

Presented To:
The Garden Center Group



Presented By:
Blaine Kaniewski
T: 646-825-5094
E: blaine.kaniewski@sterlingts.com

www.sterlingcheck.com

Smarter Screening. Intelligent Hiring. Peace of Mind.

Sterling provides hiring peace of mind by delivering a simpler, smarter background screening and onboarding experience for employers worldwide. Our comprehensive suite of cloud-based background screening and onboarding solutions deliver accurate, reliable results and built-in tools to maintain compliance throughout the hiring cycle.

With 18 offices in nine countries, our team of more than 3,500 employees proudly serves over 50,000 customers around the world, including 25% of the Fortune 100. Sterling is accredited by the National Association of Professional Background Screeners (NAPBS), a distinction earned by fewer than 10% of all background screening companies.

Sterling provides award-winning service, because everything we do is delivered through the ScreeningDirect platform. HR professionals and hiring managers alike experience a streamlined, consistent hiring process with every candidate. Your candidates know where they stand as they progress towards their first day of work, using a secure, cloud-based portal. You can provide additional resources and information to your pending hires as they complete each step, building employee engagement and providing an outstanding candidate experience before day one.

Thank you for the opportunity to propose our company and our solutions to you. We look forward to earning your business.

Blaine Kaniewski
blaine.kaniewski@sterlingts.com
646-825-5094

The Sterling Difference

Measurable Value. No Shortcuts

We offer the highest level of quality and service at a competitive price to deliver the best value to your organization and reduce your total cost of ownership (TCO).

Outstanding Candidate Experience

A secure candidate portal provides simple, anytime, anywhere access that engages your future employees from day one.

Speed and Efficiency

ScreeningDirect automates the hiring process from a single dashboard, resulting in a simpler experience and faster turnaround so you and your team can spend more time on other high-value tasks.

Accurate and Thorough

Hire with confidence as ScreeningDirect virtually eliminates data entry, guides you through the necessary hiring steps and even alerts you to any missteps. Our unique CourtDirect™ fulfillment technology delivers the highest accuracy rate in the industry with continuous quality monitoring.

Compliance Driven by Technology

Sterling embraces the ever-changing landscape of relevant global, federal, state, and local hiring regulations in order to help you navigate Fair Credit Reporting Act (FCRA), Equal Employment Opportunity Commission (EEOC), and other regulations governing pre-employment services.

Quality of Service

Your dedicated, award winning Client Service team is there when you need them to ensure the simplest, most effective experience for you, your team and your candidates.

Continuous Innovation

In order to remain highly responsive to our evolving client needs, we're continuously investing in technology and innovation. We'll keep you informed of the latest enhancements to our products, services and platforms in addition to new ATS integrations.

Single Hiring Solution

Meet all of your screening needs on a single, comprehensive platform with simple reporting and efficient, consolidated invoicing.

Thank you for putting your confidence in Sterling Talent Solutions.

We're proud of our accomplishments and look forward to partnering with you and your company as a trusted part of your hiring experience.



Pricing

ALL PRODUCTS	PRICE
<p>DOJ Sex Offender The DOJ Sex Offender search is a nationwide search through the Federal Department of Justice, which includes registry data covering 49 states excluding Nevada, which is prohibited by state law, and including the District of Columbia and US territories. Subject to availability and applicable reporting limitations. This product excludes all alias names.</p>	\$ 3.50
<p>Single State Criminal Search Criminal record search of state or law enforcement repositories. The search reveals felony and misdemeanor convictions and pending cases in the candidate's current state of residence unless otherwise specified by the client. The quoted price is per jurisdiction found off the SSN trace. This product excludes all alias names. State access fees will be passed through to the customer.</p>	\$ 3.00
<p>Federal Criminal Search Off SSN Trace 7 Year Address History Criminal Federal record search based on the last 7 years of the candidate's address history in the federal districts of address as derived from the SSN trace results. The quoted price includes all federal districts found off the SSN trace. This product excludes all alias names.</p>	\$ 8.75
<p>Employment Verification Enhanced Workflow 2 Attempts to Applicant 2 Attempts to Client Proof 7 Year History Maximum of 3 Verifications Verifies a candidate's employment. Information verified includes job title, start date, end date and reason for leaving (if applicable), to the extent information is provided by the verifying source. Three (3) attempts will be made to the applicable organization for verification. If unsuccessful, two (2) attempts will be made to the candidate (including proof collection). If entity and/or candidate contact is unsuccessful, two (2) attempts will be made to the client to obtain additional information. The verification will search a maximum of 3 employers within the last 7 years of employment history. The quoted price is per verification. Additional fees may apply in accordance with the Fee Schedule.</p>	\$ 8.50
<p>Education Verification Enhanced Workflow 2 Attempts to Applicant 2 Attempts to Client Proof Maximum of 1 Verification Verifies a candidate's educational degree, certificate or enrollment from any U.S. educational institution. Information verified includes type of degree, diploma or certificate received, major, graduation date and/or attendance dates, to the extent information is provided by the verifying source. This product verifies the applicant's highest obtained education. Three (3) attempts will be made to the applicable organization for verification. If unsuccessful, two (2) attempts will be made to the candidate (including proof collection). If entity contact is unsuccessful, two (2) attempts will be made to the client to obtain additional information. The quoted price is per verification. Additional fees may apply in accordance with the Fee Schedule. A maximum of 1 education source will be searched.</p>	\$ 8.50
<p>Personal Reference Verification Enhanced Workflow 2 Attempts to Applicant Maximum of 1 Verification Confirms a candidate's competencies and personal qualities through a reference provided by the candidate. Three (3) attempts will be made to the applicable reference for verification. If unsuccessful, two (2) attempts will be made to the candidate. The quoted price is per verification. Additional fees may apply in accordance with the Fee Schedule. A maximum of 1 reference will be verified.</p>	\$ 8.50
<p>Credential-License Verification Maximum of 1 Verification Verifies a candidate's credential or certification, including license type, date and state of issuance, expiration date, restrictions, and reprimands, to the extent information is provided by the credentialing source. The verification will search a maximum of 1 credential/license. The quoted price is per verification. Additional fees may apply in accordance with the Fee Schedule.</p>	\$ 8.50
<p>Social Media Character Provides a view of any negative behaviors (such as potential illegal activity or violent conduct, sexually explicit material, and/or demonstrations of racism/intolerance) that a candidate may exhibit online. Results are uncovered by using advanced, deep-web technology to scour all publicly available content. If no negative material is found a 'No Pertinent Information' result is returned.</p>	\$ 40.00
<p>Office of Foreign Asset Control (OFAC) Terrorist Watchlist </p>	\$ 2.50

<p>A search for restriction, sanction and exclusion records maintained by the Office of Foreign Assets Controls (OFAC). The list of restricted counter parties includes Specially Designated Nationals (SDNs). Subject to availability and applicable reporting limitations. This product excludes all alias names.</p>	
<p>Extended Global Sanctions A search for restriction, sanction, and exclusion records maintained by US and international legal and regulatory enforcement organizations. Subject to availability and applicable reporting restrictions. This product excludes all alias names.</p>	\$ 7.00
<p>Electronic Pre-Adverse and Adverse Action Notification with Fair Chance Pre-Adverse and Adverse Action letters for employment screening purposes. Pre-Adverse letters include a copy of the screening report, the Summary of Rights under the FCRA, and applicable state consumer rights notices. Pre-Adverse & Adverse Action letters are delivered to the candidate electronically, in the event that the candidate does not view the Pre-Adverse letter within 24 hours, Sterling will send both the Pre-Adverse and Adverse Action letters via US Postal Mail. The Fair Chance service is an administrative tool that allows an employer to electronically complete a Fair Chance assessment form. The completed Fair Chance assessment form and an individualized assessment questionnaire is provided to the candidate electronically through a task they will have to log in and complete on their candidate portal. After it has been completed by the candidate, the individualized assessment response is returned to the employer through the Sterling portal. The employer can review the additional information, and use it in making a hiring decision.</p>	\$ 4.00
<p>Federal Financial Institutions The Federal Reserve takes formal enforcement actions for violations of laws, rules, or regulations, unsafe or unsound practices, breaches of fiduciary duty, and violations of final orders. Formal enforcement actions include cease and desist orders, written agreements, removal and prohibition orders, and orders assessing civil money penalties.</p>	\$ 6.75
<p>Driver's Record Candidate's Department of Motor Vehicles (DMV) state driving records, including all license classes. Available information varies by state and is subject to applicable reporting limitations. State access fees will be passed through to the customer.</p>	\$ 1.75
<p>SSN Trace The SSN Trace compares the provided Social Security Number to credit header and public records data. The trace may locate possible alternative names or addresses associated with the SSN for the purpose of performing additional searches. The SSN Trace is not conducted through the Social Security Administration and should not be used as the basis for any employment decision or confirmation of identity.</p>	\$ 1.50
<p>County Criminal Search Off SSN Trace 7 Year Address History Minimum 7 Year Record Depth Criminal record search based on the last 7 years of the candidates address history as derived by the SSN trace results. The central court search reveals felony and misdemeanor convictions and pending cases within a minimum of the last 7 years, subject to availability and applicable reporting limitations. The quoted price includes all jurisdictions found off the SSN trace. This product excludes all alias names. County access fees are included in the product price. This search is upgraded to a statewide search, rather than a county search, for a limited set of states including NY, ME, VT, Puerto Rico and other U.S. territories. State access fees will be passed through to the customer.</p>	\$ 16.00
<p>Enhanced Nationwide 7 years Validators Included CF Included The Multi-State Criminal Database is a compilation of criminal records from over 43 states. Prior to reporting, Sterling Talent Solutions verifies possible felony and misdemeanor convictions and pending cases within a minimum of the last 7 years against central court records to ensure the accuracy and completeness of potentially adverse information, subject to availability and applicable reporting limitations. This product excludes all alias names. County validators are included in the product price. County access fees are included in the product price.</p>	\$ 5.50
<p>Locator Select Validators Included CF Included Locator Select queries over 2,200 jurisdictions for bookings and incarcerations, covering 70% of the incarcerated population in the United States to identify up to 20% more criminal records. Prior to reporting, possible felony and misdemeanor convictions and pending cases are verified against central court records to confirm the accuracy and completeness of potentially adverse information. Subject to availability and applicable reporting limitations. This product excludes all alias names. County validators are included in the product price. County access fees are included in the product price.</p>	\$ 6.00
<p>Federal Criminal Search Off SSN Trace 7 Year Address History Criminal Federal record search based on the last 7 years of the candidate's address history in the federal districts of address as derived from the SSN trace results. The quoted price is per federal district found off the SSN trace. This product excludes all alias names.</p>	\$ 2.50
<p>Federal Civil Search Off SSN Trace 7 Year Address History Civil Federal record search based on the last 7 years of the candidate's address history in the federal districts of address as derived from the SSN trace results. The quoted price is per federal district found off the SSN trace. This product excludes all alias names.</p>	\$ 4.25

<p>County Civil Search Off SSN Trace Upper Districts Searched 7 Year Address History Civil record search based on the last 7 years of the candidate's address history as derived by the SSN trace results. The county court search reveals judgements and pending cases within the past 7 years, subject to availability and applicable reporting limitations from the upper county courts. The quoted price is per jurisdiction found off the SSN trace. This product excludes all alias names.</p>	<p>\$ 16.50</p>
<p>Urine: 5 Panel Lab-based urine drug test for detection of: Marijuana, Cocaine, Amphetamines, Opiates, and Phencyclidine</p>	<p>\$ 31.00</p>
<p>Urine: 7 Panel Lab-based urine drug test for detection of: Marijuana, Cocaine, Amphetamines, Opiates, Phencyclidine, Barbiturates, and Benzodiazepines. All specimens sent to a SAMHSA certified laboratory for analysis. Services fulfilled by out-of-network collection sites or service providers will be subject to additional fees in accordance with the Fee Schedule.</p>	<p>\$ 32.00</p>
<p>Urine: 10 Panel Lab-based urine drug test for detection of: Marijuana, Cocaine, Amphetamines, Opiates, Phencyclidine, Barbiturates, Benzodiazepines, Methadone, Propoxyphene, and Methaqualone. All specimens sent to a SAMHSA certified laboratory for analysis. Services fulfilled by out-of-network collection sites or service providers will be subject to additional fees in accordance with the Fee Schedule.</p>	<p>\$ 34.00</p>
<p>Credit Report Report of candidate's credit and financial history including a profile summary, liens, judgments, collection accounts, current or previous delinquent accounts, types of credit, total indebtedness, or other reportable credit bureau-based information as available. Subject to applicable reporting limitations. An on-site inspection may be required for each physical location accessing credit reports. These inspections will be scheduled in advance and invoiced at a separately negotiated rate for each location requiring inspection. Employment credit reports may be used for employment screening purposes only.</p>	<p>\$ 4.00</p>
<p>Credit Setup Fee Onsite inspection and processing of documents for client access to employment credit reports.</p>	<p>\$ 85.00</p>
<p>FACIS Level 3 A search for restriction, sanction and exclusion records maintained by the Department of Health and Human Services (HHS) Office of Inspector General (OIG) List of Excluded Individuals/Entities, the System for Award Management (SAM) Excluded Parties List System (EPLS), and other federal agencies, plus available licensing and certification agencies in all states. Subject to availability and applicable reporting limitations. This product excludes all alias names.</p>	<p>\$ 7.75</p>
<p>Annual Maintenance Fee Annual Maintenance Fee</p>	<p>\$ 299.00</p>
<p>Urine: 9 Panel Lab-based urine drug test for detection of: Marijuana, Cocaine, Amphetamines, Opiates, Phencyclidine, Barbiturates, Benzodiazepines, Methadone, and Propoxyphene. All specimens sent to a SAMHSA certified laboratory for analysis. Services fulfilled by out-of-network collection sites or service providers will be subject to additional fees in accordance with the Fee Schedule.</p>	<p>\$ 33.00</p>
<p>Commercial Driver's License Locator Search A search of the Commercial Drivers License Information System (CDLIS) for candidate's commercial drivers license numbers.</p>	<p>\$ 1.75</p>
<p>Employment Verification FMCSA Workflow 3 Year History Maximum of 1 Verification Verifies a candidate's employment with a DOT-regulated company, including job title, start date, end date and reason for leaving (if applicable), prior accidents and injuries, and other DOT-mandated information under 49 CFR Part 40 Drug and Alcohol Testing. The verification will search a maximum of 1 employers within the last 3 years of employment history. The quoted price is per verification. Additional fees may apply in accordance with the Fee Schedule.</p>	<p>\$ 9.50</p>
<p>Urine: 5P POCT Instant (eCup) Instant point-of-collection urine drug test for detection of: Marijuana, Cocaine, Amphetamines, Opiates, and Phencyclidine. Non-negative specimens sent to a SAMHSA certified laboratory for confirmation testing. Services fulfilled by out-of-network collection sites or service providers will be subject to additional fees in accordance with the Fee Schedule.</p>	<p>\$ 30.00</p>
<p>Workers' Compensation Statewide search of available workers compensation records. Subject to applicable reporting limitations.</p>	<p>\$ 6.00</p>
<p>Urine: DOT 5 Panel Lab-based urine drug test as outlined by Title 49 Code of Federal Regulations (CFR) Part 40 regulations for detection of: Marijuana, Cocaine, Amphetamines, Expanded Opiates, Phencyclidine, Ecstasy, Heroin and Enhanced SVT. All specimens</p>	<p>\$ 33.00</p>

sent to a SAMHSA certified laboratory for analysis. Services fulfilled by out-of-network collection sites or service providers will be subject to additional fees in accordance with the Fee Schedule.	
--	--

RECOMMENDED PACKAGE FOR NON-DRIVING AND NON-ACCOUNTING/CASH HANDLING POSITIONS	PRICE
DOJ Sex Offender The DOJ Sex Offender search is a nationwide search through the Federal Department of Justice, which includes registry data covering 49 states excluding Nevada, which is prohibited by state law, and including the District of Columbia and US territories. Subject to availability and applicable reporting limitations. This product excludes all alias names.	\$ 3.50
SSN Trace The SSN Trace compares the provided Social Security Number to credit header and public records data. The trace may locate possible alternative names or addresses associated with the SSN for the purpose of performing additional searches. The SSN Trace is not conducted through the Social Security Administration and should not be used as the basis for any employment decision or confirmation of identity.	\$ 1.50
County Criminal Search Off SSN Trace 7 Year Address History Minimum 7 Year Record Depth Criminal record search based on the last 7 years of the candidates address history as derived by the SSN trace results. The central court search reveals felony and misdemeanor convictions and pending cases within a minimum of the last 7 years, subject to availability and applicable reporting limitations. The quoted price includes all jurisdictions found off the SSN trace. This product excludes all alias names. County access fees are included in the product price. This search is upgraded to a statewide search, rather than a county search, for a limited set of states including NY, ME, VT, Puerto Rico and other U.S. territories. State access fees will be passed through to the customer.	\$ 16.00
Enhanced Nationwide 7 years Validators Included CF Included The Multi-State Criminal Database is a compilation of criminal records from over 43 states. Prior to reporting, Sterling Talent Solutions verifies possible felony and misdemeanor convictions and pending cases within a minimum of the last 7 years against central court records to ensure the accuracy and completeness of potentially adverse information, subject to availability and applicable reporting limitations. This product excludes all alias names. County validators are included in the product price. County access fees are included in the product price.	\$ 5.50
Locator Select Validators Included CF Included Locator Select queries over 2,200 jurisdictions for bookings and incarcerations, covering 70% of the incarcerated population in the United States to identify up to 20% more criminal records. Prior to reporting, possible felony and misdemeanor convictions and pending cases are verified against central court records to confirm the accuracy and completeness of potentially adverse information. Subject to availability and applicable reporting limitations. This product excludes all alias names. County validators are included in the product price. County access fees are included in the product price.	\$ 6.00
Total:	\$ 32.50

Additional Product for Driving Positions: Driver's Record Candidate's Department of Motor Vehicles (DMV) state driving records, including all license classes. Available information varies by state and is subject to applicable reporting limitations. State access fees will be passed through to the customer.	\$ 1.75
--	---------

Additional Product for Accounting/Cash-Handling Positions: Credit Report Report of candidate's credit and financial history including a profile summary, liens, judgments, collection accounts, current or previous delinquent accounts, types of credit, total indebtedness, or other reportable credit bureau-based information as available. Subject to applicable reporting limitations. An on-site inspection may be required for each physical location accessing credit reports. These inspections will be scheduled in advance and invoiced at a separately negotiated rate for each location requiring inspection. Employment credit reports may be used for employment screening purposes only.	\$ 4.00
---	---------

Unless otherwise noted in a product description, Client understands and acknowledges that the Services reflected herein may incur additional fees in accordance with the then-current Fee Schedule (available upon request and subject to change), including, without limitation, court access fees, employment/education third party database costs, out of network drug testing fees, and state Department of Motor Vehicle fees ("Fees"). Fees, if any, will be included on monthly invoices and are subject to change without notice.