypts sensitive data using industry standard protocols and ciphers. Sensitive data in motion or transit (e.g. data transmitted across a network) is encrypted using HTTPS and TLS 1.2. Sensitive data at rest (e.g. data stored in a database) is encrypted using AES-256.
- ***Endpoint Anti-Virus with TrendMicro X-Gen*** for layered security against viruses and malware
- ***Client Server Environment:*** All background screening data is housed in the highest rated SOC 2 Type 2 audited datacenter. Our applications and your data reside on modern, high-availability servers, protected by multi-level firewall and intrusion detection technology. Our system infrastructure is constantly scanned, and access is audited and recorded 24 hours a day, 365 days a year, and vulnerability scans are performed, externally and internally, on a regular basis by a PCI-approved scanning vendor. The platform undergoes PCI-DSS, EI3PA, and SOC2 compliance certifications and assessments.
- ***Vendor Screening and Programming:*** Completed on the Amazon Web Services (AWS) environment, protected by AWS security via the AWS datacenter
- ***Multi-Level User Rights:*** This function gives Client complete control over the level of access for each authorized user in their organization.
- ***Backups:*** TruView conducts full backups nightly, with incremental backups performed on a continual basis throughout each day, with daily backups to two separate backup cloud applications. Additionally, the system utilizes real-time database mirroring across multiple geographically isolated availability zones in the US-West-2 (Oregon) and US-East-1 (Virginia) AWS Regions to ensure the availability and durability of system data. In the event of a catastrophic primary database failure, the system can automatically promote a reader instance to primary in a matter of minutes. Additionally, nightly database snapshots are kept for fourteen days allowing point-in-time recovery.
- ***Transaction Records:*** The system automatically logs all transaction activity by username, providing a complete change-history audit trail.
- ***Electronic Signatures:*** TruView has partnered with Adobe Sign for electronic signature capability, adding to data security.
- ***Annual Audit:*** Annual audit through Oxford Solutions Aegis Assess Services to evaluate TruView's network risk profile, including an assessment and analysis of the security program and the security stance of our infrastructure. The assessment aligns with such compliance approaches as the National Institute of Standards & Technology ("NIST") SP 800-53, ISO 27001, the NIST Cybersecurity Framework ("CSF") and many others for improving critical infrastructure cybersecurity.
- ***Cyber Security Insurance*** with third-party liability insuring agreements
- ***Social Engineering and Compliance Training*** for all staff members
- ***Record Retention and Deletion Policy:*** We are equipped with an infrastructure to ensure that we meet all data storage and access regulations. TruView will only retain data deemed necessary for the successful implementation and fulfillment of the contract, limiting access to authorized Client personnel. Search data requiring deletion per government regulations and jurisdictional requirements are deleted from the TruView system using a security suite that exceeds U.S. Department of Defense standards for the permanent erasure of digital information

- **Life Cycle and Availability of Information:** TruView archives all reports, forever. You will always be able to search for results from previous subjects. TruView can run ad hoc reports at any time and on any subject, as needed.

In accordance with screening industry best practices, every application server and data server is separate and independently protected. Our system also has fail-safe redundancies via multiple independent servers that ensure your data is always protected and available, regardless of outages or interruptions. Full system backups are performed nightly. Incremental backups are performed on a continuous basis throughout the day. Backup system copies are encrypted and immediately moved to an equally secure facility, daily. Utilizing the AWS cloud infrastructure provides a business continuity plan to avoid and lessen environmental disruptions, including operational details about steps to take before, during, and after an event. Data centers are designed to anticipate and tolerate failure while maintaining service levels.

Information Privacy Policy: TruView is committed to protecting the personal information it receives from and about consumers. Accordingly, TruView has developed this Privacy Policy so interested parties can understand how TruView collects, uses, discloses, and protects consumers' personal information. TruView is a consumer reporting agency, as defined by the Fair Credit Reporting Act, 15 U.S.C. §1681 et seq. and other applicable state and federal laws, and is required to maintain the confidentiality of all personal information it receives. TruView collects and uses all personal information in compliance with the FCRA.

Customized MELJIF/Municipal Agency Background Check Program

We understand that the MELJIF seeks a highly qualified partner to perform Background Screening Services in accordance with the descriptions and specifications listed in the solicitation. TruView has the experience, resources, expertise, and customer-centric approach to perform these services for the Client at the highest level, meeting and exceeding your expectations.

TruView will assign a Team Leader/Account Supervisor as the Point of Contact for the MELJIF and its Municipal Agency representatives—along with a dedicated, integral team, with backup—who will be responsible for the coordination and administration under this agreement. The Team Leader will ensure that data security is maintained and will train Client staff on using the TruView platform.

As a full-service background investigative firm, TruView's capabilities encompass a full universe of search options. We have the platform technology, organizational resources, and expertise necessary to perform the highest-caliber background screens for the Client, as shown in our work plan below:

Investigative Requirements	TruView Investigative Methodology	Turnaround Time
A. Part time summer employees and volunteers who will be interacting with minors, including but not limited to lifeguards, camp counselors, coaches, and instructors:		
Social Security Number Trace/Validation	Confirmation of address history and Social Security number provided by applicant and the identification of jurisdictions for court searches; results may provide additional names, jurisdictions, and other personal identifiers not disclosed by the individual. Searches are initiated on the same day as received and subjects are verified through the SSN trace (identity verification), which also identifies the jurisdictions searched for criminal history. TruView's SSN Trace includes identity fraud indicators.	Instant

National Criminal Database Search	Search of multi-jurisdictional database compiled from state and county criminal record databases. Sources include court records, incarceration records, prison/inmate records, probation/ parole/release information, arrest data, and wants and warrants. Millions of records searched.	Instant
National Sex Offender Registry Search	Nationwide search of all registered adult sex offenders. Registration may be required for those convicted of crimes including criminal sexual misconduct in the first or second degree, criminal sexual misconduct with minors, or kidnapping. Primary and alias name searched.	Instant
B. Full time employees in supervisory positions for programs involving minors:		
Social Security Number Trace/Validation	Confirmation of address history and Social Security number provided by applicant and the identification of jurisdictions for court searches; results may provide additional names, jurisdictions, and other personal identifiers not disclosed by the individual. Searches are initiated on the same day as received and subjects are verified through the SSN trace (identity verification), which also identifies the jurisdictions searched for criminal history. TruView's SSN Trace includes identity fraud indicators.	Instant
National Criminal Database Search	Search of multi-jurisdictional database compiled from state and county criminal record databases. Sources include court records, incarceration records, prison/inmate records, probation/ parole/release information, arrest data, and wants and warrants. Millions of records searched.	Instant
National Sex Offender Registry Search	Nationwide search of all registered adult sex offenders. Registration may be required for those convicted of crimes including criminal sexual misconduct in the first or second degree, criminal sexual misconduct with minors, or kidnapping. Primary and alias name searched.	Instant
Educational Degree Verification	Comprehensive review that confirms institution attended, courses taken or degrees earned, diplomas, certificates earned and dates attended from universities, colleges, trade and vocational schools, and dates of graduation.	1 – 3 Business Days

Employment Verification	The past 3 employers or the last 10 years, with employment history and dates of employment, terminations, resignations, job titles, positions held, current or ending salary, and rehire eligibility. We follow the Rule of 3 in our verifications: three attempts over three days at three different times over three different mediums (email, fax, phone, secondary email).	1 – 3 Business Days
Credit and Financial History	Report that provides a snapshot of an individual's financial history, as of the date requested, and can help identify possible financial difficulties or pressures. The types of items reported include: Delinquent accounts; Accounts that have been sent to collection or have been written off as a bad debt; Maximum credit limits available; Court judgments; Bankruptcies; Tax liens; A listing of recent inquiries made about an individual's credit and/or employment.	Instant
State DMV Records Check	Status of an individual's driver's license, including traffic violations, failures to appear, and unpaid fines, as obtained through State DMV systems. The report may reveal a history of substance abuse or a pattern of irresponsible behavior. Includes commercial driving license history. Comprises driver history within all states of residency, outside of California, supplied in the past 7 years.	Instant (minutes, for some states)
Reference Inquiries	TruView conducts reference inquiries for each applicant. TruView will make and document three attempts. Mail inquiries will be sent after three failed attempts to contact by phone. Any returns received after the file has been submitted are returned for inclusion in the file.	1 – 3 Business Days

Please Note: TruView is a full-service background screening and investigative services firm and can perform the complete universe of background screening, investigations, and risk based monitoring for MELJIF.

Optional International Screens: We perform a full range of international searches, including verification of personal information, corporate filings, property ownership, civil litigation, criminal records, bankruptcy records, regulatory/professional licensing resources, employment verification, education verification, and government watch lists in over 200 countries and territories throughout the world. TruView is current in all international laws —as well as political developments—that impact international searches. We maintain a country-by-country index that contains specific details on record availability, local privacy issues/laws, requirements for information access (e.g., name in native script, signed releases, need for address history, etc.), estimated turnaround times, and pricing. ***GDPR Compliance:*** TruView is current in the new EU General Data Protection Regulation regarding international data transfer. Our consent forms have been updated to give applicants the ability to opt out, if so desired (that is, so their information will not be allowed to cross EU borders).

Implementation Process and Timeline

TruView is prepared to begin the implementation process immediately upon contract award.

Standard Project Implementation Plan	
Discussion with Client on Pricing Notes and Packages (as needed)	Upon Award
Background Screening Services Agreement and Notice to Users of Consumer Reports to Client	Upon Award
Credit Credentialing Documents (if applicable) Sent to Client	Upon Award
PO Generation Steps to Client (if applicable) for Cooperative Purchasing Agreements	24 Hours from Award
Background Screening Services Agreement Returned	Based on Client
Credit Credentialing Documents Returned	Based on Client
TruView Client Preferences Checklist Sent Out and Scheduling of Client Kick-Off Call	Within 24 Hours of Agreement
Client Kick-Off Call to Review Preferences Checklist	As soon as possible, pending Client availability
Email Introducing Operations Team and Team Leader	24-48 Hours after Kick-Off
Credit Credentialing Site Visit Set-up (if required)	24 – 48 Hours
Compliance Tool Kit sent to Client, including Best Practices Forms, such as Notification & Release Authorizations; FCRA Summary of Rights; Pre-Adverse and Adverse Action letters; appropriate State forms	24 – 48 Hours
Set up Client on TruView secure web-based portal for all authorized personnel to order background screens	24 Hours
Send Username/Password(s) and Instructions to Client	24-48 Hours after Kick-Off
Conduct Platform Training with Client	As soon as possible, pending Client availability (in-person or via webinar)
Begin Processing Background Screening Requests	Immediately after Platform Training
Client Check-Up	On Initial Start-Up +90 and Periodically

Training Authorized Client Users

TruView is prepared to begin the implementation process immediately upon contract award. Prior to the start date, at the contract startup meeting, TruView will conduct training to ensure that all authorized MELJIF users are fully online. Additional training for new, authorized users will be provided for the duration of the contract. We initiate task orders on the day of receipt.

Process Flow for New Screens

New screening orders are initiated on the same day as received/entered. The system assigns screens to the research analyst assigned to the contract. A Social Security Number trace will be performed for each applicant, as it verified the subject (identity verification) and reveals critical information, including

addresses/jurisdictions used for criminal history searches. TruView will notify the Client should any jurisdictions differ from those reported by the applicant.

New screening requests, when entered into the TruView system, follow a process flow:

- Searches are initiated on the same day as received.
- The system assigns screens to an appropriate analyst assigned to the contract. Analysts verify the subject through the SSN trace (identity verification), which also identifies the jurisdictions searched for criminal history.
- Criminal checks are ordered immediately upon jurisdiction identification since return times may vary, based on court or jurisdiction. All criminal inquiries are also confirmed by multiple points of identification.
- As results come in, analysts review for accuracy.
- All reports are subject to a quality control review before approval for Client delivery.
- The TruView platform emails the Client when reports are ready for viewing.

TruView meets and exceeds industry best practices. TruView's search methods include four data points (full name, date of birth, Social Security number, and known address) to confirm identity. TruView further confirms records through local public and court records, as needed. For entities that do not have online databases, TruView maintains a nationwide network of local investigators/court runners. TruView performs expedient court/document searches in any local jurisdiction in the U.S. TruView uses resources external to the United States only for international searches.

We customize our programs to the client, including with respect to searching additional names and aliases. Subjects with aliases, maiden names, and significant spelling variations are screened using alternate names through all applicable search methodologies. Screenings are conducted from start to finish by one, dedicated screener. In case a backup screener is required, the two are required to keep diligent notes, ensuring all components of the screening are complete. TruView confirms that each adverse record located is reportable under FCRA and applicable governing state law. When conflicting laws apply, TruView follows a "most restrictive law" policy. We verify all claims made by the applicant, with discrepancies researched and reported.

Quality Control

We are committed to 100% quality and accuracy. TruView Team Leaders randomly spot-check our work to ensure that results are comprehensive, reportable, and delivered in an acceptable time. TruView management also performs periodic quality audits on our staff and processes. As part of TruView's aggressive customer service standards, we measure performance through customer surveys to measure metrics and response rates.

Databases and Verification of Accuracy: TruView is scrupulous in its selective approach to data sources, and we are continually seeking reliable third-party software that gives us an edge to respond to our Clients more efficiently, more cost-effectively, and with expanded capabilities. We choose software vendors on our thorough validation of vendor quality, not simply on cost factors. Consistent with our best-practices approach, our Team Leaders and Managing Director perform ongoing audits for accuracy, which includes quality assessment of our databases. Records are cross-checked throughout engineered operational redundancies, so we are aware, for example, if a certain database is missing data we find through other sources. This becomes especially evident when we use secondary sources to confirm adverse records.

Criminal Searches Using the Most Accurate Means: As a best practice, TruView verifies criminal conviction records through the most up-to-date, reliable, and accurate means: on-site county court records and, where available, statewide court systems. We utilize a nationwide network of court investigators to perform on-site searches for official documents from county and state courts. We distinguish ourselves, in part, through our human analysis of the data obtained. Our Research Analysts and Team Leaders provide

experienced human oversight to supplement comprehensive electronic data systems by interpreting or highlighting information critical to a complete report that provides maximum protection for our Clients. TruView strictly follows the FCRA "maximum possible accuracy" to the letter in our criminal checks.

Human Review of All Criminal "Hits": TruView distinguishes itself from the competition, in part, through our human analysis of the data obtained. Our Research Analysts and Team Leaders provide experienced human oversight to supplement comprehensive electronic data systems by interpreting or highlighting information critical to a complete report that provides maximum protection for our Clients. Findings of criminal history, sex offender status, invalid or questionable Social Security Number, or other discrepancies/negative findings are listed as "flagged" reports. TruView contacts the employer/authorized user immediately for direction on whether to continue screening the individual or terminate the effort. If initial findings require additional research, TruView provides an estimate of when the entire check will be completed and any associated additional costs. The employer can log on at any point to stay informed on status. TruView will communicate ETAs and other associated information via email.

Verifying Candidate Information: TruView has a number of investigative tools to identify the Date of Birth associated with the individual if applicant contact is not preferred. Date of Birth is a required identifier in TruView searches and is acquired before proceeding with the background screen. If applicant Date of Birth information is entered incorrectly into the system or no value is transmitted from an Applicant Tracking System, TruView handles the ensuing procedures based on Client preferences established during initial kick-off meetings after an engagement. If approved by Client, TruView can reach out directly to the applicant to request government-issued identification with a valid Date of Birth. Or, if preferred, TruView can reach back out to the ordering Client user for assistance in getting the information from the applicant

Legal Compliance Tracker: TruView's platform is integrated with a dynamic legal compliance tracker on the back end of our system so that when we enter the jurisdiction, all applicable laws for that jurisdiction are displayed to our Research Analyst and Team Leader—for example, when performing a statewide search, our tracker prominently displays a list of all applicable laws that determine if there will be legal issues in reporting the finding. Again, the check is performed by two pairs of TruView eyes.

OPTIONAL Education and Employment Verification Backup Process (Additional Cost Applies)—"TRUverification" For Education Verification, we work through multiple alternate sources, to include District Offices, Public Repositories, and the Board of Education, to name a few, while providing consistent feedback to our Clients on any use of alternate sources and/or delays. For Employment Verification, we believe our TRUverification is the industry best practice for education employment verifications. We conduct three attempts at a verification but we focus on direct contact with the employer. Our rule is three attempts over three days at three different times over three different mediums (email, fax, phone, secondary email). If unable to contact, we reach out to the applicant (or HR) for an additional contact or for secondary sources of verification, such as a W-2, payroll stubs from the first and last dates of employment, etc. This method helps ensure no verifications are closed as unable to verify. A third-party verification is used only as a last resort to limit the company's exposure to this fee.

Supervision and Cost Efficiencies: Our Team will closely manage the MELJIF's background screening program. Together with your assigned Team Leader, who performs daily supervision of our screens for the Client, the TruView team ensures that we are running as effectively and cost-efficiently as possible. We analyze strategically, as well. If we feel your background screening packages can deliver the same or better results more effectively and efficiently, we will tell you. Our screening programs are completely custom-tailored to individual Client needs and budgets. We ensure that our Clients are not paying for what they do not need.

Consumer Dispute Resolution: Applicants may request the full results of their completed background check at any point after its completion. If an applicant requests a report, we promptly respond on

TruView letterhead with a brief acknowledgement of the request, and a full copy of the report. The letter also includes TruView's toll-free customer service hotline. Because TruView practices rigorous quality control procedures, we have a very low dispute incident rate—a tiny fraction of one percent of our screens. However, our Team communicates with applicants and Client staff to answer questions and resolve any issues or discrepancies about the results of background screens. In the event an applicant disputes a report's accuracy, we re-run the background check, taking additional steps to match identifiers, and verify any or all disputed elements. No formal inquiries or reports are required for an applicant to file such a dispute.

Applicants can call our toll-free customer service hotline to dispute a result or ask questions about the screening process and subsequent reporting. TruView maintains direct contact with the applicant throughout the process and accepts evidence from the applicant supporting his or her claim. To maintain transparency with our Clients, a "Disputes" section of the TruView platform allows you to monitor ongoing applicant disputes. TruView will provide to the Clients and its applicants, as requested, written information regarding the interpretation of background screening results, process, and specific report elements, including industry-standard terminology, measurements, and concepts. Additionally, as a value-added service, members of the TruView team assist applicants to correct erroneously reported information, such as by providing applicants with the contact information and required steps for correction with the appropriate agency. In the rare event that screening inaccuracies occur by fault of TruView, we credit the cost of the screen, plus any associated fees. Jose Lopez, Operations Manager, serves as TruView's Dispute Case Manager, maintaining the official log and records. TruView meets all FCRA, and state consumer reporting laws regarding the process, case management, and resolution of consumer disputes.

Pre-Adverse/Adverse Action Compliance and Best Practices

TruView confirms that each adverse record located is reportable under the federal Fair Credit Reporting Act (FCRA) and applicable governing state law. Every criminal conviction is reviewed twice by qualified human beings—the TruView Research Analyst and their Team Leader. Our platform is integrated with a dynamic legal compliance tracker on the backend of our system so that when we enter the jurisdiction, all applicable laws for that jurisdiction are displayed prominently to our Research Analyst and Team Leader, so we always know what legal issues, if any, there are in reporting the finding.

Under the federal Fair Credit Reporting Act, an employer who bases its decision not to hire or promote a candidate on any information, in whole or in part, revealed in a background screen conducted by a third-party Consumer Reporting Agency—that is, a third-party background screening service provider—is required *by law* to send adverse action letters to the applicant.

In the event that background screens identify something in a candidate's background that is unacceptable to the employer—a criminal conviction or inclusion in a sex offender registry or government watchlist, for example—then the employer is required to send a pre-adverse action letter. The purpose of the pre-adverse action letter is to give the applicant notice of a negative finding and allow him or her time to dispute any inaccurate information contained in the report or provide an explanation that might be satisfactory to the employer.

If the candidate does not dispute the negative information within a reasonable amount of time, the employer is required to send an adverse action letter. The adverse action letter must outline the reason for why employment consideration has been terminated, citing the background screening report, the name of the report's preparer, and their contact information. The letter should include a statement that the background screening provider did not participate in the decision not to hire the candidate and only supplied the background screening report. The letter should also include notice of the candidate's right to dispute the report's findings and advise the candidate that they are entitled to receive a free background report from the background screening provider within 60 days of the letter.

Pre-adverse and adverse action letters provide evidence of compliance with the FCRA, which will prove helpful should a rejected candidate pursue the matter in court.

Staying Legally Compliant / Customer Service Approach

TruView complies with all applicable laws and standards in performing background screening services, including the Federal Fair Credit Reporting Act (15 U.S.C. § 1681 et seq., the “FCRA”) and all other relevant federal, state, and local statutes, as well as relevant business and professions codes and standards.

As a credit reporting agency (CRA) under the Fair Credit Reporting Act, TruView is audited periodically by providers such as credit bureaus, Department of Motor Vehicles agencies, and data repositories, such as The Work Number. TruView maintains detailed security and data protection policies to ensure we provide as much information to our clients as is legally permissible.

The TruView team is vigilant in tracking important developments in the background screening industry. We maintain currency and expert insights into the legislative and regulatory changes, trends, and legal rulings that affect our industry—such as, for example, the FCRA, state consumer rights and privacy laws, local and state “ban-the-box” and salary history laws, and so forth—so we can help you make informed decisions, stay compliant, and protect your business.

TruView is an active member of the Professional Background Screeners Association (PBSA), and the Society for Human Resources Management (SHRM). These organizations are tied to, and keep their membership apprised of, any changes in legislation, notable developments in the industry, and landmark litigation decisions. TruView leadership and analysts regularly participate in PBSA and SHRM webinars, as well as attend in-person conferences. Lisa Worgull, TruView's Managing Director of Background Screening, is the current Co-Chair of the prestigious PBSA Education Committee. As such, newly developed information is disseminated through TruView to the analyst level, and then communicated to our Clients by dedicated Client Teams.

All TruView analysts are FCRA-certified and are required to complete and pass a proprietary TruView training program. They are trained in Client contract requirements and receive ongoing professional development and legal compliance training. **We have built into our Team the professional experience to supervise and review our investigative work product for legal compliance.** Every background investigative case report that is released from our offices will be reviewed by your dedicated Team Leader for accuracy and compliance.

TruView is obligated under the Fair Credit Reporting Act (FCRA) to ensure that our partners understand their responsibilities as an end user of a consumer report and/or an investigative consumer report. Therefore, we go the extra mile to ensure that we remain up to date on all regulatory alterations to the compliance landscape. In short, we monitor and educate our staff so that the MELJIF and its Municipal Agencies will remain compliant throughout all of their background screening investigations.

As a leader in the background screening industry, TruView stays on the leading edge of knowledge, education, and dialogue. We host and participate in numerous training and educational venues that add to our Team's knowledge and capabilities. TruView is a SHRM Recertification Provider, and our Professional Development Webinar Series educational events are very well attended. TruView publishes a monthly newsletter, the *TRU Report*, which includes valuable information for our Clients on legal updates and issues. As a TruView client, MELJIF and its Municipal Agencies will have access to a variety of timely resources and updates by simply clicking on the menu bar of the TruView webpage.

TruView's business approach emphasizes strong Client partnerships. We do not “farm out” our customer service by using call centers. We are based in the USA and 100% live, all the time. Day-to-day questions, concerns, and requests are handled in personalized fashion by an integral, U.S.-based TruView team. We

consult with our Clients daily to clarify screening results and provide assistance and guidance in updating screening practices.

TruView's New York, Texas, and California background screening offices operate from 8:00 am to 6:00 p.m., providing extended normal business hours across all time zones. Even when our East Coast Office lights are shut off, TruView's lights are still on. From your dedicated Team Leader and Research Analysts to our Executive Team, TruView will be available to support your contract needs and provide technical support. TruView provides a 1-888 customer service number for urgent afterhours requests.

TruView is a Client-responsive company, and we provide the resources necessary to meet anticipated Client implementation timelines and processes. We find that being a streamlined organization not only allows us to take a personalized approach but to cut down on organizational "red tape," as well, making for faster implementation times and issues resolution.

Dedicated Team Approach

TruView uses a Dedicated Team Approach to contracts that provides a core contract team with a backup and support team, allowing us to allocate workload for members of the team depending on the flow of incoming screens. We have found it to be an efficient and effective management system. Our organization is flexible and reacts quickly to Client needs. When you call TruView, you know who will answer: a responsive team who knows MELJIF and its Municipal Agencies's representatives, your hiring matrices, and your processes. This helps TruView meet requests and make improvements more efficiently. Our team works with Clients daily to clarify screening results and provide guidance in updating screening practices.

Our initially proposed Team assignments for MELJIF is as follows.

Primary Contract Team

Executive Contract Administrator

- Nicholas M. Auletta, President—Executive Contract Oversight
- Lisa Worgull, Managing Director, Background Screening Services—Executive Contract Services Management

Contract/Team Management

- Jose Lopez, Operations Manager, Background Screening

Dedicated Primary Team Leader/Account Manager—Daily Point of Contact for MELJIF

- Edward Moloney, Team Leader

Dedicated Primary Research Analysts/Analytical Background Screens

TruView will assign a Primary Research Analyst to the MELJIF and its Municipal Agencies account. TruView screeners receive certified FCRA training from the NAPBS; TruView's proprietary 15-day training; and ongoing training in screening methodologies and legal compliance practices.

Backup Team

TruView will assign a Dedicated Backup Team Leader and Backup Research Analysts to your account.

- Beatriz Hernandez, Team Leader

E. Additional (Optional) Services

TruView360 Continuous Monitoring Services

TruView distinguishes itself from the competition, in part, through our human analysis of the data obtained. TruView's continuous monitoring services go beyond database scraping and algorithmic search, using the best in data sources and new technology and combining human review of all potentially adverse information collected to ensure compliance with the FCRA's maximum possible accuracy mandate.

Continuous Criminal (Arrest, Incarceration, and Booking) Monitoring

Beyond standard national criminal database and arrest database locators, this unique interface provides TruView-adjudicated data from direct interfaces with Department of Correction facilities and jails throughout the country. According to the Bureau of Justice Statistics, two-thirds of all felony arrests are pending disposition after six months later and a third are still pending after twelve months, leaving business exposed for months, if not years. The solution covers more than 90% of the country's population. Results are populated dynamically in real-time to allow TruView analysts to alert the Client to pending court information. All potentially adverse information is adjudicated at the local level directly by TruView.

ENHANCED Continuous Criminal (Arrest PLUS Direct Court) Monitoring

Enhanced Continuous Criminal Monitoring is the most advanced criminal monitoring solution available in the background screening industry. The Enhanced Monitoring solution includes direct interfaces for arrest, incarceration, and booking information but also includes DIRECT and PRIMARY court record information (not a database or scraped data). Similar to the Continuous Criminal Monitoring solution, Enhanced Monitoring covers more than 90% of the population (to include 96.25% of the New York population and 75% of all court jurisdictions). The solution also includes nationwide, *direct* federal court coverage, traffic court violation, and national sex offender registry data.

Other Optional Continuous Monitoring Services

TruView uses the latest monitoring technologies and practices for "finding the needle" to deliver enhanced risk intelligence that protects against contemporaneous threats.

Global Watch List/OFAC Monitoring

Often coupled with our criminal database monitoring, TruView monitors its Global Watch List products on a dynamic basis. Results are obtained from a search of over 175 databases covering U.S. and foreign regulatory sanctions, enforcement, and watch lists, including (but not limited to) the Office of Foreign Assets Control (OFAC) Specially Designed Nationals (SDN) List, Bank of England Consolidated List, European Union Consolidated List, FBI and Interpol Most Wanted Lists, and other international fraud and Politically Exposed Persons (PEP) databases. Potential "hits" are adjudicated at the direct source level before reported.

OSINT + Social Media Screens for Reputational Risk

Combining best practices of AI technology, analytic algorithms, and expert human analysis, TruView performs open source intelligence (OSINT) and/or social media screens for reputational risk. Keyword searches are customized and implemented for categories. Quarterly refreshes ensure that the most relevant user profiles/names are monitored. Integrated with the back-end of the TruView platform, it is available for both one-time screening and monitoring.

- **Basic Level:** The report involves a combination of technology and human expert analytics to

correctly identify a subject's online presence on the websites where adverse content is most likely to be uncovered: Facebook, Twitter, Instagram, Pinterest, and LinkedIn. Once a subject's profile is correctly identified, three years of publicly available content is reviewed for business-related behaviors - racism/intolerance, violence, potentially illegal activity, and sexually explicit material. A report is then created with a summary of screenshot examples of adverse, actionable material. The last step includes a unique Protected Class Safety Feature, redacting protected class information pertaining to the subject. The report provides insight into a subject's online behavior and appropriateness as a fit for a company's basic code of conduct, values, or social media policy, while limiting the risk of a negligent hire and preventing employers from unintentionally applying bias to an employment decision.

- **Advanced Level:** A background check that involves a combination of technology and human expert analytics to identify a subject's online presence. Once the subject's risk profile is correctly identified, seven years of publicly available content is reviewed for business-related behaviors - racism/intolerance, violence, potentially illegal activity, and sexually explicit material. A report is then created with a summary of screenshot examples of flagged, actionable material. The last step includes a unique Protected Class Safety Feature, redacting protected class information pertaining to the subject. The Advanced Report provides insight into a subject's online behavior and appropriateness as a fit for a company's basic code of conduct, values, or social media policy, while limiting the risk of a negligent hire and preventing employers from unintentionally applying bias to an employment decision.
- **Social Intelligence Monitoring:** After the Basic or Advanced Report is completed, we continue to monitor the employee per Client time requirements. Existing confirmed sites as well as any newly discovered sites or profiles will be reviewed and flagged for any workplace safety issues—racism/ intolerance, violence, potentially illegal activity, and sexually explicit material. TruView screeners reviews all flags, with a notification and report will be sent to Client.

TRU365 Integrated, Nationwide Drug Screening Network

TruView integrates three of the largest medical testing labs in the United States—Quest Diagnostics, LabCorp/Medtox, and Alere eScreen—into our TRU365 background screening platform, giving Clients and applicants real-time web access to a vast network of collection sites and testing laboratories, including after-hours collection sites, clinics with extended hours coverage, and mobile collectors. The TRU365 drug screening platform offers greater usability and manageability, with quick service times and comprehensive coverage for all screens, anywhere in the United States.

TruView provides one convenient, web-based portal for easy registration and viewing. All stages of a drug test transaction can be viewed, from initial report to result reporting. The system provides automated data pre-fill for forms, easy user access controls and a self-serve feature for applicants to schedule tests, real-time status updates, online dashboard views, email updates, online support, and transparent compliance. Our system ensures secure electronic information transfer between with authorized users.

Full Coverage: TruView provides drug testing coverage throughout the United States, its territories, and the District of Columbia. With 13,000 testing facilities, and with mobile coverage available in some areas, over 98% of screening locations are 60 miles or less from any project site or future project site. TruView provides for screening locations within 30 miles of almost all locations.

Fast Exchange of Test Results: TruView partners with the lab to ensure secure, confidential, and fast exchanges of results for drug tests. This product uses an electronic chain of custody that are online and real-time. It automatically sends instructions about the drug screen to the donor with all the details about the event. Missed appointments are tracked. The time of collection, as well as specimen status, can be monitored online, 24/7, from any Internet connection. TruView manages the process. Turnaround times

are improved and the student does not have to bring a chain-of-custody form to the clinic. The electronic chain of custody is secure and transparent, bringing our Clients peace of mind.

The TRU365 Drug Screening Platform provides: online test scheduling; additional opioids testing, if required/desired; paperless drug test collections; rapid tests with real-time tracking of status and results ; medical review officer oversight and review of every exam; built-in compliance reports and management tools; instant, customized electronic reports and statistical documents; immediate notification of expired events and no-show donors.

Medical Review Officers: Medical Review Officers (MROs) assisting in this contract will be responsible for notifying applicants of positive, substitute, or adulterated test results, scrutinizing lab results, and verifying legitimate medical explanations for the substance(s) present. Average turnaround times for negative results is 24 to 48 hours. Positive tests are confirmed using the laboratory's standard procedures. In the event of a positive drug screen, the MRO will contact the specimen donor to discuss the results of the test. The MRO will release the result as a non-contact positive if they cannot reach the donor, if they do not return calls. The donor can always then call if a prescription could have caused this result. MROs remain current with SAMHSA guidelines and industry best practices.

Employee Qualifications & Compliance Software: TRU365 offers employee/applicant qualification file management software to help manage specific compliance requirements. The system assigns documents based on specific Client parameters; reviews electronic files and assigns a score to determination compliance; and provides a variety of reporting options to help view compliance status, as well as create charts and statistical documents for management review. Field managers can securely access files online whenever they need them. Features include real-time notification of exemptions and expirations.

Text Invitations: The TruView Platform allows for texting invitations to candidate, at no additional cost.

Real-Time Viewing of Any Screen/Report: The TruView platform give authorized Client users electronic access to the status of test results. When a report is ready, TruView sends email notification to the authorized user(s). The email contains a link that takes the user directly to the reports page of the secure TruView website. Our customized reports contain a summary of all screens performed and their level of completion. Each screening element in the process is listed separately, with verification points and specific information, as well as any discrepancies found. Discrepancies are color- coded in red assist in the review process. Authorized users can log in any time and view the status of any screen, whether partial or conclusive results, simply by clicking the Application link.

Electronic Employment Eligibility Verification (I-9) Integrated with E-Verify

Using TruView's TRU365 Platform, Client users or applicants can submit completed I-9 information to complete E-Verify process through Department of Homeland Security. As a federally designated E-Verify agent, TruView's platform is pre-integrated with the Department of Homeland Security's E-Verify system, providing robust security and real-time results.

TruView's electronic I-9/E-Verify integrated, instant verification includes secure single sign-on, easy-to-navigate dashboard interface, and customizable alerts, with customized reporting and user permissions functions. TruView's TRU365 Platform is integrated with Form I-9 Compliance, a leader in employment eligibility verification. Web-based Form I-9 compliance software gives you 24/7 access with no onsite software to install or maintain. Using a step-by-step process, applicants can complete Section 1 on their own. Error-checking algorithms ensure that the data entered is correct and complete. The process limits the amount of information a user enters at one time and prevents them from proceeding if any required information is missing or invalid. Click-to-Sign and Mouse-to-Sign electronic signature methods are offered.

Completing Section 2 is just as easy, providing a list of acceptable documents, and citizenship status options, electronic signatures, and the ability to directly submit your new Form I-9 to E-Verify with a single click. This solution reduces I-9 processing times by up to 75%. Cost and time saving features built into our solutions include:

- **Data-Validation:** Ensures accuracy of data by validating information for each form field as the information is typed.
- **Standardized Process:** Helps to ensure compliance with federal requirements for the employment eligibility, along with anti-discrimination policies and procedures for employees conducting I-9 verification or E-Verify confirmation.
- **Seamless Integration and Single Sign-On:** Integrates with HR platforms using a REST API to access reports and employee records with a single click.
- **Data Tracking:** Automatically tracks critical items and auto delete expired information.
- **Accessibility:** Manages multiple company locations and users from one account and allows secure dissemination of information throughout your entire organization.
- **Instant E-Verify Submission:** Simplifies and streamlines the verification process and enable immediate response of work authorizations, step-by-step guidance, and notifications and alerts for re-verifications and TNCs.
- **Digital Conversion and Correction of Paper I-9s:** Converts paper I-9s to web-based format.

Remote Hiring

Remote hiring is becoming increasingly popular with the modern workforce. TruView's TRU365 accommodates onboarding remote hires with employment eligibility verification and Form I-9 compliance.

- 100% cloud based—complete remote I-9s via tablets, smartphones, and laptops
- Access to a partner network of over 14,000 notarized Form I-9 experts
- Option to sign the Form I-9 using a mouse, stylus, or finger (if using a tablet), or click to sign to attest the information is correct
- Reduce the I-9 process from days to minutes

Social Media Monitoring

Social Media Monitoring is a scalable background screening solution utilizing web and social data. We help companies leverage bias-free public content in their employment decisions without a messy, complicated workflow, all while remaining FCRA, EEOC, and data privacy law compliant.

Discrimination, (racism/bigotry/sexism) inappropriate content and sexually explicit material, illicit drug use, terrorism, illegal activity, toxic employee and proclivity to violence are leading concerns at all levels of the employee lifecycle. Our Social Media Monitoring report summarizes problematic online behavior and complements existing background screening programs to identify trustworthy contributors for safe and productive workplaces.

Apply Social Media Monitoring to accomplish compliant screening practices with values-based goals. Our operational process combines technology with human review. Starting with the verification process, a subject's personally identifying information is run through proprietary artificial intelligence that scans social media sites for flagged content. Then, combining best practices of AI technology, analytic algorithms, and expert human analysis, TruView performs open source intelligence (OSINT) and/or social media screens for reputational risk. Keyword searches are customized and implemented for categories. Quarterly refreshes ensure that the most relevant user profiles/names are monitored. Integrated with the back-end of the TruView platform, it is available for both one-time screening and monitoring.

- **Basic Level:** The report involves a combination of technology and human expert analytics to correctly identify a subject's online presence on the websites where adverse content is most likely

to be uncovered: Facebook, Twitter, Instagram, Pinterest, and LinkedIn. Once a subject's profile is correctly identified, three years of publicly available content is reviewed for business-related behaviors - racism/intolerance, violence, potentially illegal activity, and sexually explicit material. A report is then created with a summary of screenshot examples of adverse, actionable material. The last step includes a unique Protected Class Safety Feature, redacting protected class information pertaining to the subject. The report provides insight into a subject's online behavior and appropriateness as a fit for a company's basic code of conduct, values, or social media policy, while limiting the risk of a negligent hire and preventing employers from unintentionally applying bias to an employment decision.

- **Advanced Level:** A background check that involves a combination of technology and human expert analytics to identify a subject's online presence. Once the subject's risk profile is correctly identified, seven years of publicly available content is reviewed for business-related behaviors - racism/intolerance, violence, potentially illegal activity, and sexually explicit material. A report is then created with a summary of screenshot examples of flagged, actionable material. The last step includes a unique Protected Class Safety Feature, redacting protected class information pertaining to the subject. The Advanced Report provides insight into a subject's online behavior and appropriateness as a fit for a company's basic code of conduct, values, or social media policy, while limiting the risk of a negligent hire and preventing employers from unintentionally applying bias to an employment decision.
- **Social Intelligence Monitoring:** After the Basic or Advanced Report is completed, we continue to monitor the employee per Client time requirements. Existing confirmed sites as well as any newly discovered sites or profiles will be reviewed and flagged for any workplace safety issues—racism/ intolerance, violence, potentially illegal activity, and sexually explicit material. TruView screeners reviews all flags, with a notification and report will be sent to Client.

Results are then viewed by human analysts to verify any potential matches to the subject. If subject matches are confirmed and the content applies to the criteria, it is flagged for further review. The flagged content is passed through a Protected Class Safety feature in order to ensure FCRA compliance, and then reported to the ordering client, allowing them to make informed employee decisions that will ensure the future success of the company.

Key Competitive Advantages:

- Automated Analysis – 10 years of data including automated and human analysis of millions of publicly available platforms, media sources, unique websites, and databases.
- Accurate, Relevant Data – No irrelevant results, unusable data, or lengthy review process.
- Actionable Results – Social Media Monitoring focuses on business related identified behaviors, marrying context and content for legally defensible decision making.
- Comprehensive Insight – Analysis and categorized supplemental data of publicly available problematic content in the context in which it was shared.
- Cutting Edge Technology – Algorithms and workflow automation platforms enable efficient and accurate analysis.
- Privacy & Safety – Redacted protected class information preventing employers from unintentionally applying bias.
- User Compliance – Social media platform partnerships ensure compliance with user terms and conditions.

MVR Monitoring and Driver Risk Management System

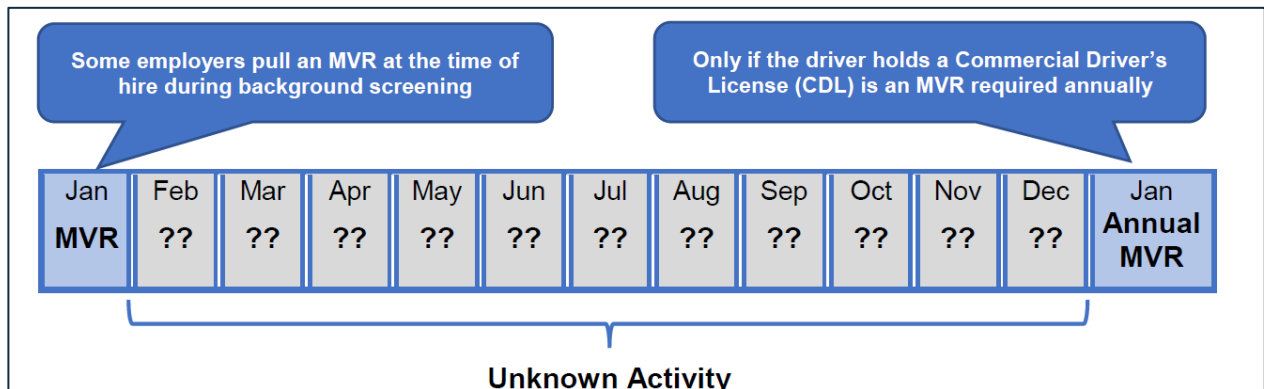
TruDriver™ Powered by SambaSafety is the industry’s most powerful motor vehicle record (MVR) monitoring and driver risk management system. With TruDriver, organizations can more accurately identify high-risk drivers and more intelligently reduce accident exposure, while improving the ability to manage costs and compliance, train drivers, and prevent legal problems.

The result of a partnership between TruView BSI, LLC and SambaSafety, a leader in driver risk management software, TruDriver replaces the old practice of one-time pre-hire and annual motor vehicle record (MVR) checks, which can put too much risk on your organization.

With direct, round-the-clock access to all 50 U.S. State motor vehicle licensing agencies, TruDriver instantly alerts you by email to changes in driver records—including violations, convictions, invalid licenses, and expirations. Real-time reports are delivered instantly to a secure TruView Client Web Portal that only you or your designees can access.

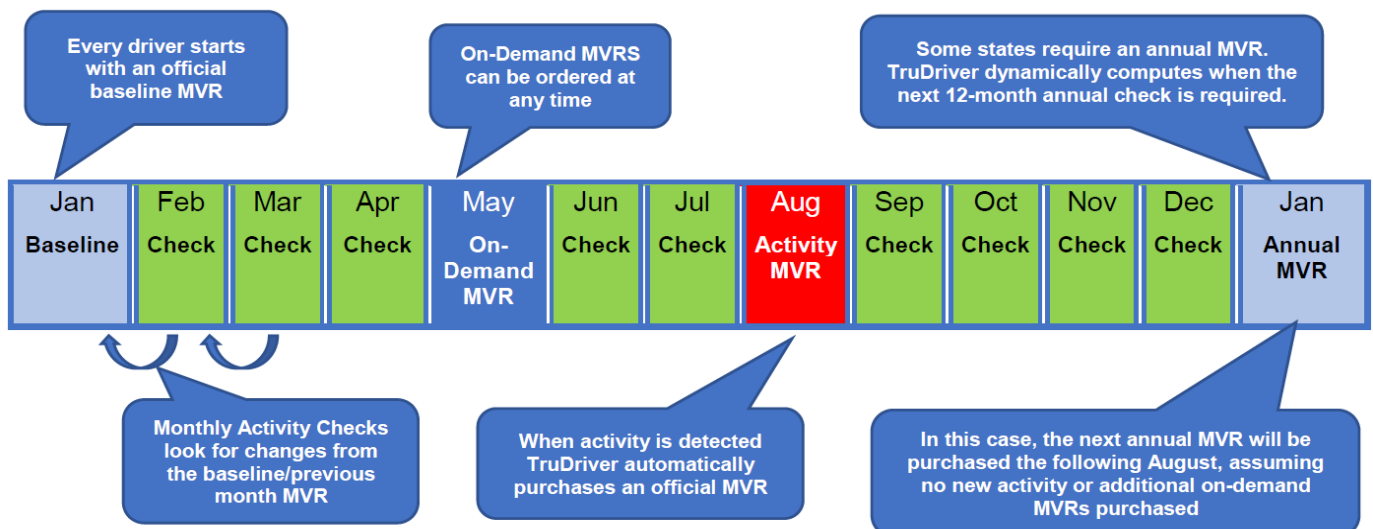
The Old, Ineffective Way of Screening DMV Records

Many companies only perform driver MVR checks at time of hire and, if the driver has a commercial license, annually. That big stretch of unknown activity increases company risk.



Continuous Driver Screening with TruDriver

With TruDriver, your protective MVR monitoring program is continuous, with customized on-demand monitoring capabilities.

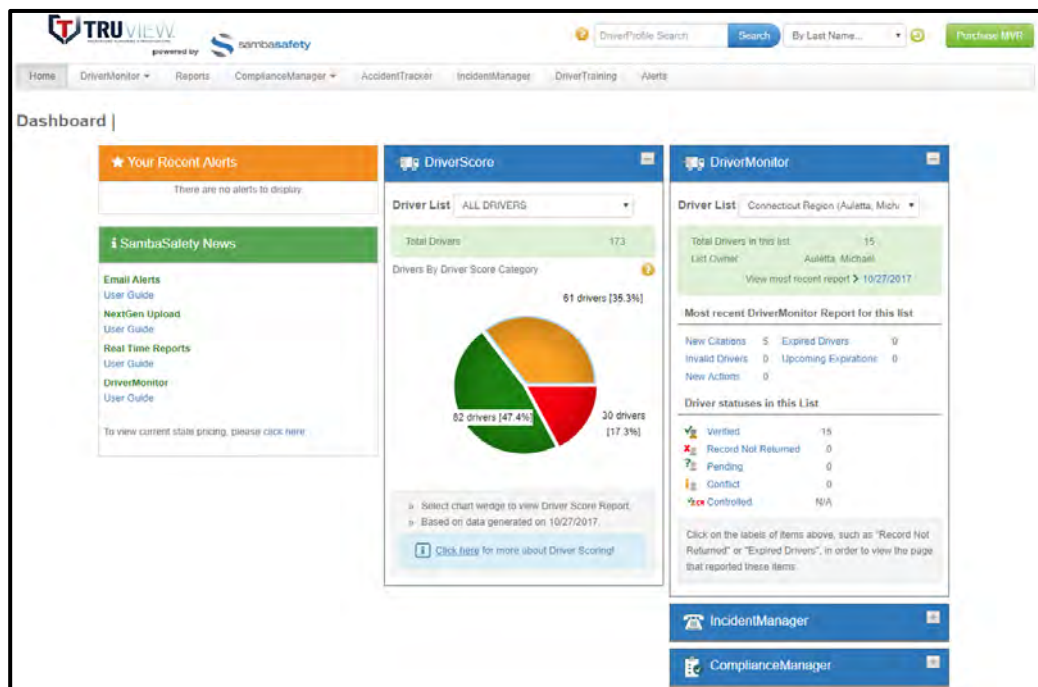


Holistic Driver Management and Improvement System

Driver records are sent electronically and securely to TruDriver's user platform. Functions are arranged in a useful, easy-to-navigate dashboard, with data ready for your review and analysis.

DriverMonitor provides a driver profile and snapshot of MVR activity. With the Alerts function, you can receive real-time email updates and notifications on a daily, weekly, or monthly schedule. Details on every accident and incident, with attached documentation, is stored in the system for easy referral. Compliance Manager organizes employment forms, licenses, certifications, and medical documents, and other required records, helping you meet federal and state regulations, as well as industry best practices. TruDriver includes CDL and U.S. DOT certification checks.

The visual DriverScore tool filters DMV license points/violations from 50 States into a normalized rating system for each driver, so you can focus your monitoring and training efforts where they are most needed. With TruDriver, you get a comprehensive training library of over 25 web-based driver training modules for a knowledgeable, safety-ready driver team.



Key Features of TruDriver Powered by SambaSafety include:

- Immediate Notification of Violations, Accidents, DUIs, and Other Records
- Intuitive, Easy-to-Navigate Dashboard with All Recent Driver Summaries
- CDL, non-CDL, and DOT Certification Checks
- 24/7 Dashboard Access
- Highlights Recent MVR Activity
- Archived Driver Reports and Accident Tracking in Secure Databases
- Library of Driver Training Modules
- Cost-Effective, Streamlined Way to Reduce Risk and Liability Exposure