

Hiring is complex.



Your reference and background investigations process shouldn't be.



Partner with MRA and let our FCRA-certified experts get you the correct information to make the best hiring decision possible.

MRA
Where HR Means Business.



Reference and Background Investigations

Services Offered

- SSN Address/Identity Trace
- Credit Reports (Employment)
- County Criminal Search
- State Criminal Search
- Federal Criminal Search
- County Civil Search
- Federal Civil Search
- National Criminal Database
- Terrorist Watch list (Office of Foreign Asset Control/Specially Designated Nationalists)
- Sex Offender Search
- Office of Inspector General (OIG) search
- Electronic Form I-9
- E-Verify
- Reference Checks
- Employment Verifications
- Education Verifications
- Professional Credentials
- Driver's License Checks
- International Verifications
- International Criminal Checks
- Non-DOT Drug Testing (5, 7, 9, 10 panels)
- DOT Drug Testing
- Non-DOT Physicals
- DOT Physicals

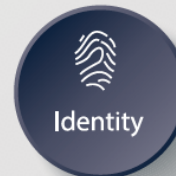
For a complete listing of MRA Reference and Background Investigation services visit www.mranet.org

We provide easy-to-use, streamlined solutions, blending technology and personal attention to ensure accurate data so you can make well-informed, confident hiring decisions.



Criminal
Background
Checks

Our team of experts can identify the best searches to assist you in collecting the most pertinent information. We use a repository source for information with a variety of county, state, and federal checks. None of your candidate data ever leaves the U.S. and no portion of domestic searches are outsourced overseas.



Our average turnaround time is 48 hours (two to three business days). If we are unable to finalize a report in three days, we provide the reason and updates on a regular basis. We can also offer tailored services based on your needs.



We offer simple, secure, electronic ordering methods for candidates to e-sign the disclosure and consent forms that can replace the manual, paper process to increase accuracy.

Our integrated electronic form I-9 and E-Verify options can be initiated right out of our background check system. A customized dashboard allows you to easily create, track, store, and purge I-9's. If you choose, instant E-Verify can also be performed at the same time the I-9 is completed thus reducing duplicate candidate data entry in the E-Verify site. Audits are much easier to navigate, since all of your employee data is available at the click of a button.

Compliance and Candidate Experience

Missteps in this part of the hiring process can open your organization to litigation. MRA's technology solutions bring peace of mind and compliance with:

- Fair Credit Reporting Agency (FCRA) certified staff
- Real-time individualized assessments
- Compliant automated candidate ordering options
- Sample authorization and disclosure forms available
- Pre-adverse/adverse action letters available
- Reports securely stored
- All candidate data stays in the U.S.

We work with you to get your candidate through our secure online system and e-sign disclosures and consents.

- Live customer service and support for questions and clarification
- Easy applicant self-service
- Integrated employer-branded background check sites available

To find out more, contact us at **800.488.4845**
or **MemberRelations@mrnet.org**

**MRA Candidate Dispute
Ratio Is Only .0001%**

Why MRA?

- **Accuracy**—.0001% candidate dispute ratio
- **Easy set-up**—no contracts, minimum orders, or set-up fees
- **Timely** report processing
- **Secure** technology platform with easy online ordering
- **Integrates** with any Applicant Tracking System (ATS)
- **No outsourcing** overseas
- **Compliant** record retention and storage
- **Onboarding solutions**—I-9 and eVerify
- **Rapid response** to inquiries
- **Dedicated, certified service professionals** who focus on the candidate experience
- **30+ years** of screening experience
- **Competitive pricing**
- **100% Satisfaction Guaranteed.** Absolutely.
- Member of the **National Association of Professional Background Screeners**



Additional Services

RECRUITING SERVICES

- Candidate sourcing
- Full cycle recruiting
- Executive search

PRE-EMPLOYMENT ASSESSMENTS

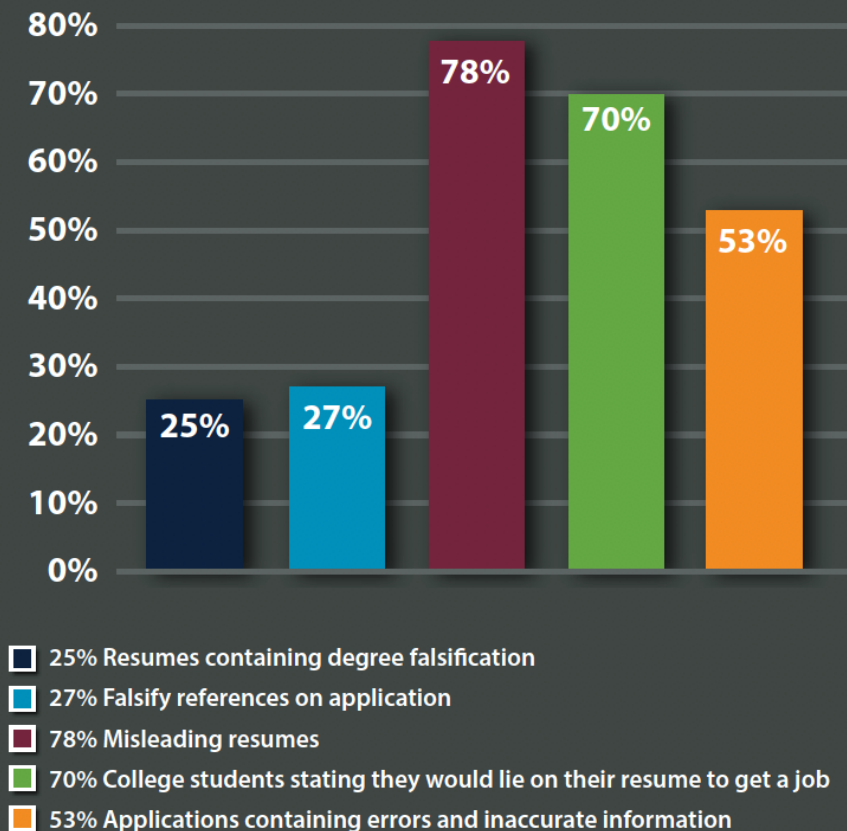
- Culture fit
- Skills based
- 360° feedback

ONBOARDING

- New Hire Surveys—delivered via tech platform by you or an MRA expert
- Candidate Experience Surveys

Know Who You Are Hiring

False Information Provided By Job Applicants



www.mranet.org
800.488.4845

About MRA

Founded in 1901, MRA-The Management Association is a not-for-profit association for employers that serves more than 4,000 employers, covering more than 800,000 employees. As one of the largest employer associations in the nation, MRA helps its member organizations thrive by creating powerful teams and safe, successful workplaces.

Organizations like yours join MRA as corporate members to gain access to expert guidance, best practices, professionally facilitated roundtables, essential tools, and dozens of business services in the areas of human resources and training.

We're passionate about helping our members achieve their business goals. We offer a wide range of comprehensive HR services and innovative training opportunities to help build a strong workplace — saving you time and money while minimizing risk, so you can focus on what you do best.

Contact MRA today to learn how we can assist your company to develop and retain a powerful workforce. Call 800.488.4845 or visit www.mranet.org/contact.

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