

CM Morrison

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Notes on Criminal Background Checks

Per testimony on 10/2/14, Lyft uses SterlingBackCheck and Uber uses HireRight

SterlingBackCheck

Extract from FAQs <http://sterlingbackcheck.com/About/The-SterlingBackcheck-Difference.aspx#accuracy>

Unrivaled Accuracy

SterlingBackcheck's high **criminal record check rate of 15.7%** means that we are more likely to catch a criminal than any other pre-employment screening company. Having a large number of jurisdictions accessed digitally also greatly minimizes human error and turnaround time.

Other Online Service: US Criminal Checks Inc

Extract from Webpage <https://www.usacriminalbackground.com/>

A COMPLETE FEDERAL, STATE, AND COUNTY CRIMINAL RECORD REPORT

This Nationwide 50 State Criminal History Search is Generated Utilizing ALL FEDERAL, STATE and COUNTY Government Databases. This Guarantees ALL the information is 100% Accurate, Reliable and Current. This report shows ALL Arrests and Convictions Including Felonies, Misdemeanors, DUI's, DWI's, Sexual Predators and Offenders. The Type and nature of the Arrest, Court Plea Arrangements and Final Disposition, Including Parole and Incarceration History. This search is FCRA Compliant for Employment Screening. There are 73 Million people in the United States that have Arrest Records. This Check Searches ALL of them for the Subject you are Investigating.

Extracts from User Agreement (Emphasis added)

General Restrictions

3.) US Criminal Checks, Inc. makes **no warranty** as to the quality, accuracy, completeness, timeliness and validity of any records/materials on US Criminal Checks, Inc.'s web site or in US Criminal Checks, Inc.'s databases.

Search Restrictions

- 1.) You understand and agree that our searches do not include records that are or have been sealed and/or expunged.
- 2.) Juvenile records are not covered. If crimes were committed before the age of 18, they will not show up in your search results, even if the subject is now over the age of 18.
- 3.) **Arrest Records** and Warrants are not covered and will not appear in our database and/or your search results.

Coverage Area

You have read and agree to our **search coverage area** for each state. You can view our coverage at our ordering page by clicking on the 'coverage area' link. US Criminal Checks, Inc. is not responsible for the accuracy of the coverage area, and reserves the right to modify the coverage area without notice.