



Background Checking 1.0

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Abstract

HR-XML's Background Checking specification supports requests to third-party providers of background checking services and the return of search results. The specification defines messages to support background check requests and reports.

Status of this Document

The key words "MUST", "MUST NOT", "REQUIRED", "SHALL", "SHALL NOT", "SHOULD", "SHOULD NOT", "RECOMMENDED", "MAY", and "OPTIONAL" in this document are to be interpreted as described in RFC 2119.

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Overview

1.1 Objective

The objective of HR-XML's Background Checking workgroup is to develop schemas to support background check requests to third-party suppliers of background checking services. The specification also supports the return of search results.

1.1.1 Domain Issues

Background checking has become a very formalized procedure compared to its beginnings when it was as simple as asking a friend or associate if they ever heard of your new applicant. Today's litigious society has driven the industry to new heights, and drives more and more employers into background checking programs every year.

Currently HR systems, customer systems, and the background checking vendors systems are unable to universally exchange information. This leaves HR customers with the burden of keying data to multiple systems or writing programs to facilitate a particular vendor. The requirement to develop custom interfaces to each background-checking firm makes it more difficult and expensive for employers or HR service partners to establish business relationships with background checking firms.

1.1.2 Business Reasons

HR-XML's Background Checking specification enables background check requests to be generated from data sourced from core HR systems and from applicant-tracking and similar recruiting systems. This reduces administrative costs by eliminating the need to re-key data to generate a background check request. It also helps reduce errors that can occur when data is re-keyed from requests submitted on paper or by fax or when data is integrated manually by "cutting and pasting" into a Web-based form.

HR-XML's specification will allow employers choosing a background-checking service to focus on factors such as quality of service, accuracy, and pricing instead of having to consider integration details and "non-functional" factors. Cost savings will go directly to companies' bottom line, while efficiencies also will pay off by improving the speed of the background check process. The speedy return of background check results helps ensure that employers do not lose qualified candidates to other employers as a result of delays.

For background checking service providers, HR-XML's specification reduces the costs of acquiring new accounts. Adhering to industry standards also is a service offering that will be particularly attractive to high-volume users of background checking services.

1.1.3 Terminology

Key terms used in this specification are defined below:

- **Background Check.** A Background check consists of one or more screenings. Background checks typically are conducted on applicants prior to employment, but they also may be conducted on current employees and other human resources (a contractor or vendor employee). For example, an employer of truck drivers might periodically request motor vehicle record searches to ensure employees have clean driving records and that they have maintained licenses required for the positions they hold.
- **Screening.** A screening is a particular type of search or verification procedure conducted as part of a background check. Examples of screenings include checks of criminal records, department of motor vehicle records, education, employment history, and credit worthiness.

1.2 Design Requirements

A principal design requirement for Background Checking Version 1.0 is to develop a complete, but flexible schema to support requests to third-party providers of background checking services. The other design requirement is to develop a simple, but flexible means for reporting background check results. Designing a schema to support precisely fielded search results is outside of the scope of Version 1.0, but it is being considered for a future version.

1.3 Scope

Items within and outside of the design scope are detailed below.

1.3.1 Items Within the Design Scope

Version 1.0 of the HR-XML Background Checking specification includes two schemas:

- A schema to support background-check requests to third-party providers. The schema explicitly supports screenings relating to criminal records, department of motor vehicle records, education, employment history, and credit worthiness. In addition, the BackgroundCheck schema is sufficiently flexible to transmit information required to execute custom screenings that a client might arrange with a background checking service provider.
- A simple schema to transmit background check results to a client of a background checking service provider.

1.3.2 Items Outside of Design Scope

Among, items outside of the scope of this specification are:

- Order generation/trading partner agreements. The BackgroundCheck schema is intended to enable the transfer of the data necessary to execute a background search. In addition, the schema is sufficiently comprehensive to support the generation of search orders in some, but not all cases. In many cases, a trading partner agreement would need to be established prior to executing a search so that question sets could be developed and approved (see below) and necessary powers of attorney and other authorizations could be completed.

- Dynamic question set generation/submission. The BackgroundCheck schema allows clients submitting background checks to reference previously defined questions sets. For example, a client might provide a set of questions that the screening firm should ask employment references. However, the schema does not support the submission of those questions. This is appropriate since questions generally would be reviewed for legal compliance before they would be used within the screening process.
- Interactions with the search subject. HR-XML's Background Checking specification does not address interactions with the subject of a background search. There are a variety of interactions with the search subject that might be necessary in the course of a background check. For instance, a background check client might not be willing or able to provide certain information required for a particular search (for example, date of birth). In such cases the background-checking firm might contact the search subject directly. Other contact with the search subject might be necessary under applicable law. For instance, the employer or screening company might be responsible for notifying search subjects of adverse decisions based on information obtained from a credit report or other search.
- Interfaces with original sources of background check information. The specification addresses only requests to third-party background check services. It does not consider interfaces with original sources of background check information, such as courts, governments, educational institutions, etc.
- Implementation frameworks. The specification is intended to be independent of specific transport or messaging frameworks and thus does not address those details.

1.3.3 International Support

Background checks that include criminal-record searches are common within the United States, but they are much less common in other jurisdictions. Version 1.0 of the background checking specification is designed explicitly to support U.S. background checking practices. However, the specification may be useful in supporting background check requests in other jurisdictions as well.

2 Business Process Supported

2.1 Actors

The transactions supported by this specification are typically between an employer and a background-checking service provider. However, background-checking transactions also might take place between a background check service provider and the agent of an employer, such a recruiter or applicant tracking solution provider.

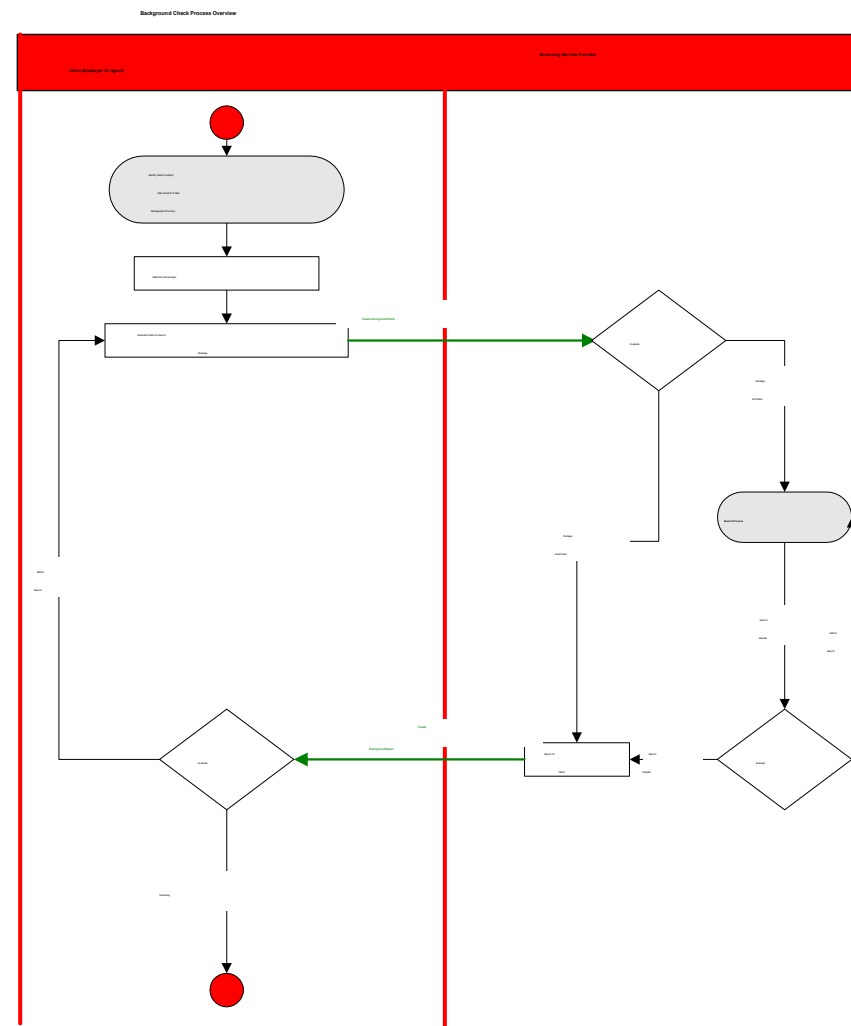
The subject of the background check obviously is another actor involved in the background check process. However, as noted in Section 1.3.2, interactions with the search subject are outside the scope of this specification.

2.2 Business Process Overview

As depicted in the diagram below, the HR-XML Background Checking specification is intended to support “Create BackgroundCheck” requests from an employer or agent to a third-party service provider. This might be a single BackgroundCheck request or multiple requests sent in batch. While requests usually are processed in an asynchronous fashion, client-initiated updating or canceling of existing BackgroundCheck requests are not explicitly supported by this specification.

For each BackgroundCheck request, one or more BackgroundReports are returned. BackgroundReports may contain:

- Results for the particular screenings that were requested;
- Details regarding insufficiencies or errors in the BackgroundCheck request that prevented the successful execution of the request (See Section 4.4, BackgroundReportPackage/ErrorReport); or
- Information regarding the status of a BackgroundCheck request that is pending.



3 Schema Design

3.1 Overview

The BackgroundCheck specification includes two main schemas (BackgroundCheck-1_0.xsd and BackgroundReports-1_0.xsd and several component or supporting schemas.

The schema to support BackgroundCheck requests is described in Section 3.2. The relationship between BackgroundCheck-1_0.xsd and its various supporting schemas is illustrated in the table below.

BackgroundCheck-1_0.xsd

Includes:	
Screenings-1_0.xsd	(Screenings-1_0.xsd defines structures to support the various types of screenings supported by BackgroundCheck-1_0)
Includes:	
CountryCode-1_0.xsd	
ScreeningTypes-1_0.xsd	(This defined a variety of types shared by BackgroundCheck and BackgroundReports. Includes: CountryCode-1_0.xsd, GenderCode-1_0.xsd, CurrencyCode-1_0.xsd)
PersonName-1_2.xsd	
PostalAddress-1_2.xsd	
cpoDateTimeTypes-1_1.xsd	
ContactMethod-1_0.xsd	
TelcomNumber-1_0.xsd	
OnlineAddress-1_0.xsd	
Competencies-1_0.xsd	
JobHeader-1_0.xsd	
PositionHeader-1_0.xsd	
WorkSite-1_0.xsd	
WorkSiteEnvironment-1_0.xsd	
UserArea-1_0.xsd	
Imports namespace:	
http://ns.hr-xml.org/RecruitingAndStaffing/SEP-2_0	
(This allows BackgroundCheck-1_0 to share the EducationHistory and EmploymentHistory components of Resume-2_0.xsd)	

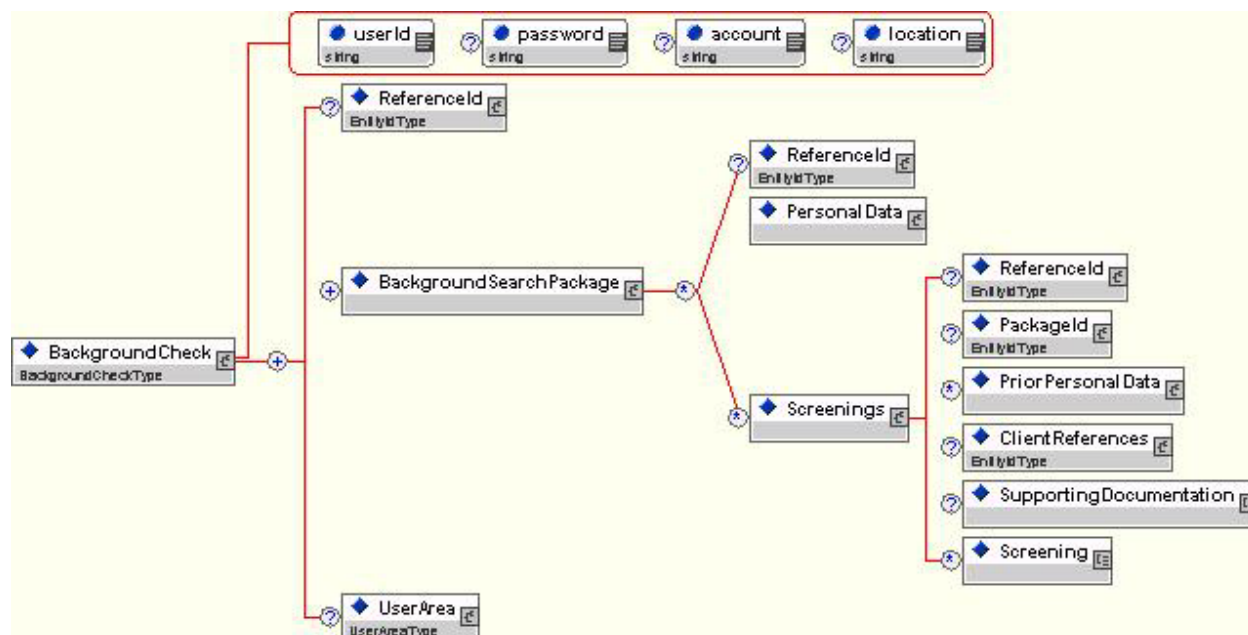
The BackgroundReports schema is described in Section 3.3. Relationships to component schemas are shown in the following table:

BackgroundReports-1_0.xsd

Includes:	
ScreeningTypes-1_0.xsd	(This defined a variety of types shared by BackgroundCheck and BackgroundReports. Includes: CountryCode-1_0.xsd, GenderCode-1_0.xsd, CurrencyCode-1_0.xsd)
CPOLibrary-1_0_BackgroundCheck.xsd	(This includes following components defined in other Consortium specifications: PersonName-1_2; PostalAddress-1_2; cpoDateTimeTypes-1_1; ContactMethod-1_0; TelcomNumber-1_0; OnlineAddress-1_0; Competencies-1_0; JobHeader-1_0; PositionHeader-1_0; WorkSite-1_0; WorkSiteEnvironment-1_0; and UserArea-1_0)

3.2 BackgroundCheck Schema

3.2.1 BackgroundCheck



Component Name	ContentModel	Definition
[Global types listed at the end of the table.]	Data type Occurrence: Sequence Choice All (minOccurs/maxOccurs) Attributes	
/ BackgroundCheck	- BackgroundCheckType - (1/1)	Root element for BackgroundCheck schema, which is designed to hold data necessary to execute background searches.
/ BackgroundCheck/ userId	- xsd:string -	A user ID or identifier. Part of a user ID and password pair used for login or authentication.
/ BackgroundCheck/ password	- xsd:string -	A password.
/ BackgroundCheck/ account	- xsd:string -	An account number or identifier. This will be provided to the client by the organization performing the screenings.

/ BackgroundCheck/ location	- xsd:string -	Identifies a client location. This might be useful in cases where a background-checking firm accepts requests from multiple locations of the same client.
/ BackgroundCheck/ ReferenceId	- EntityIdType - S (0/1)	A trading-partner identifier.
/ BackgroundCheck/ BackgroundSearchPackage	ReferenceId - EntityIdType - C (0/1) PersonalData - [complexType] - C (1/1) Screenings - xsd:string - C (0/*)	Contains screening-related information for a single search subject.
/ BackgroundCheck/ BackgroundSearchPackage/ ReferenceId	- EntityIdType - C (0/1)	A trading-partner identifier.
/ BackgroundCheck/ BackgroundSearchPackage/ PersonalData	EffectiveDate - EffectiveDateType - S (0/1) PersonName - PersonNameType - S (1/1) PostalAddress - PostalAddressType - S (0/1) ContactMethod - ContactMethodType - S (0/*) DemographicDetail - DemographicDetailType - S (0/1) SummaryText - SummaryTextType - S (0/1)	Demographic and other information about the search subject.
/ BackgroundCheck/ BackgroundSearchPackage/ PersonalData/ EffectiveDate	- EffectiveDateType - S (0/1)	Date or time interval on or during which information is effective or known to be correct.
/ BackgroundCheck/ BackgroundSearchPackage/ PersonalData/ PersonName	- PersonNameType - S (1/1)	The name of a person.
/ BackgroundCheck/ BackgroundSearchPackage/ PersonalData/ PostalAddress	- PostalAddressType - S (0/1)	Home address of the search subject. This is the mailing address of record that will be used as input to the search. In some cases, a search subject might have a separate contact address.
/ BackgroundCheck/ BackgroundSearchPackage/ PersonalData/ ContactMethod	- ContactMethodType - S (0/*)	Contact method for search subject. This usually would be a telephone number. ContactMethod also may contain a PostalAddress. In some cases, the contact address may be different from the search subject's "address of record" that would be used as input to the search.

/ BackgroundCheck/ BackgroundSearchPackage/ PersonalData/ DemographicDetail	- DemographicDetailType - S (0/1)	Demographic details of the search subject that will be used as input to the screening.
/ BackgroundCheck/ BackgroundSearchPackage/ PersonalData/ SummaryText	- SummaryTextType - S (0/1)	Additional explanation or elaboration.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings	ReferenceId - EntityIdType - S (0/1) PackageId - EntityIdType - S (0/1) PriorPersonalData - [complexType] - S (0/*) ClientReferences - EntityIdType - S (0/1) SupportingDocumentation - [complexType] - S (0/1) Screening - xsd:string - S (0/*)	Contains information on the specific types of screenings to be performed and the information necessary to carry out those screenings.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ ReferenceId	- EntityIdType - S (0/1)	A trading-partner identifier.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ PackageId	- EntityIdType - S (0/1)	An identifier for a BackgroundSearchPackage.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ PriorPersonalData	EffectiveDate - EffectiveDateType - S (0/1) PersonName - PersonNameType - S (0/1) PostalAddress - PostalAddressType - S (0/1) DemographicDetail - DemographicDetailType - S (0/1)	A collection of demographic data supplied as input to screenings.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ PriorPersonalData/ EffectiveDate	- EffectiveDateType - S (0/1)	Date or time interval on or during which information is effective or known to be correct.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ PriorPersonalData/ PersonName	- PersonNameType - S (0/1)	The name of a person.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ PriorPersonalData/ PostalAddress	- PostalAddressType - S (0/1)	Home address of the search subject.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ PriorPersonalData/ DemographicDetail	- DemographicDetailType - S (0/1)	Demographic details of applicant that the screening will be performed upon. Primarily the GovernmentID, DateofBirth, Race and GenderCode unless

		otherwise specified by the organization performing the screening.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ ClientReferences	- EntityIdType - S (0/1)	A client-provided reference, such as an accounting or billing code.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ SupportingDocumentation	Documentation - LinkImageTextType - S (1/*)	Client-provided supplemental or supporting documentation.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ SupportingDocumentation/ Documentation	- LinkImageTextType - S (1/*)	A supplemental or supporting document.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening	ReferenceId - EntityIdType - S (0/1) QuestionSetId - EntityIdType - S (0/1) CountryCode - CountryCodeType - S (0/1) Region - xsd:string - S (0/1) ServiceLevel - ServiceLevelTypes - S (0/1) PermissiblePurpose - PermissiblePurposeQualifiers - S (0/1) - [Union]: NAPermissiblePurposeQualifiers , AdditionalEnumerationType EndUser - xsd:string - S (0/1) Vendor - VendorTypes - S (0/1) - [Union]: VendorType , AdditionalEnumerationType Duration - xsd:duration - S (0/1) ClientReferences - EntityIdType - S (0/1) SupportingDocumentation - [complexType] - S (0/1) SearchCriminal - xsd:string - C (0/1) SearchEducation - [complexType] - C (0/1) SearchEmployment - [complexType] - C (0/1) SearchLicense - [complexType] - C (0/1) SearchOther - xsd:string - C (0/1) SearchReference - [complexType] - C (0/1) type SearchTypes qualifier SearchQualifierType	Contains all supporting information related to a screening.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ type	- SearchTypes -	Type of search.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ qualifier	- SearchQualifierType -	Enumerated list of search type qualifiers. Refer to SearchQualifiers listed below. Additional qualifiers agreed to by trading partners may be specified by preceding the qualifier with an x:. i.e

		"x:WantsAndWarrants".
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ ReferenceId	- EntityIdType - S (0/1)	A trading-partner identifier.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ QuestionSetId	- EntityIdType - S (0/1)	Specifies the question set id to be used to perform the search. For many searches, the client provides the screening provider with a list of questions to be asked during the interview. In many cases, a given client could have multiple sets of questions depending on the position of the human resource. This provides a means of specifying a question set other than the default for the client.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ CountryCode	- CountryCodeType - S (0/1)	An ISO 3166-1, two-character country code.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ Region	- xsd:string - S (0/1)	"Represents the state, province and/or country where the job/position is located."
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ ServiceLevel	- ServiceLevelTypes - S (0/1)	Service level of the screening agreed to by trading partners.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ PermissiblePurpose	- PermissiblePurposeQualifiers - S (0/1)	Specifies the purpose on the screening. Values are enumerated [Union]: NAPermissiblePurposeQualifiers, AdditionalEnumerationType
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ EndUser	- xsd:string - S (0/1)	Identifies the vendor providing the service. (Identifies the organization making the the hiring decision.)
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ Vendor	- VendorTypes - S (0/1)	Identifies the vendor providing the credit check service. Valid values are: Equifax; Experian; TransUnion; Meraeqd -

		[Union]: VendorType,AdditionalEnumerationType
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ Duration	- xsd:duration - S (0/1)	Specifies the duration of the screening. I.e For driver license 3 year, enter "3".
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ ClientReferences	- EntityIdType - S (0/1)	Root element to provide additional screening related information specific to the search identified by this screening.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SupportingDocumentation	Documentation - LinkImageTextType - S (1/*)	Additional information related to the specified search.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SupportingDocumentation/ Documentation	- LinkImageTextType - S (1/*)	Additional client-supplied information related to the specified search.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal	Municipality - xsd:string - S (0/1) County - xsd:string - S (0/1) PostalCode - xsd:string - S (0/1) CourtName - xsd:string - S (0/1) CourtType - xsd:string - S (0/1) Database - xsd:string - S (0/1) AdmittedAliases - [complexType] - S (0/*) AdmittedCharges - xsd:string - S (0/*)	Contains information to execute a criminal background search.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ Municipality	- xsd:string - S (0/1)	A city, town, village or hamlet.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ County	- xsd:string - S (0/1)	County within region to be searched where the charge was processed. Region is supplied in the / BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ Region element.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ PostalCode	- xsd:string - S (0/1)	A postal code. Determines how mail is sorted and delivered.

/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ CourtName	- xsd:string - S (0/1)	Name of court to be searched. If court and/or country is not available, then PostalCode and Municipality must be supplied. In all cases, Region and CountryCode in the parent element must be supplied.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ CourtType	xsd:extension base: xsd:string	Jurisdiction of court to be searched. For example, felony, misdemeanor, or both.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ CourtType/ type	xsd:restriction base: xsd:string [Enumerations]: felony, misdemeanor, felonyMisdemeanor	Type of court.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ Database	- xsd:string - S (0/1)	Identifies private database to be searched. Primarily for statewide searches.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedAliases	PersonName - PersonNameType - S (00/1) PersonName - PersonNameType - S (0/1) DemographicDetail - DemographicDetailType - S (0/1)	Contains information on aliases admitted or supplied by the search subject. Enables scoring of results based on the information supplied by the search subject.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedAliases/ PersonName	- PersonNameType - S (0/1)	The name of a person.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedAliases/ DemographicDetail	- DemographicDetailType - S (0/1)	Demographic details of search subject. Typically, GovernmentID, DateofBirth, Race and GenderCode would be information provided here.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges	CriminalCase - xsd:string - S (0/*)	Contains information on charges admitted by the search subject. Enables scoring of results based on the information supplied by the search subject.
/ BackgroundCheck/	CaseNumber - xsd:string - S (0/1)	Contains information

BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase	OtherCaseId - xsd:string - S (0/*) ArrestingAgency - xsd:string - S (0/1) Jurisdiction - xsd:string - S (0/1) CountryCode - CountryCodeType - S (0/1) Region - xsd:string - S (0/1) County - xsd:string - S (0/1) Municipality - xsd:string - S (0/1) FileDate - StartDateType - S (0/1) Charges - [complexType] - S (1/*)	identifying and describing a criminal case or charges to which the search subject admits.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase/ CaseNumber	- xsd:string - S (0/1)	Name of the originating arrest agency.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase/ OtherCaseId	xsd:extension base: xsd:string	Other identifier to identify the criminal activity such as a Department of Corrections Id.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase/ OtherCaseId/ type	- xsd:string -	Type of id. For example. FBI, DOC, Ticket.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase/ ArrestingAgency	- xsd:string - S (0/1)	Identification of originating arrest agency.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase/ Jurisdiction	- xsd:string - S (0/1)	Represents the state, province, territory, etc. where the charge was processed.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase/ CountryCode	- CountryCodeType - S (0/1)	An ISO 3166-1, two-character country code.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase/	- xsd:string - S (0/1)	Represents the state, province and/or country where the job/position is located.

Region		
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase/ County	- xsd:string - S (0/1)	County within region to be searched where the charge was processed.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase/ Municipality	- xsd:string - S (0/1)	A city, town, village or hamlet.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase/ FileDate	- StartDateType - S (0/1)	Filing date related to the case.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase/ Charges	ChargeorComplaint - xsd:string - S (1/1) ChargeTypeClassification - ChargeQualifiers - S (0/1) ArrestDate - StartDateType - S (0/1) OffenseDate - StartDateType - S (0/1) Sentence - xsd:string - S (0/1) SentenceDate - StartDateType - S (0/1) Disposition - xsd:string - S (0/1) DispositionDate - StartDateType - S (0/1) ProbationStatus - xsd:string - S (0/1)	Contains a list of charges related to the case.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase/ Charges/ ChargeorComplaint	- xsd:string - S (1/1)	Identifies a crime, offense, infraction or violation for which the defendant was arrested.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase/ Charges/ ChargeTypeClassification	- ChargeQualifiers - S (0/1)	Identifies the seriousness of the offense: felony, misdemeanor, infraction, etc.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase/ Charges/ ArrestDate	- StartDateType - S (0/1)	Date of the arrest/summons served.

/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase/ Charges/ OffenseDate	- StartDateType - S (0/1)	Date offense was committed.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase/ Charges/ Sentence	- xsd:string - S (0/1)	Information regarding the penalty for a given offense including Length of sentence, fines, restitution, etc.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase/ Charges/ SentenceDate	- StartDateType - S (0/1)	Date of sentencing.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase/ Charges/ Disposition	- xsd:string - S (0/1)	Guilty, not guilty, pled guilty, mistrial, etc.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase/ Charges/ DispositionDate	- StartDateType - S (0/1)	Disposition date.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchCriminal/ AdmittedCharges/ CriminalCase/ Charges/ ProbationStatus	- xsd:string - S (0/1)	Information regarding the search subject's probation status.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchEducation	sep:EducationHistory - [see include/import] - S (1/1) OtherApplicantInformation - EntityIdType - S (0/1)	Contains information necessary to research an individual's education history.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchEducation/	- EntityIdType - S (0/1)	Placeholder element for capturing additional search related information associated with a specific

OtherApplicantInformation		question.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchEmployment	sep:EmploymentHistory - [see include/import] - S (1/1) OtherApplicantInformation - EntityIdType - S (0/1) type EmploymentType	Contains information necessary to research or verify a search subject's employment history.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchEmployment/ type	- EmploymentType -	Type of employment screening. Only specified if FHWA is required. Enumerations include fhwa.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchEmployment/ OtherApplicantInformation	- EntityIdType - S (0/1)	Placeholder element for capturing additional search related information associated with a specific question.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchLicense	License - LicenseType - S (1/1) LicenseNumber - xsd:string - S (1/1) LicensingAgency - xsd:string - S (1/1) LicenseName - LicenseNameType - S (0/1) LicenseDescription - xsd:string - S (0/1) EffectiveDate - EffectiveDateType - S (0/1) OtherApplicantInformation - EntityIdType - S (0/1)	For capturing additional search related information associated with a specific question.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchLicense/ License	- LicenseType - S (1/1)	Contains client-supplied information to identify the license.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchLicense/ License/ LicenseNumber	- xsd:string - S (1/1)	License Number.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchLicense/ License/ LicensingAgency	- xsd:string - S (1/1)	Client-provided information on the identity of the licensing agency.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchLicense/ License/ LicenseName	- LicenseNameType - S (0/1)	Name of the license. An enumerated set of license names are provided by LicenseNameQualifiers. LicenseNameQualifiers include: ARRT; CNA; CPA; Dietician; Dentist; Dietician; Dentist; EMT; Engineer; FAA; FCC; GSA; LPN; Lawyer; LVN; Lawyer; MVCommercial; MVPersonal;

		MVPersonalCommercial; Nurse; OccupationalTherapist; Optometrist; Paramedic; Physician; PhysicalTherapist; Pharmacy; Paramedic; RNLVN; Radiology; RadTech; Radiology; RN; SpeechTherapist; SocialWorker; SpeechTherapist; and Teacher. Additional types may be supplied by prefixing the LicenseName with an x:
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchLicense/ License/ LicenseDescription	- xsd:string - S (0/1)	A description of the license provided by the client.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchLicense/ License/ EffectiveDate	- EffectiveDateType - S (0/1)	Date or time interval on or during which information is effective or known to be correct.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchLicense/ OtherApplicantInformation	- EntityIdType - S (0/1)	Placeholder element for capturing additional search related information associated with a specific question.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchOther	GovernmentId - xsd:string - S (0/1) EffectiveDate - EffectiveDateType - S (0/1) AdditionalText - xsd:string - S (0/1) Competency - [see include/import] - S (0/*) OtherApplicantInformation - EntityIdType - S (0/1)	Other type of search agreed to by trading partners.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchOther/ GovernmentId	xsd:extension base: xsd:string	An identification number issued by a government to identify a person. For example the CPF in Brazil, or the Social Security Number in the United States.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchOther/ GovernmentId/ countryCode	- xsd:string -	An ISO 3166-1, two- character country code.
/ BackgroundCheck/ BackgroundSearchPackage/ Screeninas/ Screenina/	- xsd:string -	Represents the state, province, territory, etc. where the charae was

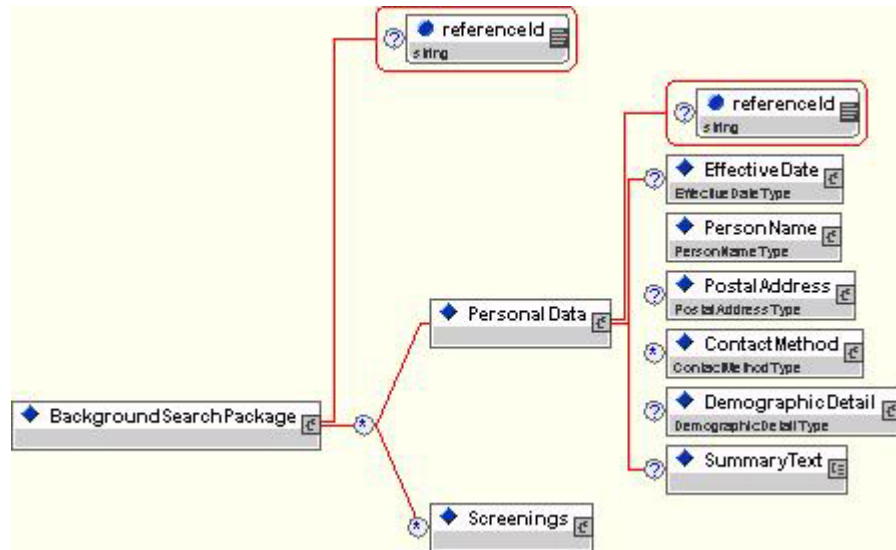
SearchOther/ GovernmentId/ jurisdiction		processed.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchOther/ GovernmentId/ issuingAuthority	- xsd:string -	Specifies the issuing authority of the identifier, e.g. United Nations, Department of Motor Vehicles, Social Insurance.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchOther/ GovernmentId/ document	- xsd:string -	Specifies the document tied to the GovernmentId, e.g. drivers license, passport, SSN.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchOther/ EffectiveDate	- EffectiveDateType - S (0/1)	Date or time interval on or during which information is effective or known to be correct.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchOther/ AdditionalText	xsd:extension base: xsd:string	Additional supporting information agreed to by the trading partners.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchOther/ AdditionalText/ type	- xsd:string -	Identifies the type of Additional supporting information.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchOther/ OtherApplicantInformation	- EntityIdType - S (0/1)	Placeholder element for capturing additional search related information associated with a specific question.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchReference	Contact - ContactType - S (1/1) Competency - [see include/import] - S (0/*) OtherApplicantInformation - EntityIdType - S (0/1)	Contains information necessary to research the search subject's professional or personal references.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchReference/ Contact	- ContactType - S (1/1)	Contact information for a professional or other reference.
/ BackgroundCheck/ BackgroundSearchPackage/ Screenings/ Screening/ SearchReference/ OtherApplicantInformation	- EntityIdType - S (0/1)	Placeholder element for capturing additional search related information associated with a specific question.

/ [LicenseType]	LicenseNumber - xsd:string - S (1/1) LicensingAgency - xsd:string - S (1/1) LicenseName - LicenseNameType - S (0/1) LicenseDescription - xsd:string - S (0/1) EffectiveDate - EffectiveDateType - S (0/1)	Globally scoped data type. See element or attribute declaration for definition.
/ [BackgroundCheckType]	ReferenceId - EntityIdType - S (0/1) BackgroundSearchPackage - [complexType] - S (1/*) UserArea - [see include/import] - S (0/1) userId xsd:string - required password xsd:string - optional account xsd:string - optional location xsd:string - optional	Globally scoped data type. See element or attribute declaration for definition.
/ BackgroundCheckType/ userId	- xsd:string -	A user ID or identifier. Part of a user ID and password pair used for login or authentication.
/ BackgroundCheckType/ password	- xsd:string -	A password.
/ BackgroundCheckType/ account	- xsd:string -	An account number or identifier. This will be provided to the client by the organization performing the screenings.
/ BackgroundCheckType/ location	- xsd:string -	Identifies a client location. This might be useful in cases when a background checking firm accepts requests from multiple locations of the same client.
/ [NAPermissiblePurposeQualifiers]	xsd:restriction base: xsd:string [Enumerations]: To acquire/service/insure account, Consumer initiated transaction, Written authorization, Collection, Child support, Credit Transaction, Employment, Government license of benefit, Insurance Underwriting, Account Review, Court Order/subpoena, Tenant Screening	Globally scoped data type. Enumerations of permissible purposes.
/ [PermissiblePurposeQualifiers]	- [Union]: NAPermissiblePurposeQualifiers,AdditionalEnumerationType	Globally scoped data type. Union with AdditionalEnumerationType allows specification of additional types of
/ [VendorTypes]	- [Union]: VendorType,AdditionalEnumerationType	Globally scoped data type. See element or attribute declaration for definition.
/	xsd:restriction base: xsd:string [Enumerations]:	Globally scoped data type.

[VendorType]	equifax, experian, transUnion, merged	See element or attribute declaration for definition.
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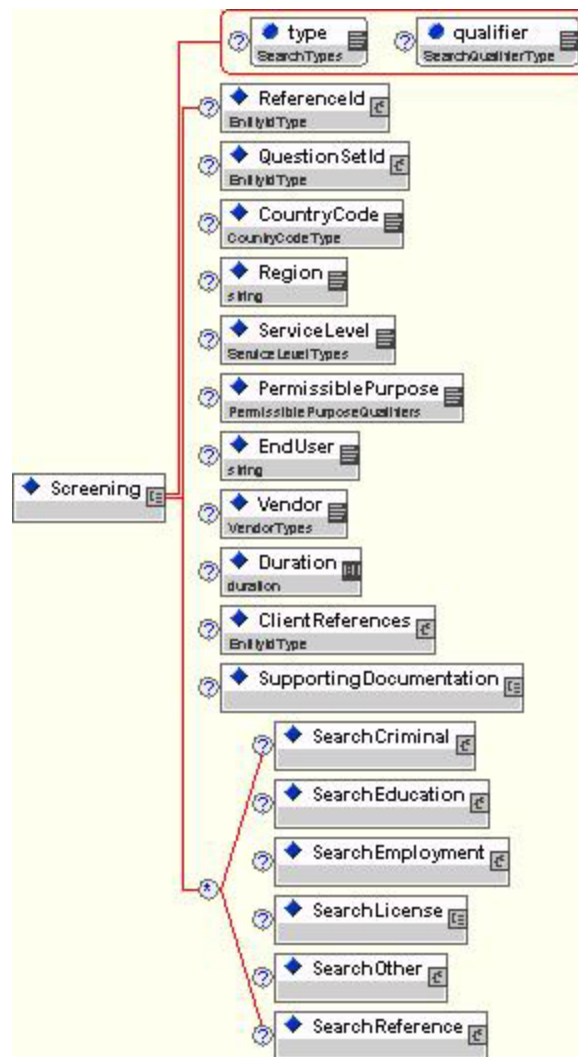
3.2.2 BackgroundSearchBackage

See Section 3.2.1, BackgroundCheck, for element definitions.



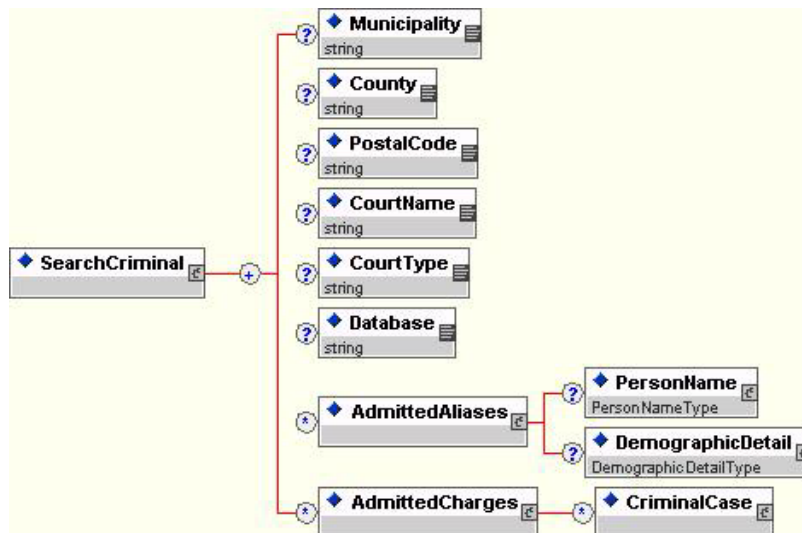
3.2.3 Screenings

See Section 3.2.1, BackgroundCheck, for element definitions.



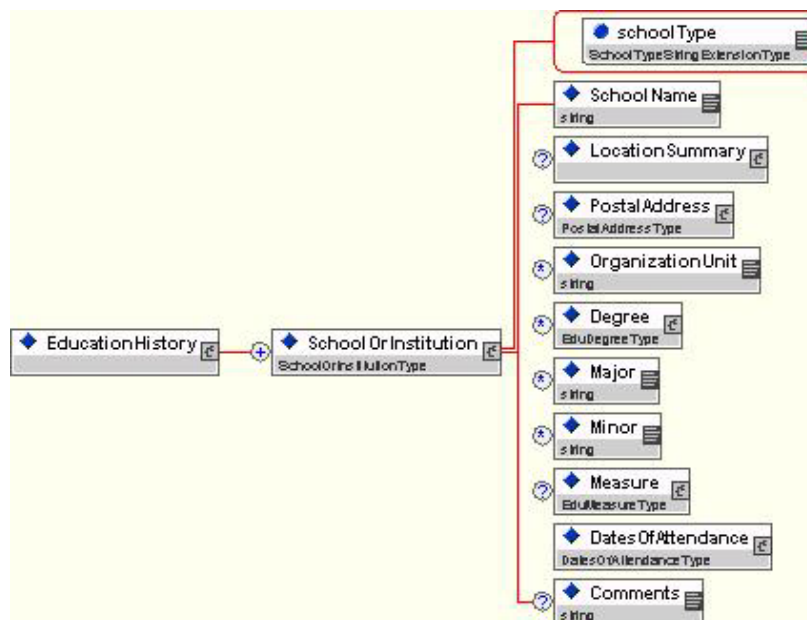
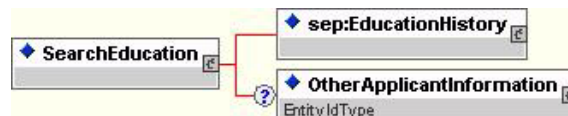
3.2.4 SearchCriminal

See Section 3.2.1, BackgroundCheck, for element definitions.



3.2.5 SearchEducation

SearchEducation incorporates EducationHistory-2_0.xsd, a schema developed by the HR-XML Consortium's Recruiting and Staffing Workgroup.



Component Name [Global types listed at the end of the table.]	ContentModel Data type Occurrence: Sequence Choice All (minOccurs/maxOccurs) Attributes	Definition
/ EducationHistory	SchoolOrInstitution - SchoolOrInstitutionType - S (1/*) SchoolName - xsd:string - S (1/1) LocationSummary - xsd:string - S (0/1) OrganizationUnit - xsd:string - S (0/*) Degree - EduDegreeType - S (0/*) DegreeName - xsd:string - S (1/1) DegreeDate - FlexibleDates - S (1/1) Major - xsd:string - S (0/*) Minor - xsd:string - S (0/*) Measure - EduMeasureType - S (0/1) MeasureSystem - xsd:string - S (1/1) MeasureValue - xsd:string - S (1/1) DatesOfAttendance - DatesOfAttendanceType - S (1/1) Comments - xsd:string - S (0/1)	A list of the educational institutions at which the Human Resource has received training. These may include two and four year colleges, technical schools, universities and professional training organizations.
/ EducationHistory/ SchoolOrInstitution	- SchoolOrInstitutionType - S (1/*)	A single educational institution.
/ EducationHistory/ SchoolOrInstitution/ schoolType	- SchoolTypeStringExtensionType -	Used to distinguish different types of educational institutions. Contents are to be used according to individual business partner agreements; e.g., community, trade, university, etc.
/ EducationHistory/ SchoolOrInstitution/ SchoolName	- xsd:string - S (1/1)	The name of the educational institution.
/ EducationHistory/ SchoolOrInstitution/ LocationSummary	Municipality - xsd:string - S (0/1) Region - xsd:string - S (0/*) CountryCode - xsd:string - S (0/1) PostalCode - xsd:string - S (0/1)	The location of the entity. This entity might be the educational institution, the employer organization, or the organization for the position.
/ EducationHistory/ SchoolOrInstitution/ LocationSummary/ Municipality	- xsd:string - S (0/1)	Represents the city, town, village or hamlet where the educational institution is located.
/ EducationHistory/ SchoolOrInstitution/ LocationSummary/ Region	- xsd:string - S (0/*)	Represents the state, province and/or country where the job/position is located.
/ EducationHistory/ SchoolOrInstitution/ LocationSummary/ CountryCode	xsd:restriction base: xsd:string	An ISO 3166-1, two-character country code.

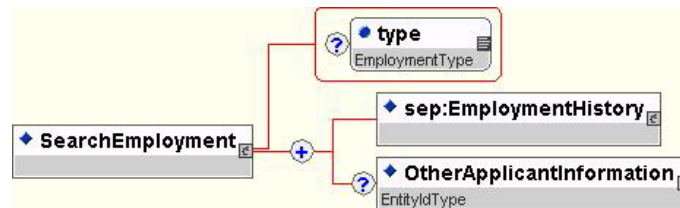
CountryCode		
/ EducationHistory/ SchoolOrInstitution/ LocationSummary/ PostalCode	- xsd:string - S (0/1)	A postal code. Determines how mail is sorted and delivered.
/ EducationHistory/ SchoolOrInstitution/ OrganizationUnit	xsd:extension base: xsd:string	The department or other organizational unit for the educational institution. If there are several business units associated with an institution, the OrganizationUnit elements should all be direct children of SchoolOrInstitution.
/ EducationHistory/ SchoolOrInstitution/ OrganizationUnit/ organizationType	- OrgTypeStringExtensionType -	The type of organizational unit. e.g., department, branch, group, team.
/ EducationHistory/ SchoolOrInstitution/ Degree	- EduDegreeType - S (0/*)	Contains the degree information such as degree name, type and date.
/ EducationHistory/ SchoolOrInstitution/ Degree/ degreeType	- DegreeTypeStringExtensionType -	The type of degree; e.g. Doctorate, Masters, Bachelors, Associate, Certificate.
/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeName	- xsd:string - S (1/1)	The subject studied, as expressed on the diploma, e.g., NeuroBiology. This element can overlap with the Department and EduMajor elements. For example, someone could major in Neurobiology, in the Neurobiology department and get a BA in Neurobiology; that person's SchoolOrInstitution element would repeat Neurobiology in three different places.
/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeDate	- FlexibleDates - S (1/1)	The date the person received their degree. This could be in a full date format (YYYY/MM/DD), or a partial date (January 2000; 1997).
/ EducationHistory/ SchoolOrInstitution/ Major	- xsd:string - S (0/*)	The major field of study. Multiple majors should be listed in separate elements.
/ EducationHistory/ SchoolOrInstitution/ Minor	- xsd:string - S (0/*)	The minor field of study. Multiple minors should be listed in separate elements.
/ EducationHistory/ SchoolOrInstitution/	- EduMeasureType - S (0/1)	Placeholder for information measuring the educational

Measure		performance of the Human Resource.
/ EducationHistory/ SchoolOrInstitution/ Measure/ measureType	- xsd:string -	The type of educational measurement, e.g., GPA , ClassRank. Allowable types determined by partner agreement.
/ EducationHistory/ SchoolOrInstitution/ Measure/ MeasureSystem	- xsd:string - S (1/1)	The scale against which the eduMeasure can be compared. For a GPA, this attribute might contain the highest possible GPA attainable at this institution. For a class rank, this attribute might contain the size of the class.
/ EducationHistory/ SchoolOrInstitution/ Measure/ MeasureValue	- xsd:string - S (1/1)	Contains information measuring the educational performance of the Human Resource, such as grade point average, rank in class or other educational achievement levels.
/ EducationHistory/ SchoolOrInstitution/ DatesOfAttendance	- DatesOfAttendanceType - S (1/1)	Date range the HumanResource attended the school or institution (allows for multiple ranges).
/ EducationHistory/ SchoolOrInstitution/ Comments	- xsd:string - S (0/1)	A descriptive field used to further comment on the structured resume, text resume, or resume link.
/ [SchoolOrInstitutionType]	SchoolName - xsd:string - S (1/1) LocationSummary - xsd:string - S (0/1) PostalAddress - [see include/import] - S (0/1) OrganizationUnit - xsd:string - S (0/*) Degree - EduDegreeType - S (0/*) DegreeName - xsd:string - S (1/1) DegreeDate - FlexibleDates - S (1/1) Major - xsd:string - S (0/*) Minor - xsd:string - S (0/*) Measure - EduMeasureType - S (0/1) MeasureSystem - xsd:string - S (1/1) MeasureValue - xsd:string - S (1/1) DatesOfAttendance - DatesOfAttendanceType - S (1/1) Comments - xsd:string - S (0/1) schoolType SchoolTypeStringExtensionType - required	Globally scoped data type. See element or attribute declaration for definition.
/ SchoolOrInstitutionType/ schoolType	- SchoolTypeStringExtensionType -	Used to distinguish different types of educational institutions. Contents are to be used according to individual business partner – agreements; e.g., community, trade, university, etc.

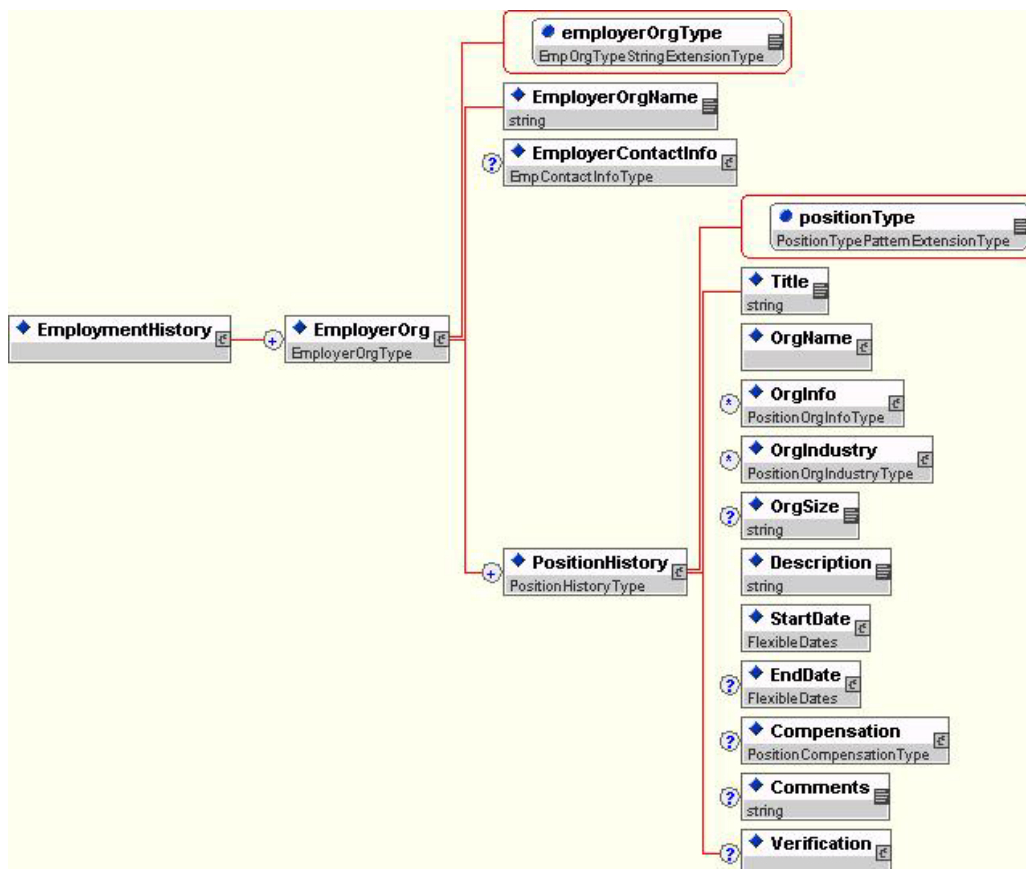
/ [EduDegreeType]	DegreeName - xsd:string - S (1/1) DegreeDate - FlexibleDates - S (1/1) degreeType DegreeTypeStringExtensionType - required	Globally scoped data type. See element or attribute declaration for definition.
/ EduDegreeType/ degreeType	- DegreeTypeStringExtensionType -	The type of degree; e.g. Doctorate, Masters, Bachelors, Associate, Certificate.
/ [EduMeasureType]	MeasureSystem - xsd:string - S (1/1) MeasureValue - xsd:string - S (1/1) measureType xsd:string - required	Globally scoped data type. See element or attribute declaration for definition.
/ EduMeasureType/ measureType	- xsd:string -	The type of educational measurement, e.g., GPA , ClassRank. Allowable types determined by partner agreement.
/ [DatesOfAttendanceType]	StartDate - [see include/import] - S (1/1) EndDate - [see include/import] - S (0/1)	Globally scoped data type. See element or attribute declaration for definition.
/ [degreeTypes]	xsd:restriction base: xsd:string [Enumerations]: secondary, high school or equivalent, HND/HNC or equivalent, vocational, certification, some college, associates, bachelors, some post-graduate, masters, doctorate, professional	Globally scoped data type. See element or attribute declaration for definition.
/ [DegreeTypeStringExtensionType]	- [Union]: degreeTypes,xsd:string	Globally scoped data type. See element or attribute declaration for definition.
/ [orgTypes]	xsd:restriction base: xsd:string [Enumerations]: department, subSchool	Globally scoped data type. See element or attribute declaration for definition.
/ [OrgTypeStringExtensionType]	- [Union]: orgTypes,xsd:string	Globally scoped data type. See element or attribute declaration for definition.
/ [schoolTypes]	xsd:restriction base: xsd:string [Enumerations]: highschool, secondary, trade, community, college, university	Globally scoped data type. See element or attribute declaration for definition.
/ [SchoolTypeStringExtensionType]	- [Union]: schoolTypes,xsd:string	Globally scoped data type. See element or attribute declaration for definition.

3.2.6 SearchEmployment

SearchEmployment incorporates EmploymentHistory-2_0.xsd, a schema developed by the HR-XML Consortium's Recruiting and Staffing Workgroup.



EmploymentHistory



Component Name [Global types listed at the end of the table.]	ContentModel Data type Occurrence: Sequence Choice All (minOccurs/maxOccurs) Attributes	Definition
/ EmploymentHistory	EmployerOrg - EmployerOrgType - S (1/*) EmployerOrgName - xsd:string - S (1/1) EmployerContactInfo - EmpContactInfoType - S (0/1) ContactMethod - ContactMethodType - S (0/1) LocationSummary - LocationSummaryType - S (0/1) Municipality - xsd:string - S (0/1) Region - xsd:string - S (0/*) CountryCode - xsd:string - S (0/1) PostalCode - xsd:string - S (0/1) PositionHistory - PositionHistoryType - S (1/*) Title - xsd:string - S (1/1) OrgName - [complexType] - S (1/1) OrgInfo - PositionOrgInfoType - S (0/*) PositionLocation - PostalAddressType - S (0/1) WebSite - InternetWebAddressType - S (0/1) LocationSummary - LocationSummaryType - S (0/1) Municipality - xsd:string - S (0/1) Region - xsd:string - S (0/*) CountryCode - xsd:string - S (0/1) PostalCode - xsd:string - S (0/1) OrgIndustry - PositionOrgIndustryType - S (0/*) IndustryDescription - xsd:string - S (0/1) IndustryCode - xsd:string - S (0/1) OrgSize - xsd:string - S (0/1) Description - xsd:string - S (1/1) Compensation - PositionCompensationType - S (0/1) StartingCompensation - xsd:string - S (0/1) EndingCompensation - xsd:string - S (0/1) Comments - xsd:string - S (0/1) Comments - xsd:string - S (0/1) Verification - [complexType] - S (0/1)	A list of previous positions the Human Resource held.
/ EmploymentHistory/ EmployerOrg	- EmployerOrgType - S (1/*)	Placeholder for information about the entity that paid or pays the Human Resource, or carried/carries the legal liability for the Human Resource while the work is performed.

/ EmploymentHistory/ EmployerOrg/ employerOrgType	- EmpOrgTypeStringExtensionType -	The type of relationship the EmployerOrg has/had to the HumanResource (Sole employer, Agent, Broker, etc.)
/ EmploymentHistory/ EmployerOrg/ EmployerOrgName	- xsd:string - S (1/1)	The name of the entity that paid or pays the Human Resource, or carried/carries the legal liability for the Human Resource while the work is performed.
/ EmploymentHistory/ EmployerOrg/ EmployerContactInfo	- EmpContactInfoType - S (0/1)	The name of the primary contact for the EmployerOrg as it relates to the employment verification of the HumanResource.
/ EmploymentHistory/ EmployerOrg/ EmployerContactInfo/ contactType	- ContactTypeStringExtensionType -	Type of contact.
/ EmploymentHistory/ EmployerOrg/ EmployerContactInfo/ ContactMethod	- ContactMethodType - S (0/1)	Contact method.
/ EmploymentHistory/ EmployerOrg/ EmployerContactInfo/ LocationSummary	- LocationSummaryType - S (0/1)	The location of the entity. This entity might be the educational institution, the employer organization, or the organization for the position.
/ EmploymentHistory/ EmployerOrg/ EmployerContactInfo/ LocationSummary/ Municipality	- xsd:string - S (0/1)	Represents the city, town, village or hamlet where the educational institution is located.
/ EmploymentHistory/ EmployerOrg/ EmployerContactInfo/ LocationSummary/ Region	- xsd:string - S (0/*)	Represents the state, province and/or country where the job/position is located.
/ EmploymentHistory/ EmployerOrg/ EmployerContactInfo/ LocationSummary/ CountryCode	xsd:restriction base: xsd:string	An ISO 3166-1, two-character country code.
/ EmploymentHistory/ EmployerOrg/ EmployerContactInfo/ LocationSummary/ PostalCode	- xsd:string - S (0/1)	A postal code. Determines how mail is sorted and delivered.
/ EmploymentHistory/ EmployerOrg/ PositionHistory	- PositionHistoryType - S (1/*)	A collection of information relating to a position that the job seeker or human

		resource holds or once held.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ positionType	- PositionTypePatternExtensionType -	"The type of arrangement under which the position is/was undertaken. i.e. Direct Hire, Contract, Temporary, Temp to Hire, Volunteer, Internship."
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ Title	- xsd:string - S (1/1)	A position title.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgName	OrganizationName - xsd:string - S (1/1) PositionOrgName - [complexType] - S (1/1) organizationType OrganizationTypeStringExtensionType - optional	Organization Name.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgName/ organizationType	- OrganizationTypeStringExtensionType -	The type of organizational unit. e.g., department, branch, group, team.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgName/ OrganizationName	- xsd:string - S (1/1)	The department or other organizational unit, which this position is associated with. If there are multiple business units, the OrganizationalName should be hierarchical (nested), with the lowest (most specific) unit in the innermost element.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgName/ PositionOrgName	OrganizationName - xsd:string - S (1/1) PositionOrgName - [complexType] - S (1/1) organizationType OrganizationTypeStringExtensionType - optional	The name of the organization for which the HumanResource performs work. May or may not be the same as EmployerOrg. Accommodates situations when the EmployerOrg is not the entity for which the work was actually performed.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgName/ PositionOrgName/ organizationType	- OrganizationTypeStringExtensionType -	The type of organizational unit. e.g., department, branch, group, team.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgName/ PositionOrgName/ OrganizationName	- xsd:string - S (1/1)	The department or other organizational unit, which this position is associated with. If there are multiple business units, the OrganizationalName should

		be hierarchical (nested), with the lowest (most specific) unit in the innermost element.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgName/ PositionOrgName/ PositionOrgName	OrganizationName - xsd:string - S (1/1) PositionOrgName - [complexType] - S (1/1) organizationType OrganizationTypeStringExtensionType - optional	The name of the organization for which the HumanResource performs work. May or may not be the same as EmployerOrg. Accommodates situations when the EmployerOrg is not the entity for which the work was actually performed.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgName/ PositionOrgName/ PositionOrgName/ organizationType	- OrganizationTypeStringExtensionType -	The type of organizational unit. e.g., department, branch, group, team.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgName/ PositionOrgName/ PositionOrgName/ OrganizationName	- xsd:string - S (1/1)	The department or other organizational unit, which this position is associated with. If there are multiple business units, the OrganizationalName should be hierarchical (nested), with the lowest (most specific) unit in the innermost element.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgName/ PositionOrgName/ PositionOrgName/ PositionOrgName	OrganizationName - xsd:string - S (1/1) PositionOrgName - [complexType] - S (1/1) organizationType OrganizationTypeStringExtensionType - optional	The name of the organization for which the HumanResource performs work. May or may not be the same as EmployerOrg. Accommodates situations when the EmployerOrg is not the entity for which the work was actually performed.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgName/ PositionOrgName/ PositionOrgName/ PositionOrgName/ organizationType	- OrganizationTypeStringExtensionType -	The type of organizational unit. e.g., department, branch, group, team.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgName/ PositionOrgName/ PositionOrgName/ PositionOrgName/ OrganizationName	- xsd:string - S (1/1)	The department or other organizational unit, which this position is associated with. If there are multiple business units, the OrganizationalName should be hierarchical (nested), with the lowest (most specific) unit in the innermost element.

		PositionOrgName - [complexType] - S (1/1)
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgInfo	- PositionOrgInfoType - S (0/*)	Contains information about an organization's location, Web address, etc.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgInfo/ PositionLocation	- PostalAddressType - S (0/1)	Information about the location of the position organization.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgInfo/ WebSite	- InternetWebAddressType - S (0/1)	Contains a URL for the PositionOrg website.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgInfo/ LocationSummary	- LocationSummaryType - S (0/1)	The location of the entity. This entity might be the educational institution, the employer organization, or the organization for the position.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgInfo/ LocationSummary/ Municipality	- xsd:string - S (0/1)	Represents the city, town, village or hamlet where the educational institution is located.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgInfo/ LocationSummary/ Region	- xsd:string - S (0/*)	Represents the state, province and/or country where the job/position is located.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgInfo/ LocationSummary/ CountryCode	xsd:restriction base: xsd:string	An ISO 3166-1, two-character country code.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgInfo/ LocationSummary/ PostalCode	- xsd:string - S (0/1)	A postal code. Determines how mail is sorted and delivered.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgIndustry	- PositionOrgIndustryType - S (0/*)	Contains information describing an industry in which the organization operates.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgIndustry/ primaryIndicator	- xsd:boolean -	Indicator determines if the related code is the primary industry, when multiple industry codes are used. Multiple codes should be listed in separate IndustryCode elements.

/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgIndustry/ IndustryDescription	- xsd:string - S (0/1)	A description that specifies the type of industry to which the PositionOrg belongs.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgIndustry/ IndustryCode	xsd:extension base: xsd:string	A code that specifies the type of industry to which the PositionOrg belongs.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgIndustry/ IndustryCode/ classificationName	- xsd:string -	Name of the taxonomy or classification system.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ OrgSize	- xsd:string - S (0/1)	Contains information about the organization's size. Usually, a number of employees.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ Description	- xsd:string - S (1/1)	Descriptive information about the duties, responsibilities, and other characteristics of a position.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ Compensation	- PositionCompensationType - S (0/1)	Contains information about the person's starting and ending pay within a position.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ Compensation/ StartingCompensation	xsd:extension base: xsd:string	Amount the Human Resource was compensated as of the PositionStartDate.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ Compensation/ StartingCompensation/ currency	- CurrencyType -	Identifies the currency associated with the compensation.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ Compensation/ StartingCompensation/ intervalType	- IntervalTypeStringExtensionType -	Describes the time interval on which the compensation is based (hour, day, week, month, quarter, year, etc.)
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ Compensation/ EndingCompensation	xsd:extension base: xsd:string	Amount the Human Resource was compensated as of the PositionEndDate.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ Compensation/ EndingCompensation/ currency	- CurrencyType -	Identifies the currency associated with the compensation.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ Compensation/ EndingCompensation/ intervalType	- IntervalTypeStringExtensionType -	Describes the time interval on which the compensation is based (hour, day, week, month, quarter, year, etc.)

/ EmploymentHistory/ EmployerOrg/ PositionHistory/ Compensation/ OtherCompensation	- xsd:string - S (0/1)	The value of compensation other than a base salary or rate.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ Compensation/ EndingCompensation/ type	- xsd:string -	The type of compensation. For example, bonus, commission, etc.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ Compensation/ Comments	- xsd:string - S (0/1)	Additional detail or description.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ Verification	ContactInfo - [complexType] - S (1/1) ReasonForLeaving - xsd:string - S (0/1) PermissionToContact - xsd:boolean - S (0/1) VerifyEmployment - xsd:boolean - S (0/1)	Contains information that would be necessary to verify or confirm employment.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ Verification/ ContactInfo	PersonName - [see include/import] - S (1/1) ContactMethod - ContactMethodType - S (0/1)	The name of the primary contact for the EmployerOrg as it relates to the employment verification of the HumanResource.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ Verification/ ContactInfo/ ContactMethod	- ContactMethodType - S (0/1)	Contact method.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ Verification/ ReasonForLeaving	- xsd:string - S (0/1)	A brief explanation of the circumstances under which a person left a position.
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ Verification/ PermissionToContact	- xsd:boolean - S (0/1)	Indicates whether the job seeker or human resource has given permission for a recruiter or prospective employer to contact an employer or organization for which the person worked. This is a boolean value (true or false).
/ EmploymentHistory/ EmployerOrg/ PositionHistory/ Verification/ VerifyEmployment	- xsd:boolean - S (0/1)	An indicator as to whether verification of employment should be limited to only confirming the dates of a person's employment with the particular position. This is a boolean value (true or false).
/ [EmployerOrgType]	EmployerOrgName - xsd:string - S (1/1) EmployerContactInfo - EmpContactInfoType - S (0/1)	Globally scoped data type. See element or attribute declaration for definition.

	<p>ContactMethod - ContactMethodType - S (0/1)</p> <p>LocationSummary - LocationSummaryType - S (0/1)</p> <p>Municipality - xsd:string - S (0/1)</p> <p>Region - xsd:string - S (0/*)</p> <p>CountryCode - xsd:string - S (0/1)</p> <p>PostalCode - xsd:string - S (0/1)</p> <p>PositionHistory - PositionHistoryType - S (1/*)</p> <p>Title - xsd:string - S (1/1)</p> <p>OrgName - [complexType] - S (1/1)</p> <p>OrgInfo - PositionOrgInfoType - S (0/*)</p> <p>PositionLocation - PostalAddressType - S (0/1)</p> <p>WebSite - InternetWebAddressType - S (0/1)</p> <p>LocationSummary - LocationSummaryType - S (0/1)</p> <p>Municipality - xsd:string - S (0/1)</p> <p>Region - xsd:string - S (0/*)</p> <p>CountryCode - xsd:string - S (0/1)</p> <p>PostalCode - xsd:string - S (0/1)</p> <p>OrgIndustry - PositionOrgIndustryType - S (0/*)</p> <p>IndustryDescription - xsd:string - S (0/1)</p> <p>IndustryCode - xsd:string - S (0/1)</p> <p>OrgSize - xsd:string - S (0/1)</p> <p>Description - xsd:string - S (1/1)</p> <p>Compensation - PositionCompensationType - S (0/1)</p> <p>StartingCompensation - xsd:string - S (0/1)</p> <p>EndingCompensation - xsd:string - S (0/1)</p> <p>Comments - xsd:string - S (0/1)</p> <p>Comments - xsd:string - S (0/1)</p> <p>Verification - [complexType] - S (0/1)</p> <p>employerOrgType</p> <p>EmpOrgTypeStringExtensionType - required</p>	declaration for definition.
/ EmployerOrgType/ employerOrgType	- EmpOrgTypeStringExtensionType -	The type of relationship the EmployerOrg has/had to the HumanResource (Sole employer, Agent, Broker, etc.)
/ [EmpContactInfoType]	<p>PersonName - [see include/import] - S (0/1)</p> <p>ContactMethod - ContactMethodType - S (0/1)</p> <p>LocationSummary - LocationSummaryType - S (0/1)</p> <p>Municipality - xsd:string - S (0/1)</p> <p>Region - xsd:string - S (0/*)</p> <p>CountryCode - xsd:string - S (0/1)</p> <p>PostalCode - xsd:string - S (0/1)</p> <p>contactType</p> <p>ContactTypeStringExtensionType - required</p>	Globally scoped data type. See element or attribute declaration for definition.

/ EmpContactInfoType/ contactType	- ContactTypeStringExtensionType -	Type of contact.
/ [PositionHistoryType]	Title - xsd:string - S (1/1) OrgName - [complexType] - S (1/1) OrgInfo - PositionOrgInfoType - S (0/*) PositionLocation - PostalAddressType - S (0/1) WebSite - InternetWebAddressType - S (0/1) LocationSummary - LocationSummaryType - S (0/1) Municipality - xsd:string - S (0/1) Region - xsd:string - S (0/*) CountryCode - xsd:string - S (0/1) PostalCode - xsd:string - S (0/1) OrgIndustry - PositionOrgIndustryType - S (0/*) IndustryDescription - xsd:string - S (0/1) IndustryCode - xsd:string - S (0/1) OrgSize - xsd:string - S (0/1) Description - xsd:string - S (1/1) StartDate - [see include/import] - S (1/1) EndDate - [see include/import] - S (0/1) Compensation - PositionCompensationType - S (0/1) StartingCompensation - xsd:string - S (0/1) EndingCompensation - xsd:string - S (0/1) Comments - xsd:string - S (0/1) Comments - xsd:string - S (0/1) Verification - [complexType] - S (0/1) positionType PositionTypePatternExtensionType - required	Globally scoped data type. See element or attribute declaration for definition.
/ PositionHistoryType/ positionType	- PositionTypePatternExtensionType -	The type of arrangement under which the position is/was undertaken. i.e. Direct Hire, Contract, Temporary, Temp to Hire, Volunteer, Internship.
/ [PositionOrgInfoType]	PositionLocation - PostalAddressType - S (0/1) WebSite - InternetWebAddressType - S (0/1) LocationSummary - LocationSummaryType - S (0/1) Municipality - xsd:string - S (0/1) Region - xsd:string - S (0/*) CountryCode - xsd:string - S (0/1) PostalCode - xsd:string - S (0/1)	Globally scoped data type. See element or attribute declaration for definition.
/ [PositionOrgIndustryType]	IndustryDescription - xsd:string - S (0/1) IndustryCode - xsd:string - S (0/1) primaryIndicator xsd:boolean - required	Globally scoped data type. See element or attribute declaration for definition.

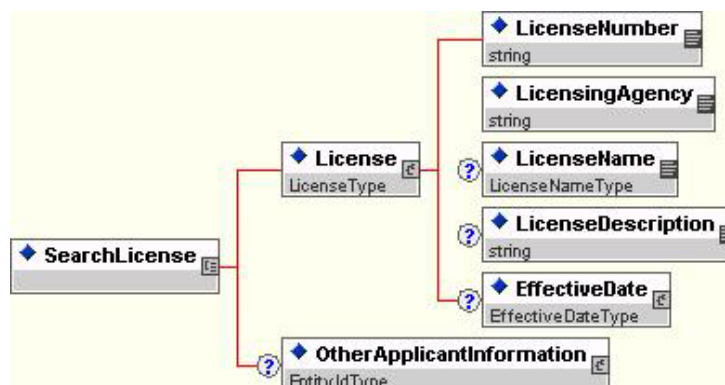
/ PositionOrgIndustryType/ primaryIndicator	- xsd:boolean -	Indicator determines if the related code is the primary industry, when multiple industry codes are used. Multiple codes should be listed in separate IndustryCode elements.
/ [PositionCompensationType]	StartingCompensation - xsd:string - S (0/1) EndingCompensation - xsd:string - S (0/1) Comments - xsd:string - S (0/1)	Globally scoped data type. See element or attribute declaration for definition.
/ [LocationSummaryType]	Municipality - xsd:string - S (0/1) Region - xsd:string - S (0/*) CountryCode - xsd:string - S (0/1) PostalCode - xsd:string - S (0/1)	Globally scoped data type. See element or attribute declaration for definition.
/ [contactTypes]	xsd:restriction base: xsd:string [Enumerations]: recruiter, HRRep, directSupervisor	Globally scoped data type. See element or attribute declaration for definition.
/ [ContactTypeStringExtensionType]	- [Union]: contactTypes,xsd:string	Globally scoped data type. See element or attribute declaration for definition.
/ [employerOrgTypes]	xsd:restriction base: xsd:string [Enumerations]: soleEmployer, agent, broker, self	Globally scoped data type. See element or attribute declaration for definition.
/ [EmpOrgTypeStringExtensionType]	- [Union]: employerOrgTypes,xsd:string	Globally scoped data type. See element or attribute declaration for definition.
/ [organizationTypes]	xsd:restriction base: xsd:string [Enumerations]: department, group, team, branch, company, subsidiary, unit, headquarters	Globally scoped data type. See element or attribute declaration for definition.
/ [OrganizationTypeStringExtensionType]	- [Union]: organizationTypes,xsd:string	Globally scoped data type. See element or attribute declaration for definition.
/ [positionTypes]	xsd:restriction base: xsd:string [Enumerations]: directHire, contract, temp, contractToHire, tempToHire, volunteer, internship	Globally scoped data type. See element or attribute declaration for definition.
/ [PositionTypePatternExtensionType]	- [Union]: positionTypes,PatternExtensionType	Globally scoped data type. See element or attribute declaration for definition.
/ [intervalTypes]	xsd:restriction base: xsd:string [Enumerations]: hourly, daily, weekly.	Globally scoped data type. See element or attribute

[intervalTypes]	monthly, quarterly, yearly, semi-monthly, biweekly, fortnightly	declaration for definition.
/ [IntervalTypeStringExtensionType]	- [Union]: intervalTypes,xsd:string	Globally scoped data type. See element or attribute declaration for definition.
/ [CurrencyType]	xsd:restriction base: xsd:string	Globally scoped data type. See element or attribute declaration for definition.
/ [PatternExtensionType]	xsd:restriction base: xsd:string	Globally scoped data type. See element or attribute declaration for definition.

3.2.7 SearchLicense

SearchLicense allows for the transfer of information necessary to research or verify licenses held by the search subject.

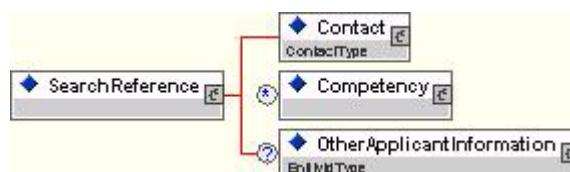
See Section 3.2.1, BackgroundCheck, for element definitions.



3.2.8 SearchReference

SearchReference allows for the transfer of information necessary to perform reference checks.

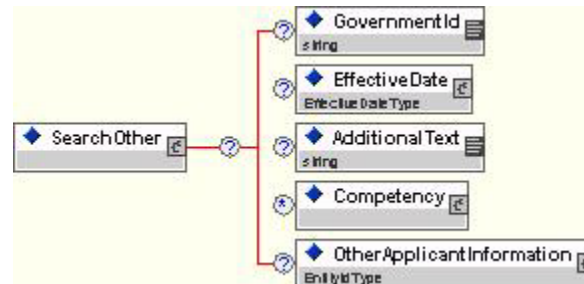
See Section 3.2.1, BackgroundCheck, for element definitions.



3.2.9 SearchOther

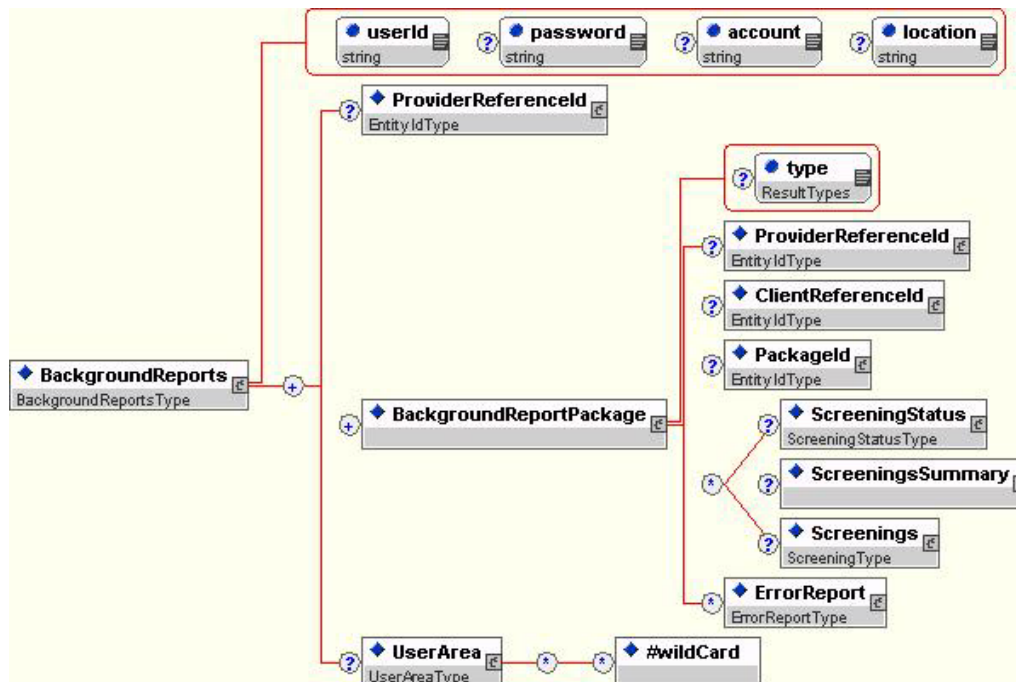
SearchOther allows a client to pass information required to execute custom screenings that have been predefined with the BackgroundCheck service provider.

See Section 3.2.1, BackgroundCheck, for element definitions.



3.3 BackgroundReports

BackgroundReports



Component Name	ContentModel	Definition
[Global types listed at the end of the table.]	Data type Occurrence: Sequence Choice All (minOccurs/maxOccurs) Attributes	

/ BackgroundReports	- BackgroundReportsType - (1/1)	Parent element for applicant-specific, standalone search results.
/ BackgroundReports/ userId	- xsd:string -	A user ID or identifier. Part of a user ID and password pair used for login or authentication.
/ BackgroundReports/ password	- xsd:string -	A password.
/ BackgroundReports/ account	- xsd:string -	An account number or identifier. This will be provided to the client by the organization performing the screenings.
/ BackgroundReports/ location	- xsd:string -	Identifies a client location. This might be useful in cases when a background checking firm accepts requests from multiple locations of the same client.
/ BackgroundReports/ ProviderReferenceId	- EntityIdType - S (0/1)	Reference to provider Id.
/ BackgroundReports/ BackgroundReportPackage	ProviderReferenceId - EntityIdType - S (0/1) ClientReferenceId - EntityIdType - S (0/1) PackageId - EntityIdType - S (0/1) ScreeningStatus - ScreeningStatusType - C (0/1) OrderStatus - OrderStatusTypes - S (1/1) - [Union]: OrderStatusType, AdditionalEnumerationType ResultStatus - ResultStatusTypes - S (0/1) - [Union]: ResultStatusType, AdditionalEnumerationType DateOrderReceived - LocalDateTimeType - S (1/1) ScreeningsSummary - [complexType] - C (0/1) Screenings - ScreeningType - C (0/1) Screening - xsd:string - S (0/*) ErrorReport - ErrorReportType - S (0/*) ErrorDescription - xsd:string - S (1/1) ErrorCode - xsd:string - S (0/1) ErrorSeverity - ErrorSeverityTypes - S (0/1) - [Union]: ErrorSeverityType.	Root element for screening related information for a single applicant.

	AdditionalEnumerationType FileReferenceId - EntityIdType - S (0/1) PackageReferenceId - EntityIdType - S (0/1) ScreeningReferenceId - EntityIdType - S (0/1) ScreeningType - SearchTypes - S (0/1) ScreeningQualifier - SearchQualifierType - S (0/1) ProviderReferenceId - EntityIdType - S (0/1) type ResultTypes	
/ BackgroundReports/ BackgroundReportPackage/ type	- ResultTypes -	Type of report. Enumerations include errors, status, summary, report, all.
/ BackgroundReports/ BackgroundReportPackage/ ProviderReferenceId	- EntityIdType - S (0/1)	Reference to provider Id.
/ BackgroundReports/ BackgroundReportPackage/ ClientReferenceId	- EntityIdType - S (0/1)	Contains a client reference Id.
/ BackgroundReports/ BackgroundReportPackage/ PackageId	- EntityIdType - S (0/1)	An identifier for a BackgroundSearchPackage.
/ BackgroundReports/ BackgroundReportPackage/ ScreeningStatus	- ScreeningStatusType - C (0/1)	Indicates status of entire package.
/ BackgroundReports/ BackgroundReportPackage/ ScreeningStatus/ OrderStatus	- OrderStatusTypes - S (1/1)	Indicates order status. Valid values include: New; InProgress; Cancelled; Suspended; Completed; Fulfilled; Delayed; and Hold. These enumerations can be extended with an "x:" followed by a string. - [Union]: OrderStatusType, AdditionalEnumerationType
/ BackgroundReports/ BackgroundReportPackage/ ScreeningStatus/ ResultStatus	- ResultStatusTypes - S (0/1)	Indicates status of entire package. Pass; Fail; Review; Hit; Clear; UnableToContact; and UnableToVerify. These enumerations can be extended with an "x:" followed by a string. - [Union]: ResultStatusType, AdditionalEnumerationType

/ BackgroundReports/ BackgroundReportPackage/ ScreeningStatus/ DateOrderReceived	- LocalDateTimeType - S (1/1)	The date that the order was received.
/ BackgroundReports/ BackgroundReportPackage/ ScreeningsSummary	PersonalData - [complexType] - S (0/1) ClientReferences - EntityType - S (0/1)	Provides Client supplied details of the search. Intended usage is primarily for confirmation of applicant details that the screening as based on.
/ BackgroundReports/ BackgroundReportPackage/ ScreeningsSummary/ PersonalData	EffectiveDate - EffectiveDateType - S (0/1) PersonName - PersonNameType - S (0/*) PostalAddress - PostalAddressType - S (0/1) ContactMethod - ContactMethodType - S (0/*) DemographicDetail - DemographicDetailType - S (0/1)	Demographic and other information about the search subject.
/ BackgroundReports/ BackgroundReportPackage/ ScreeningsSummary/ PersonalData/ EffectiveDate	- EffectiveDateType - S (0/1)	Date or time interval on or during which information is effective or known to be correct.
/ BackgroundReports/ BackgroundReportPackage/ ScreeningsSummary/ PersonalData/ PersonName	- PersonNameType - S (0/*)	The name of a person.
/ BackgroundReports/ BackgroundReportPackage/ ScreeningsSummary/ PersonalData/ PostalAddress	- PostalAddressType - S (0/1)	Home address of applicant that the screening will be performed upon.
/ BackgroundReports/ BackgroundReportPackage/ ScreeningsSummary/ PersonalData/ ContactMethod	- ContactMethodType - S (0/*)	Contact method of applicant that the screening will be performed upon. Primarily the home telephone number.
/ BackgroundReports/ BackgroundReportPackage/ ScreeningsSummary/ PersonalData/ DemographicDetail	- DemographicDetailType - S (0/1)	Demographic details of applicant that the screening will be performed upon. Primarily the GovernmentID, DateofBirth, Race and GenderCode unless otherwise specified by the organization performing the screening.
/ BackgroundReports/ BackgroundReportPackage/ ScreeningsSummary	- EntityType - S (0/1)	Root element to provide additional screening

ScreeningsSummary/ ClientReferences		related information specific to all searches for the specified applicant.
/ BackgroundReports/ BackgroundReportPackage/ Screenings	- ScreeningType - C (0/1)	Contains information on the specific types of screenings to be performed and the information necessary to carry out those screenings.
/ BackgroundReports/ BackgroundReportPackage/ Screenings/ Screening	ProviderReferenceId - EntityIdType - S (0/1) ClientReferenceId - EntityIdType - S (0/1) ScreeningStatus - ScreeningStatusType - S (0/1) OrderStatus - OrderStatusTypes - S (1/1) - [Union]: OrderStatusType, AdditionalEnumerationType ResultStatus - ResultStatusTypes - S (0/1) - [Union]: ResultStatusType, AdditionalEnumerationType DateOrderReceived - LocalDateTimeType - S (1/1) CountryCode - [see include/import] - S (0/1) Region - xsd:string - S (0/1) County - xsd:string - S (0/1) Municipality - xsd:string - S (0/1) CourtName - xsd:string - S (0/1) CourtType - xsd:string - S (0/1) ClientReferences - EntityIdType - S (0/1) ScreeningResults - LinkImageTextType - S (0/*) type SearchTypes qualifier SearchQualifierType	Contains all supporting information related to a screening.
/ BackgroundReports/ BackgroundReportPackage/ Screenings/ Screening/ type	- SearchTypes -	Type of search.
/ BackgroundReports/ BackgroundReportPackage/ Screenings/ Screening/ qualifier	- SearchQualifierType -	Enumerated list of search type qualifiers. Refer to SearchQualifiers listed below. Additional qualifiers agreed to by trading partners may be specified by preceding the qualifier with an x:. i.e "x:WantsAndWarrants".
/ BackgroundReports/ BackgroundReportPackage/ Screenings/ Screening/ ProviderId	- EntityIdType - S (0/1)	Reference to provider Id.

ProviderReferenceId		
/ BackgroundReports/ BackgroundReportPackage/ Screenings/ Screening/ ClientReferenceId	- EntityIdType - S (0/1)	Contains a client reference Id.
/ BackgroundReports/ BackgroundReportPackage/ Screenings/ Screening/ ScreeningStatus	- ScreeningStatusType - S (0/1)	Indicates status of entire package.
/ BackgroundReports/ BackgroundReportPackage/ Screenings/ Screening/ ScreeningStatus/ OrderStatus	- OrderStatusTypes - S (1/1)	Indicates order status. Valid values include: New; InProgress; Cancelled; Suspended; Completed; Fulfilled; Delayed; and Hold. These enumerations can be extended with an "x:" followed by a string. - [Union]: OrderStatusType, AdditionalEnumerationType
/ BackgroundReports/ BackgroundReportPackage/ Screenings/ Screening/ ScreeningStatus/ ResultStatus	- ResultStatusTypes - S (0/1)	Indicates status of the specified screening. Pass; Fail; Review; Hit; Clear; UnableToContact; and UnableToVerify. These enumerations can be extended with an "x:" followed by a string. - [Union]: ResultStatusType, AdditionalEnumerationType
/ BackgroundReports/ BackgroundReportPackage/ Screenings/ Screening/ ScreeningStatus/ DateOrderReceived	- LocalDateTimeType - S (1/1)	The date that the order was received.
/ BackgroundReports/ BackgroundReportPackage/ Screenings/ Screening/ Region	- xsd:string - S (0/1)	Represents the state, province and/or country where the job/position is located.
/ BackgroundReports/ BackgroundReportPackage/ Screenings/ Screening/ County	- xsd:string - S (0/1)	County within region to be searched where the charge was processed.
/ BackgroundReports/ BackgroundReportPackage/ Screenings/ Screening/ Municipality	- xsd:string - S (0/1)	A city, town, village or hamlet.
/ BackgroundReports/ BackgroundReportPackage/ Screenings/ Screening/ Court	- xsd:string - S (0/1)	Name of court to be searched. If court and/or country is not available.

CourtName		then PostalCode and Municipality must be supplied. In all cases, Region and CountryCode in the parent element must be supplied.
/ BackgroundReports/ BackgroundReportPackage/ Screenings/ Screening/ CourtType	xsd:extension base: xsd:string	Jurisdiction of court to be searched. For example, felony, misdemeanor, or both.
/ BackgroundReports/ BackgroundReportPackage/ Screenings/ Screening/ CourtType/ type	xsd:restriction base: xsd:string [Enumerations]: felony, misdemeanor, felonyMisdemeanor	Jurisdiction of court to be searched. For example, felony, misdemeanor, or both.
/ BackgroundReports/ BackgroundReportPackage/ Screenings/ Screening/ ClientReferences	- EntityIdType - S (0/1)	Root element to provide additional screening related information specific to all searches for the specified applicant.
/ BackgroundReports/ BackgroundReportPackage/ Screenings/ Screening/ ScreeningResults	- LinkImageTextType - S (0/*)	The results of the screening. Note for version 1.0, results will be contained within an unfielded Text element within ScreeningResults.
/ BackgroundReports/ BackgroundReportPackage/ ErrorReport	- ErrorReportType - S (0/*)	The ErrorReport element is intended for reporting of insufficient or otherwise or otherwise ambiguous or incorrect information that prevents a BackgroundCheck from being executed successfully. ErrorReport would not be used to report errors related to communication, server problems, or the validity of a BackgroundCheck request against the schema.
/ BackgroundReports/ BackgroundReportPackage/ ErrorReport/ ErrorDescription	- xsd:string - S (1/1)	A brief description of the error.
/ BackgroundReports/ BackgroundReportPackage/ ErrorReport/ ErrorCode	- xsd:string - S (0/1)	ErrorCode allows trading partners to specify codes identifying particular types of error conditions. Standardizing BackgroundCheck error codes is outside the scope

		of this specification.
/ BackgroundReports/ BackgroundReportPackage/ ErrorReport/ ErrorSeverity	- ErrorSeverityTypes - S (0/1)	ErrorSeverity may be specified within ErrorReport so that fatal errors (errors that prevent the return of any results) can be distinguished from those that might return partial or unreliable results. - [Union]: ErrorSeverityType , AdditionalEnumerationType
/ BackgroundReports/ BackgroundReportPackage/ ErrorReport/ FileReferenceId	- EntityIdType - S (0/1)	References the file Id related to the error.
/ BackgroundReports/ BackgroundReportPackage/ ErrorReport/ PackageReferenceId	- EntityIdType - S (0/1)	A reference back to the Id of the related BackgroundSearchPackage.
/ BackgroundReports/ BackgroundReportPackage/ ErrorReport/ ScreeningReferenceId	- EntityIdType - S (0/1)	A reference back to the Id of the related Screening.
/ BackgroundReports/ BackgroundReportPackage/ ErrorReport/ ScreeningType	- SearchTypes - S (0/1)	Identifies the type of screening.
/ BackgroundReports/ BackgroundReportPackage/ ErrorReport/ ScreeningQualifier	- SearchQualifierType - S (0/1)	Valid values are: abuse; address; awards; credit; criminal; drug; earnings; education; employment; license; name; other; phone; reference; ssn; and workcomp.
/ BackgroundReports/ BackgroundReportPackage/ ErrorReport/ ProviderReferenceId	- EntityIdType - S (0/1)	Reference to provider Id.
/ [ScreeningType]	Screening - xsd:string - S (0/*)	Globally scoped data type. See element or attribute declaration for definition.
/ [ScreeningStatusType]	OrderStatus - OrderStatusTypes - S (1/1) - [Union]: OrderStatusType , AdditionalEnumerationType ResultStatus - ResultStatusTypes - S (0/1) - [Union]: ResultStatusType , AdditionalEnumerationType DateOrderReceived - LocalDateTimeType - S (1/1)	Globally scoped data type. See element or attribute declaration for definition.

/ [ErrorReportType]	ErrorDescription - xsd:string - S (1/1) ErrorCode - xsd:string - S (0/1) ErrorSeverity - ErrorSeverityTypes - S (0/1) - [Union]: ErrorSeverityType, AdditionalEnumerationType FileReferenceId - EntityIdType - S (0/1) PackageReferenceId - EntityIdType - S (0/1) ScreeningReferenceId - EntityIdType - S (0/1) ScreeningType - SearchTypes - S (0/1) ScreeningQualifier - SearchQualifierType - S (0/1) ProviderReferenceId - EntityIdType - S (0/1)	Globally scoped data type. See element or attribute declaration for definition.
/ [BackgroundReportsType]	ProviderReferenceId - EntityIdType - S (0/1) BackgroundReportPackage - [complexType] - S (1/*) UserArea - [see include/import] - S (0/1) userId xsd:string - required password xsd:string - optional account xsd:string - optional location xsd:string - optional	Globally scoped data type. See element or attribute declaration for definition.
/ BackgroundReportsType/ userId	- xsd:string -	A user ID or identifier. Part of a user ID and password pair used for login or authentication.
/ BackgroundReportsType/ password	- xsd:string -	A password.
/ BackgroundReportsType/ account	- xsd:string -	An account number or identifier. This will be provided to the client by the organization performing the screenings.
/ BackgroundReportsType/ location	- xsd:string -	Identifies a client location. This might be useful in cases when a background-checking firm accepts requests from multiple locations of the same client.
/ [ResultStatusTypes]	- [Union]: ResultStatusType, AdditionalEnumerationType	Globally scoped data type. See element or attribute declaration for definition.

/ [ResultStatusType]	xsd:restriction base: xsd:string [Enumerations]: Pass, Fail, Review, Hit, Clear, UnableToContact, UnableToVerify	Globally scoped data type. See element or attribute declaration for definition.
/ [OrderStatusTypes]	- [Union]: OrderStatusType, AdditionalEnumerationType	Globally scoped data type. See element or attribute declaration for definition.
/ [OrderStatusType]	xsd:restriction base: xsd:string [Enumerations]: New, InProgress, Cancelled, Suspended, Completed, Fulfilled, Delayed, Hold	Globally scoped data type. See element or attribute declaration for definition.
/ [ErrorSeverityTypes]	- [Union]: ErrorSeverityType, AdditionalEnumerationType	Globally scoped data type. See element or attribute declaration for definition.
/ [ErrorSeverityType]	xsd:restriction base: xsd:string [Enumerations]: Fatal, Warning	Globally scoped data type. See element or attribute declaration for definition.

3.4 DemographicDetailType

Both the BackgroundCheck and BackgroundReport schemas use DemographicDetailType to capture a variety of personal information that may be required or helpful for certain types of screenings.

/ DemographicDetail	- DemographicDetailType - S (0/1)	Demographic details of applicant that the screening will be performed upon. Primarily the GovernmentID, DateOfBirth, Race and GenderCode unless otherwise specified by the organization performing the screening.
[DemographicDetailType]	GovernmentId - xsd:string - S (0/*) DateOfBirth - LocalDateNkNaType - S (0/1) Race - xsd:string - S (0/1) GenderCode - GenderCodeType - S (0/1) VeteranStatus - xsd:string - S (0/1) MilitaryStatus - xsd:string - S (0/1) Disability - xsd:string - S (0/*) Ethnicity - xsd:string - S (0/1) Religion - xsd:string - S (0/1) Nationality - CountryCodeType - S (0/1) VisaStatus - xsd:string - S (0/1) Language - LanguageCodeType - S (0/*) EyeColor - EyeColorQualifiers - S (0/1) - [Union]: PersonEyeColorQualifiers, AdditionalEnumerationType HairColor - HairColorQualifiers - S (0/1) - [Union]: PersonHairColorQualifiers, AdditionalEnumerationType Height - xsd:string - S (0/1) Weight - xsd:string - S (0/1) IdentifyingMarks - xsd:string - S (0/1)	Globally scoped data type. See element or attribute declaration for definition

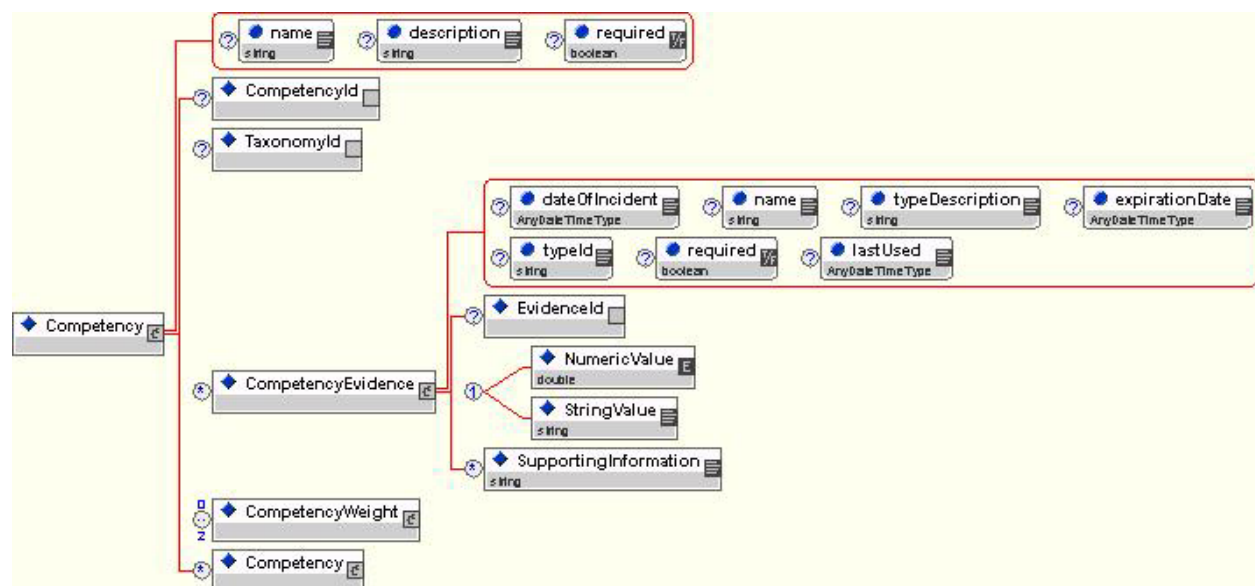
	BirthPlace - xsd:string - S (0/1) Age - xsd:nonNegativeInteger - S (0/1) Other - xsd:string - S (0/1) SummaryText - SummaryTextType - S (0/1)	
/ GovernmentId	xsd:extension base: xsd:string	An identification number issued by a government to identify a person. For example the CPF in Brazil, or the Social Security Number in the United States.
/ GovernmentId/ countryCode	- xsd:string -	An ISO 3166-1, two-character country code.
/ GovernmentId/ jurisdiction	- xsd:string -	State, province, territory, etc. associated with the GovernmentId.
/ GovernmentId/ issuingAuthority	- xsd:string -	Specifies the issuing authority of the identifier, e.g. United Nations, Department of Motor Vehicles, Social Security Service. If the issuing authority was United Nations, the countryCode and jurisdiction would be blank.
/ GovernmentId/ document	- xsd:string -	Specifies the document tied to the GovernmentId, e.g. drivers license, passport, SSN.
/ DateOfBirth	- LocalDateNkNaType - S (0/1)	An individual's birth date.
/ Race	- xsd:string - S (0/1)	Describes the race of the person, or other information regarding the race of the person.
/ GenderCode	- GenderCodeType - S (0/1)	Describes the sex of the job/position seeker. This contains type values from ISO 5218, representation of human sexes, where 0=None, 1=Male, 2=Female and 9=Not Specified.
/ VeteranStatus	- xsd:string - S (0/1)	Whether a job position seeker is a veteran, or other information regarding veteran status.
/ MilitaryStatus	- xsd:string - S (0/1)	Whether the job position seeker is a member of the military, or other government specific information regarding military status.
/ Disability	- xsd:string - S (0/*)	Relevant information about the search subject's disabilities.

/ Ethnicity	- xsd:string - S (0/1)	The ethnicity of the job position seeker, or other information regarding the ethnicity of the job position seeker.
/ Religion	- xsd:string - S (0/1)	The religion of the job position seeker, or other information regarding religion and the job position seeker
/ Nationality	- CountryCodeType - S (0/1)	The nationality of the individual expressed as an ISO 3166-1, two-character country code.
/ VisaStatus	- xsd:string - S (0/1)	The person's visa status.
/ Language	- LanguageCodeType - S (0/*)	The person's primary language. Language should be indicated using the appropriate ISO 639-1 / IETF 1766 code.
/ EyeColor	- EyeColorQualifiers - S (0/1)	The person's eye color. Enumerated values for eye color are: black, hazel, gray, brown, violet, green, blue, and unknown.
/ HairColor	- HairColorQualifiers - S (0/1)	The person's hair color. Enumerated values for hair color are: bald, brown, white, blonde, gray, red, auburn, black, and silver, and unknown.
/ Height	xsd:extension base: xsd:string	The person's height.
/ Height/ unitOfMeasure	- xsd:string -	A unit of measure to qualify a weight or height or other value. For example, <Height unitOfMeasure="inches">73</Height>. Mixed measures generally should be avoided, but can be expressed: <Height unitOfMeasure="feet and inches">6'1"</Height>
/ Weight	xsd:extension base: xsd:string	The person's weight.
/ Weight/ unitOfMeasure	- xsd:string -	A unit of measure to qualify a weight or height or other value.
/ IdentifyingMarks	- xsd:string - S (0/1)	Information about any identifying marks. For example, scars, marks, tatoos, etc.
/ BirthPlace	- xsd:string - S (0/1)	The person's birth place.
/ Age	- xsd:nonNegativeInteger - S (0/1)	The person's age.

/ Other	xsd:extension base: xsd:string	Provides ability to communicate any other relevant information about the person.
/ Other/ type	- xsd:string -	Type of other relevant information.
/ SummaryText	- SummaryTextType - S (0/1)	Additional explanation or elaboration. A note or comment.
/ SummaryText/ type	- xsd:string -	Type of note or comment.
/ SummaryText/ Text	xsd:extension base: xsd:string	Explanatory text.
/ SummaryText/ Text/ type	- xsd:string -	Type of information contained in the explanatory text.

3.5 Competency

The BackgroundCheck schema incorporates HR-XML's standard schema for Competencies within the SearchOther and SearchReference screenings. In the context of a background checking business process, the HR-XML Competencies framework provides a flexible container for clients to pass on information about competencies or other deployment-related characteristics asserted by the search subject or required by the client. For further information, register to download the complete Competency specification at <http://www.hr-xml.org/>



/ Competency	CompetencyId - [complexType] - S (0/1) TaxonomyId -	A specific, identifiable, definable, and measurable knowledge, skill, ability and/or other deployment-related characteristic (e.g. attitude, behavior, physical ability)
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	[complexType] - S (0/1) CompetencyEvidence - [complexType] - S (0/*) CompetencyWeight - xsd:string - S (0/2) Competency - xsd:string - S (0/*) name xsd:string description xsd:string required xsd:boolean	which a human resource may possess and which is necessary for, or material to, the performance of an activity within a specific business context.
/ Competency/ name	- xsd:string -	The name for the related component.
/ Competency/ description	- xsd:string -	This optional attribute is available to provide additional information.
/ Competency/ required	- xsd:boolean -	Indicates whether the Competency is mandatory (yes or no).
/ Competency/ CompetencyId	id xsd:string - required idOwner xsd:string description xsd:string	An identification code assigned to identify or classify the Competency. A taxonomy might include an identification code for each Competency or identification codes might be agreed upon by trading partners.
/ Competency/ TaxonomyId	id xsd:string - required idOwner xsd:string description xsd:string	A code that identifies the taxonomy.
/ Competency/ CompetencyEvidence	EvidenceId - [complexType] - S (0/1) NumericValue - xsd:double - C (1/1) StringValue - xsd:string - C (1/1) SupportingInformation - xsd:string - S (0/*) dateOfIncident AnyDateTimeType name xsd:string typeDescription xsd:string expirationDate AnyDateTimeType typeId xsd:string required xsd:boolean lastUsed AnyDateTimeType	CompetencyEvidence is used to capture information to substantiate the existence, sufficiency, or level of a Competency. CompetencyEvidence might include test results, reports, performance appraisals, evaluations, certificates, licenses, or a record of direct observation, such as a report given by a former supervisor or other employment reference.
/ Competency/ CompetencyEvidence/ dateOfIncident	- AnyDateTimeType -	The date on which the CompetenceEvidence first establishes the existence of the Competency.
/ Competency/ CompetencyEvidence/ name	- xsd:string -	The name for the related component.

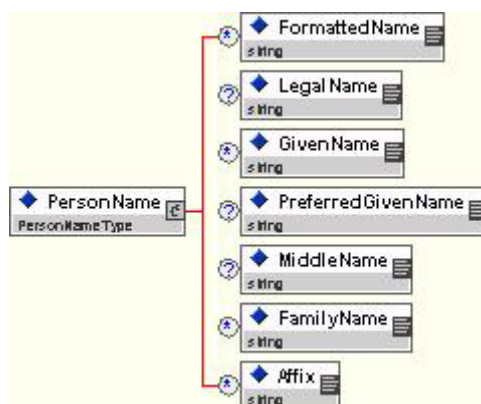
/ Competency/ CompetencyEvidence/ typeDescription	- xsd:string -	A description of the type of CompetencyEvidence.
/ Competency/ CompetencyEvidence/ expirationDate	- AnyDateTimeType -	An expiration date.
/ Competency/ CompetencyEvidence/ typeId	- xsd:string -	A code identifying the type of CompetencyEvidence.
/ Competency/ CompetencyEvidence/ required	- xsd:boolean -	Indicates whether the Competency is mandatory (yes or no).
/ Competency/ CompetencyEvidence/ lastUsed	- AnyDateTimeType -	A requirement or assertion for the date on which the Competency was last used.
/ Competency/ CompetencyEvidence/ EvidenceId	id xsd:string - required idOwner xsd:string description xsd:string	A code that identifies the CompetencyEvidence.
/ Competency/ CompetencyEvidence/ NumericValue	xsd:extension base: xsd:double	NumericValue is the required or desired level for the competency. The content of NumericValue is a rating value. The minValue, maxValue, and name attributes of NumericValue provide information about the rating scale that is being used, so that the rating value can be interpreted.
/ Competency/ CompetencyEvidence/ NumericValue/ minValue	- xsd:double -	The minimum value of the rating scale.
/ Competency/ CompetencyEvidence/ NumericValue/ maxValue	- xsd:double -	The maximum value of the rating scale.
/ Competency/ CompetencyEvidence/ NumericValue/ description	- xsd:string -	This optional attribute is available to provide additional information.
/ Competency/ CompetencyEvidence/ StringValue	xsd:extension base: xsd:string	StringValue is the required or desired level for the competency. The content of StringValue is a rating value. The minValue, maxValue, and name attributes of StringValue provide information about the rating scale that is being used, so that the rating value can be interpreted.
/ Competency/ CompetencyEvidence/	- xsd:string - S (0/*)	Contains additional descriptive information to substantiate or clarify a rating. measure. value. etc.

SupportingInformation		substantiate or clarify a rating, measure, value, etc.
/ Competency/ CompetencyWeight	NumericValue - xsd:double - C (1/1) StringValue - xsd:string - C (1/1) SupportingInformation - xsd:string - S (0/*) type	CompetencyWeight allows the capture of information on the relative importance of the Competency or the sufficiency required.
/ Competency/ CompetencyWeight/ type	xsd:restriction base: xsd:string Enumerations= levelOfInterest, skillLevel	Identifies the type of CompetencyWeight. Enumerations include: levelOfInterest -- A level of interest asserted or required for the competency; and skillLevel -- A level of skill asserted or required for the competency.

3.6 Cross-Process Objects

The BackgroundCheck and BackgroundReports schema use the HR-XML Consortium's PersonName-1_2; PostalAddress-1_2; and ContactInfo-1_0. Detailed documentation for each of these specifications can be downloaded by registering at the HR-XML Consortium's website (<http://www.hr-xml.org>).

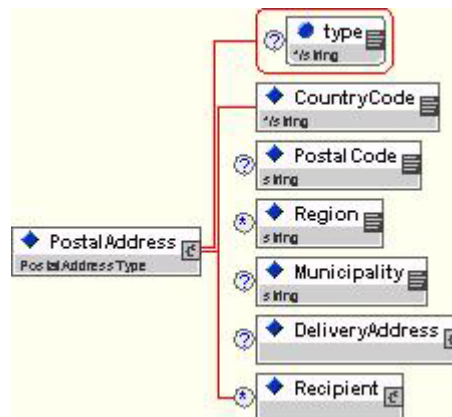
3.6.1 PersonName



/ PersonName	- PersonNameType - (1/1)	The name of a person.
/ PersonName/ FormattedName	xsd:extension base: xsd:string	Contains, in one string, a fully formatted name with all of its pieces in their proper place. This includes all of the necessary punctuation. This de-normalized form of the name cannot be easily parsed. The use of multiple occurrences are deprecated and will be removed in a future version.
/ PersonName/ FormattedName/ type	xsd:restriction base: xsd:string Enumerations= presentation, legal, sortOrder	The type of information supplied.

/ PersonName/ LegalName	- xsd:string - S (0/1)	Legal name used for legal documentation or other legal purposes. Contains, in one string, a fully formatted name with all of its pieces in their proper place. This includes all of the necessary punctuation.
/ PersonName/ GivenName	- xsd:string - S (0/*)	Contains the given or chosen name. Also known as a person's first name. If multiple givenNames are used, the order is implied.
/ PersonName/ PreferredGivenName	- xsd:string - S (0/1)	Contains the chosen name by which the person prefers to be addressed. Note: This name may be a name other than a given name, such as a nickname.
/ PersonName/ MiddleName	- xsd:string - S (0/1)	The name of a person.
/ PersonName/ FamilyName	xsd:extension base: xsd:string	Contains the non-chosen or inherited name. Also known as a person's last name in the Western context. The order is implied by the order of appearance of the FamilyName elements in the XML document.
/ PersonName/ FamilyName/ primary	xsd:restriction base: xsd:string Enumerations= true, false, undefined	Defines the order when multiple family names are used. Enumerations are as follows: true. Specifies that this occurrence of familyName is primary. It would appear first when multiple familyNames are used; false. Specifies that this occurrence of familyName is not primary. It would appear after the primary familyName. When multiple "False" primary familyNames are used, the order is implied; undefined. Default specifies that multiple familyNames do not apply. If multiple familyNames are used with this type, order is implied.
/ PersonName/ FamilyName/ prefix	- xsd:string -	Defines the context for the PersonName prefix, such as family name prefix or aristocratic prefix.
/ PersonName/ Affix	xsd:extension base: xsd:string	Contains the remaining parts of the PersonName as defined by the type attribute.
/ PersonName/ Affix/ type	xsd:restriction base: xsd:string Enumerations= academicGrade, aristocraticPrefix, aristocraticTitle, familyNamePrefix, familyNameSuffix, formOfAddress, generation, qualification	The type of information

3.6.2 PostalAddress

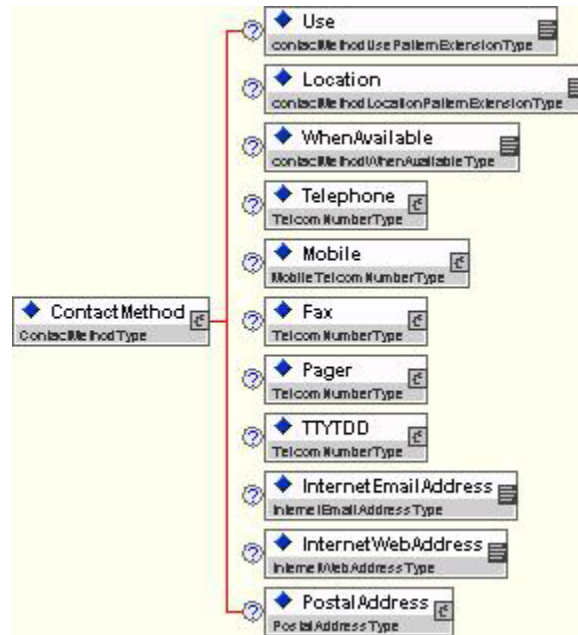


/ PostalAddress	- PostalAddressType - (1/1)	Home address of applicant that the screening will be performed upon.
/ PostalAddress/ type	xsd:restriction base: xsd:string Enumerations= postOfficeBoxAddress, streetAddress, militaryAddress, undefined	The type of information supplied.
/ PostalAddress/ CountryCode	xsd:restriction base: xsd:string	An ISO 3166-1, two-character country code.
/ PostalAddress/ PostalCode	- xsd:string - S (0/1)	A postal code. Determines how mail is sorted and delivered.
/ PostalAddress/ Region	- xsd:string - S (0/*)	Represents the state, province and/or country where the job/position is located.
/ PostalAddress/ Municipality	- xsd:string - S (0/1)	A city, town, village or hamlet.
/ PostalAddress/ DeliveryAddress	AddressLine - xsd:string - S (0/*) StreetName - xsd:string - S (0/1) BuildingNumber - xsd:string - S (0/1) Unit - xsd:string - S (0/1) PostOfficeBox - xsd:string - S (0/1)	Contains one formatted address line with all of its pieces in their proper place. This includes all of the necessary punctuation. This de-normalized form of the delivery address cannot be easily parsed. AddressLine is used for delivery by the postal service. May contain the name or number of the building, house, and/or street. If the address is decomposed into StreetName and BuildingNumber, do not use AddressLine to store the address. Examples may include: Hancock Building; 5223 Oak Street; 213; East 23rd Avenue; P.O. Box 241; Suite 200.
/ PostalAddress/ DeliveryAddress/ AddressLine	- xsd:string - S (0/*)	Contains one formatted address line with all of its pieces in their proper place. This includes all of the necessary punctuation. This de-normalized form of the delivery address cannot be easily parsed. AddressLine is used for delivery by the postal service. May contain the name or

		number of the building, house, and/or street. If the address is decomposed into StreetName and BuildingNumber, do not use AddressLine to store the address. Examples may include: Hancock Building; 5223 Oak Street; 213; East
/ PostalAddress/ DeliveryAddress/ StreetName	- xsd:string - S (0/1)	Contains the street name or number. This may be used for verification, building the address, or storing in a database. If the address is decomposed into StreetName, BuildingNumber and Unit, do not use AddressLine to duplicate that part of the address information. Examples may include: Oak Street; East 23rd Avenue.
/ PostalAddress/ DeliveryAddress/ BuildingNumber	- xsd:string - S (0/1)	This element is defined as a string to handle "numbers" such as 7A or 15/III. The term "BuildingNumber" was also used instead of HouseNumber so all types of buildings could apply (house, building, warehouse, tower, etc). This may be used for verification, building the address, or storing in a database. If the address is decomposed into StreetName, BuildingNumber and Unit, do not use AddressLine to duplicate that part of the address information. Examples may include: Hancock Building; 5223.
/ PostalAddress/ DeliveryAddress/ Unit	- xsd:string - S (0/1)	Contains the Apartment, Suite, Unit, Room, Floor, Trailer, Level, Hanger, etc. This may be used for verification, building the address, or storing in a database. If the address is decomposed into StreetName, BuildingNumber and Unit, do not use AddressLine to duplicate that part of the address information. Examples may include: Apt. 124, Ste. 300, Upper, Hanger A.
/ PostalAddress/ DeliveryAddress/ PostOfficeBox	- xsd:string - S (0/1)	Contains the Post Office Box. This may be used for verification, building the address, or storing in a database. Example: P.O. Box 241.
/ PostalAddress/ Recipient	PersonName - PersonNameType - S (0/1) AdditionalText - xsd:string - S (0/*) Organization - xsd:string - S (0/1) OrganizationName - xsd:string - S (0/1)	Contains information about the recipient. This may include a person's name, an organization name, and/or additional information.
/ PostalAddress/ Recipient/ PersonName	- PersonNameType - S (0/1)	The name of a person.
/ PostalAddress/ Recipient/ AdditionalText	- xsd:string - S (0/*)	Additional supporting information agreed to by the trading partners.
/ PostalAddress/ Recipient/ Organization	- xsd:string - S (0/1)	Then name of an organization. (Deprecated. Use OrganizationName.)

/ PostalAddress/ Recipient/ OrganizationName	- xsd:string - S (0/1)	Contains information about the recipient. This may include a person's name, an organization name, and/or additional information.
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3.6.3 ContactMethod



/ Use	- contactMethodUsePatternExtensionType - (1/1)	Describes the usage of the contact, such as "business", "businessDirect", or "personal". It does not include the device type.
/ Location	- contactMethodLocationPatternExtensionType - (1/1)	Describes the general physical location of the contact information destination, such as "office", "home", or "onPerson".
/ WhenAvailable	- contactMethodWhenAvailableType - (1/1)	Text string suggesting an appropriate time frame when the use of the addresses in this ContactMethod are relevant. For example: 24x7, weekdays, or weekends.

Telephone

/ Telephone	- TelecomNumberType - (1/1)	Voice Device TelecomNumber
/ Telephone/ FormattedNumber	- xsd:string - C (1/1)	Formatted string. Contains a telcom number string representation. This de-normalized form cannot easily be parsed.

/ Telephone/ InternationalCountryCode	- xsd:string - S (0/1)	This is a combination of one, two or three digits identifying a specific country, countries (in an integrated numbering plan), or a specific geographic area. This code follows ITU regulations.
/ Telephone/ NationalNumber	- xsd:string - S (0/1)	National (Trunk) Number. This is the code used to indicate that the following numbers are for another AreaCityCode outside the Originating AreaCityCode, but within the originating country. This can usually be inferred from the TelcomCountryCode. It is included for those cases where derivation is not used.
/ Telephone/ AreaCityCode	- xsd:string - S (0/1)	This defines either a numbering area within a country (or group of countries included in one integrated numbering plan or a specific geographic area) or network/service.
/ Telephone/ SubscriberNumber	- xsd:string - S (1/1)	The number identifying a subscriber in a network or numbering area. The SubscriberNumber MUST contain at least one digit. The SubscriberNumber MAY contain hyphens, period, and spaces in addition to the digits. This number may also be known as the "local number".
/ Telephone/ Extension	- xsd:string - S (0/1)	This may contain a PBX extension, a pager PIN, a fax sub-address, or other extended addressing information.

Online Address

/ InternetEmailAddress	- InternetEmailAddressType - (1/1)	Internet email address.
/ InternetWebAddress	- InternetWebAddressType - (1/1)	Universal Resource Locator (URL) for a web site. Usually in the form http://www.hr-xml.org. This should include "http://".

3.7 UserArea

UseArea is the last child of the root element of BackgroundCheck-1_0.xsd and BackgroundReports-1_0.xsd. The element is used to house all trading-partner extensions to the schema. Definitions of those extensions occur in a separate schema maintained by the owner of the extensions. For further information, see HR-XML Schema Extension 1.0 (http://ns.hr-xml.org/TSC/HRXMLExtension-1_0/HRXMLExtension-1_0.pdf)

Component Name	ContentModel	Definition
[Global types listed at the end of the table.]	Data type Occurrence: Sequence Choice All (minOccurs/maxOccurs) Attributes	
/ UserArea	- UserAreaType - (1/1)	UserArea provides a place for extensions to HR-XML specifications.

/ [UserAreaType]	- xsd:any	Globally scoped data type. UserAreaType has a data type of ANY.
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4 Implementation Considerations

4.1 Data Privacy

Human resources data, by its very nature, is personal data. The laws of many jurisdictions as well as codes of fair information practice require organizations to handle personal data in a way that protects individuals from loss of privacy.

The data exchange specifications developed by the HR-XML Consortium are designed to be useful across many jurisdictions and within a variety of business contexts. It is not feasible for the HR-XML Consortium to develop specific privacy guidance for every jurisdiction or business context in which the Consortium's specifications might be implemented. When implementing data exchanges using the HR-XML Consortium's data definitions (or, for that matter, any data exchange mechanism), organizations are advised to examine the privacy protections that may be required under applicable law or codes of fair information practice.

For information on protecting personal data, general references include: European Union Data Protection Directive (95/46/EC); the Association Computing Machinery Code of Ethics (1992); Canadian Standards Association Model Code for the Protection of Personal Information (1995 -- PIPEDA); U.S.-EU Safe Harbor Principles and FAQs (2000).

4.2 Laws Governing Background Checks

Implementors of the Background Checking are advised to review applicable law in the jurisdictions in which they operate. For example, in United States, the Fair Credit Reporting Act may require third-party providers of background check services to obtain the consent of search subjects and to advise them of results before adverse action is taken.

4.3 Required/Recommended Fields

The HR-XML BackgroundSearchPackage schema incorporates a significant amount of optionality. This optionality allows the schema to be flexibly used within a variety of contexts.

The data required to execute a background check will vary significantly depending on the type of searches conducted and the requirements of the jurisdictions in which the searches are performed. For instance, one jurisdiction might require the identification of a search subject's race and gender for a criminal record search, whereas another jurisdiction may not impose such requirement.

The data provided in a background search request also can vary based on trading partner requirements and capabilities. For instance, as a matter of policy or practice, some background search customers may not collect, or be willing to provide, data required to execute a particular search (for example, a search subject's date of birth). Likewise, one provider of background checking services may be willing to accept less information in a background check request than what another provider might minimally require.

While requirements vary by jurisdiction, HR-XML's Screening Workgroup has developed some broad guidance for what data generally is required to execute background searches within the United States. That guidance is contained in the matrix that appears in Appendix D, Required and Recommended Fields.

It is not practical to design constraints within a single schema to accommodate each business context. Nor does it make sense to design a separate schema for each context. Implementors may want to handle data validation at the application level or examine the best practices outlined in HR-XML's schema design guidelines for subsetting and constraining standard schema. At the time that this standard was published, guidelines for subsetting and constraining standard schema had been drafted, but not finalized.

4.4 BackgroundReportPackage/ErrorReport

The ErrorReport section of BackgroundReport allows a BackgroundCheck supplier to report insufficient (or otherwise ambiguous or incorrect) information that prevents a BackgroundCheck from being executed successfully.

ErrorSeverity may be specified within ErrorReport so that fatal errors (errors that prevent the return of any results) can be distinguished from those that might return partial or unreliable results.

ErrorCode is provided to allow trading partners to specify codes identifying particular types of error conditions. Standardizing BackgroundCheck error codes is outside the scope of this specification.

Example: BackgroundReportPackage/ErrorReport

```
<?xml version="1.0" encoding="UTF-8"?>
<BackgroundReports xmlns="http://ns.hr-xml.org/Screening/BackgroundCheck-1_0"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance" xmlns:sep="http://ns.hr-xml.org/RecruitingAndStaffing/SEP-2_0"
xsi:schemaLocation="http://ns.hr-xml.org/Screening/BackgroundCheck-1_0 BackgroundReports-1_0.xsd"
userId="900XXX">
  <!-- Example of Error results -->
  <ProviderReferenceId>
    <IdValue>205</IdValue>
  </ProviderReferenceId>
  <BackgroundReportPackage type="errors">
    <ProviderReferenceId>
      <IdValue>A1111</IdValue>
    </ProviderReferenceId>
    <ErrorReport>
      <ErrorDescription>Missing Required Field: DATEOFBIRTH</ErrorDescription>
      <ErrorCode>300</ErrorCode>
      <ErrorSeverity>Fatal</ErrorSeverity>
    </ErrorReport>
  </BackgroundReportPackage>
</BackgroundReports>
```



```

    <FileReferenceId>
      <IdValue>11202001173000</IdValue>
    </FileReferenceId>
    <PackageReferenceId>
      <IdValue>112020011</IdValue>
    </PackageReferenceId>
    <ScreeningReferenceId>
      <IdValue>570128-338586</IdValue>
    </ScreeningReferenceId>
    <ScreeningType>education</ScreeningType>
    <ProviderReferenceId>
      <IdValue>XXXO1034.XML</IdValue>
    </ProviderReferenceId>
  </ErrorReport>
  <ErrorReport>
    <ErrorDescription>Missing Required Field: DATEOFBIRTH</ErrorDescription>
    <ErrorCode>300</ErrorCode>
    <ErrorSeverity>x:Serious but not fatal2</ErrorSeverity>
    <FileReferenceId>
      <IdValue>41202001173000</IdValue>
    </FileReferenceId>
    <PackageReferenceId>
      <IdValue>412020011</IdValue>
    </PackageReferenceId>
    <ScreeningReferenceId>
      <IdValue>570428-738586</IdValue>
    </ScreeningReferenceId>
    <ScreeningType>license</ScreeningType>
    <ScreeningQualifier>mvPersonal</ScreeningQualifier>
    <ProviderReferenceId>
      <IdValue>XXXO1034.XML</IdValue>
    </ProviderReferenceId>
  </ErrorReport>
</BackgroundReportPackage>
</BackgroundReports>

```

5 Appendix A – Document Version History

Version	Date	Description
00.01	2002 Feb 11	Initial Draft
00.02	2002 April 1	Incorporated changes required as a result of CPO and TSC review.
1.0	2002 April 30	Approved Specification.

6 Appendix B – Related Documents

Reference	Link
TSC Extension 1.0	http://ns.hr-xml.org/TSC/HRXMLExtension-1_0/UserArea-1_0.xsd http://ns.hr-xml.org/TSC/HRXMLExtension-1_0/HRXMLExtension-1_0.pdf
PersonName 1.2	http://ns.hr-xml.org/CPO/PersonName-1_2/PersonName-1_2.pdf http://ns.hr-xml.org/CPO/PersonName-1_2/PersonName-1_2.xsd
PostalAddress 1.2	http://ns.hr-xml.org/CPO/PostalAddress-1_2/PostalAddress-1_2.pdf http://ns.hr-xml.org/CPO/PostalAddress-1_2/PostalAddress-1_2.xsd

ContactMethod 1.0	http://ns.hr-xml.org/CPO/ContactInfo-1_0/ContactMethod-1_0.pdf http://ns.hr-xml.org/CPO/ContactInfo-1_0/ContactMethod-1_0.xsd
DateTimeDataTypes 1.1	http://ns.hr-xml.org/CPO/Dating-1_1/DateTimeDataTypes-1_1.pdf http://ns.hr-xml.org/CPO/Dating-1_1/cpoDateTimeTypes-1_1.xsd
WorkSiteAndEnvironment 1.0	http://ns.hr-xml.org/JobPosition/Description-1_0/JobAndPositionHeader-1_0.pdf http://ns.hr-xml.org/JobPosition/Description-1_0/WorkSite-1_0.xsd http://ns.hr-xml.org/JobPosition/Description-1_0/WorkSiteEnvironment-1_0.xsd
Resume 2.0	http://ns.hr-xml.org/RecruitingAndStaffing/SEP-2_0/Resume-2_0.pdf http://ns.hr-xml.org/RecruitingAndStaffing/SEP-2_0/Resume-2_0.xsd
Competencies 1.0	http://ns.hr-xml.org/Competencies/Competencies-1_0/Competencies-1_0.pdf http://ns.hr-xml.org/Competencies/Competencies-1_0/Competencies-1_0.xsd

7 Appendix C – Reference Examples

7.1 BackgroundCheck Example

```
<?xml version="1.0" encoding="UTF-8"?>
<BackgroundCheck xmlns="http://ns.hr-xml.org/Screening/BackgroundCheck-1_0"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance" xmlns:sep="http://ns.hr-xml.org/RecruitingAndStaffing/SEP-2_0"
xsi:schemaLocation="http://ns.hr-xml.org/Screening/BackgroundCheck-1_0 BackgroundCheck-1_0.xsd" userId="900XXX"
password="XXX">
  <ReferencId>
    <IdValue>204</IdValue>
  </ReferencId>
  <BackgroundSearchPackage>
    <ReferencId>
      <IdValue>204</IdValue>
    </ReferencId>
    <PersonalData>
      <PersonName>
        <GivenName>John</GivenName>
        <MiddleName>Test</MiddleName>
        <FamilyName primary="undefined">Doe</FamilyName>
      </PersonName>
      <DemographicDetail>
        <GovernmentId countryCode="US" issuingAuthority="SSN">320851818</GovernmentId>
        <DateOfBirth>1978-08-25</DateOfBirth>
        <Race>U</Race>
        <GenderCode>0</GenderCode>
      </DemographicDetail>
    </PersonalData>
    <Screenings>
      <ReferencId>
        <IdValue>F513666</IdValue>
      </ReferencId>
      <SupportingDocumentation>
        <!-- Client provided link to a release form -->
        <Documentation type="release" mediaType="tiff">
          <InternetWebAddress>ftp://ns.hr-xml.org/Screenings/F513666Tiff</InternetWebAddress>
        </Documentation>
        <!-- Specify that a copy of the results for all screenings for this SearchPackage are to be sent to the
specified base URL -->
        <Documentation type="distribution" mediaType="rtf">
          <InternetWebAddress>ftp://ns.hr-xml.org/Screenings/</InternetWebAddress>
        </Documentation>
      </SupportingDocumentation>
      <Screening type="criminal" qualifier="county">
        <ReferencId>
          <IdValue>7JK</IdValue>
        </ReferencId>
      </Screening>
    </Screenings>
  </BackgroundSearchPackage>
</BackgroundCheck>
```

```

        <CountryCode>US</CountryCode>
        <Region>WA</Region>
        <ClientReferences>
            <IdValue name="ref1">3666</IdValue>
        </ClientReferences>
        <SearchCriminal>
            <Municipality/>
            <County>KING</County>
            <PostalCode/>
            <CourtName>KING SUPERIOR-(F)</CourtName>
            <CourtType>Felony</CourtType>
        </SearchCriminal>
    </Screening>
</Screenings>
</BackgroundSearchPackage>
<BackgroundSearchPackage>
    <PersonalData>
        <PersonName>
            <GivenName>John</GivenName>
            <MiddleName>Test</MiddleName>
            <FamilyName primary="undefined">Doe</FamilyName>
        </PersonName>
        <DemographicDetail>
            <GovernmentId countryCode="US" issuingAuthority="SSN">231332468</GovernmentId>
            <GovernmentId countryCode="US" jurisdiction="TX" issuingAuthority="DMV">S57597474</GovernmentId>
            <DateOfBirth>1974-07-27</DateOfBirth>
            <Race>U</Race>
            <GenderCode>0</GenderCode>
        </DemographicDetail>
    </PersonalData>
    <Screenings>
        <ReferenceId>
            <IdValue>F513666</IdValue>
        </ReferenceId>
        <SupportingDocumentation>
            <Documentation type="release" mediaType="tiff">
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            </Documentation>
            <Documentation type="distribution" mediaType="rtf">
                <InternetWebAddress>ftp://ns.hr-xml.org/Screenings/</InternetWebAddress>
            </Documentation>
        </SupportingDocumentation>
        <Screening type="criminal" qualifier="county">
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            </ReferenceId>
            <CountryCode>US</CountryCode>
            <Region>WA</Region>
            <ClientReferences>
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            </ClientReferences>
            <SearchCriminal>
                <Municipality/>
                <County>KING</County>
                <PostalCode/>
                <CourtName>KING-SEATTLE MUNICIPAL-(M)</CourtName>
                <CourtType>Misdemeanor</CourtType>
            </SearchCriminal>
        </Screening>
        <Screening type="credit">
            <ReferenceId>
                <IdValue>6U8</IdValue>
            </ReferenceId>

```

```

    <CountryCode>US</CountryCode>
    <PermissiblePurpose>Employment</PermissiblePurpose>
    <EndUser>Test End User Information</EndUser>
    <Vendor>experian</Vendor>
    <ClientReferences>
      <IdValue name="ref1">3666</IdValue>
      <IdValue name="ref2">Client Reference 2</IdValue>
      <IdValue name="ref3">Client Reference 3</IdValue>
    </ClientReferences>
  </Screening>
  <Screening type="license" qualifier="mvPersonal">
    <ReferenceId>
      <IdValue>6UA</IdValue>
    </ReferenceId>
    <CountryCode>US</CountryCode>
    <Region>CT</Region>
    <SearchLicense>
      <License>
        <LicenseNumber>S32106445</LicenseNumber>
        <LicensingAgency>CT</LicensingAgency>
        <LicenseName>mvPersonal</LicenseName>
      </License>
    </SearchLicense>
  </Screening>
  <Screening type="employment">
    <ReferenceId>
      <IdValue>6UH</IdValue>
    </ReferenceId>
    <CountryCode>US</CountryCode>
    <Region>IL</Region>
    <SearchEmployment type="prior">
      <sep:EmploymentHistory>
        <sep:EmployerOrg employerOrgType="soleEmployer">
          <sep:EmployerOrgName>Sally's Contact Company</sep:EmployerOrgName>
          <sep:PositionHistory positionType="directHire">
            <sep:Title>SUPERVISOR</sep:Title>
            <sep:OrgName>
              <sep:OrganizationName>Sally's Contact Company</sep:OrganizationName>
            </sep:OrgName>
            <sep:Description/>
            <sep:StartDate>
              <sep:AnyDate>1993-03-01</sep:AnyDate>
            </sep:StartDate>
            <sep:EndDate>
              <sep:AnyDate>1996-03-01</sep:AnyDate>
            </sep:EndDate>
            <sep:Compensation>
              <sep:EndingCompensation intervalType="year"
currency="USD">38K</sep:EndingCompensation>
            </sep:Compensation>
            <sep:Verification>
              <sep:ContactInfo>
                <sep:PersonName>
                  <sep:FormattedName type="presentation">Sally's Contact
Name</sep:FormattedName>
                </sep:PersonName>
                <sep:ContactMethod>
                  <sep:Location>office</sep:Location>
                  <sep:Telephone>
                    <sep:FormattedNumber>555-555-5555</sep:FormattedNumber>
                  </sep:Telephone>
                  <sep:PostalAddress type="undefined">
                    <sep:CountryCode>US</sep:CountryCode>

```

```

        <sep:PostalCode>60434</sep:PostalCode>
        <sep:Region>IL</sep:Region>
        <sep:Municipality>JOLIET</sep:Municipality>
        <sep:DeliveryAddress>
            <sep:AddressLine>PO BOX 789</sep:AddressLine>
        </sep:DeliveryAddress>
    </sep:PostalAddress>
</sep:ContactMethod>
</sep:ContactInfo>
<sep:ReasonForLeaving>None</sep:ReasonForLeaving>
<sep:PermissionToContact>true</sep:PermissionToContact>
<sep:VerifyEmployment>false</sep:VerifyEmployment>
</sep:Verification>
</sep:PositionHistory>
</sep:EmployerOrg>
</sep:EmploymentHistory>
<OtherApplicantInformation>
    <IdValue name="Have you ever received any reprimands?">Yes</IdValue>
    <IdValue name="What was the nature of the reprimands?">The 1st occurrence,I vandalized the
bosses car. The 2nd time was for trashing his office.</IdValue>
</OtherApplicantInformation>
</SearchEmployment>
</Screening>
<Screening type="criminal" qualifier="statewide">
    <Referenceld>
        <IdValue>9XA</IdValue>
    </Referenceld>
    <CountryCode>US</CountryCode>
    <Region>PA</Region>
</Screening>
<Screening type="reference" qualifier="personal">
    <Referenceld>
        <IdValue>9XB</IdValue>
    </Referenceld>
    <CountryCode>US</CountryCode>
    <Region>XX</Region>
    <SearchReference>
        <Contact>
            <PersonName>
                <FormattedName type="presentation">Mary's Contact Name</FormattedName>
            </PersonName>
            <ContactMethod>
                <Location>home</Location>
                <Telephone>
                    <FormattedNumber>555-555-5555</FormattedNumber>
                </Telephone>
                <PostalAddress type="undefined">
                    <CountryCode>US</CountryCode>
                    <Region>XX</Region>
                    <DeliveryAddress/>
                </PostalAddress>
            </ContactMethod>
            <Relationship>Buddy</Relationship>
            <YearsKnown/>
        </Contact>
    </SearchReference>
</Screening>
<Screening type="ssn">
    <Referenceld>
        <IdValue>9XD</IdValue>
    </Referenceld>
    <CountryCode>US</CountryCode>
    <PermissiblePurpose>Employment</PermissiblePurpose>

```

```

        <EndUser>Test End User Information</EndUser>
        <Vendor>transUnion</Vendor>
    </Screening>
    <Screening type="ssn">
        <ReferenceId>
            <IdValue>9XJ</IdValue>
        </ReferenceId>
        <CountryCode>US</CountryCode>
        <PermissiblePurpose>Employment</PermissiblePurpose>
        <EndUser>Test End User Information</EndUser>
        <Vendor>experian</Vendor>
    </Screening>
    <Screening type="education">
        <ReferenceId>
            <IdValue>9XL</IdValue>
        </ReferenceId>
        <CountryCode>US</CountryCode>
        <Region>MS</Region>
        <ClientReferences>
            <IdValue name="ref1">3666</IdValue>
            <IdValue name="ref2">Client Reference 2</IdValue>
            <IdValue name="ref3">Client Reference 3</IdValue>
        </ClientReferences>
        <SearchEducation>
            <sep:EducationHistory>
                <sep:SchoolOrInstitution schoolType="highschool">
                    <sep:SchoolName>JEFFERSON CO HIGH SCHOOL</sep:SchoolName>
                    <sep:LocationSummary>
                        <sep:Municipality>FAYETTE</sep:Municipality>
                        <sep:Region>MS</sep:Region>
                        <sep:CountryCode>US</sep:CountryCode>
                    </sep:LocationSummary>
                    <sep:OrganizationUnit organizationType="subSchool">Andover</sep:OrganizationUnit>
                    <sep:Degree degreeType="high school or equivalent">
                        <sep:DegreeName>Graduated</sep:DegreeName>
                        <sep:DegreeDate>
                            <sep:AnyDate>notKnown</sep:AnyDate>
                        </sep:DegreeDate>
                    </sep:Degree>
                    <sep:DatesOfAttendance>
                        <sep:StartDate>
                            <sep:StringDate>01/01/1901-01/01/1997</sep:StringDate>
                        </sep:StartDate>
                    </sep:DatesOfAttendance>
                </sep:SchoolOrInstitution>
            </sep:EducationHistory>
        </SearchEducation>
    </Screening>
    <Screening type="name">
        <ReferenceId>
            <IdValue>9XV</IdValue>
        </ReferenceId>
        <CountryCode>US</CountryCode>
    </Screening>
    <Screening type="workcomp">
        <ReferenceId>
            <IdValue>008</IdValue>
        </ReferenceId>
        <CountryCode>US</CountryCode>
        <Region>TX</Region>
    </Screening>
    <Screening type="abuse" qualifier="elderly">
        <ReferenceId>

```

```

        <IdValue>009</IdValue>
      </Referenceld>
      <CountryCode>US</CountryCode>
      <Region>TX</Region>
    </Screening>
    <Screening type="earnings" qualifier="summary">
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        <IdValue>9XW</IdValue>
      </Referenceld>
      <CountryCode>US</CountryCode>
      <Duration>P5Y</Duration>
    </Screening>
    <Screening type="credit" qualifier="business">
      <Referenceld>
        <IdValue>9X1</IdValue>
      </Referenceld>
      <CountryCode>US</CountryCode>
    </Screening>
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        <IdValue>9X2</IdValue>
      </Referenceld>
      <CountryCode>US</CountryCode>
      <Region>AL</Region>
      <SearchLicense>
        <License>
          <LicenseNumber>S23470816</LicenseNumber>
          <LicensingAgency>AL</LicensingAgency>
          <LicenseName>teacher</LicenseName>
        </License>
      </SearchLicense>
    </Screening>
    <Screening type="other" qualifier="x:Medicaid">
      <Referenceld>
        <IdValue>9X3</IdValue>
      </Referenceld>
      <CountryCode>US</CountryCode>
    </Screening>
    <Screening type="phone">
      <Referenceld>
        <IdValue>9X4</IdValue>
      </Referenceld>
      <CountryCode>US</CountryCode>
    </Screening>
    <Screening type="license" qualifier="fcc">
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        <IdValue>9X5</IdValue>
      </Referenceld>
      <CountryCode>US</CountryCode>
      <SearchLicense>
        <License>
          <LicenseNumber>S32915569</LicenseNumber>
          <LicensingAgency>FCC</LicensingAgency>
          <LicenseName>fcc</LicenseName>
        </License>
      </SearchLicense>
    </Screening>
    <Screening type="license" qualifier="faa">
      <Referenceld>
        <IdValue>9X6</IdValue>
      </Referenceld>
      <CountryCode>US</CountryCode>
      <SearchLicense>

```

```

        <License>
          <LicenseNumber>S41742248</LicenseNumber>
          <LicensingAgency>FAA</LicensingAgency>
          <LicenseName>faa</LicenseName>
        </License>
      </SearchLicense>
    </Screening>
    <Screening type="license" qualifier="x:RAD TECH">
      <ReferenceId>
        <IdValue>9X7</IdValue>
      </ReferenceId>
      <CountryCode>US</CountryCode>
      <Region>SD</Region>
      <SearchLicense>
        <License>
          <LicenseNumber>S33308835</LicenseNumber>
          <LicensingAgency>SD</LicensingAgency>
          <LicenseName>x:RAD TECH</LicenseName>
          <EffectiveDate>
            <EndDate>
              <StringDate>5/02</StringDate>
            </EndDate>
          </EffectiveDate>
        </License>
      </SearchLicense>
    </Screening>
    <Screening type="other" qualifier="x:Intelliscore">
      <ReferenceId>
        <IdValue>9X8</IdValue>
      </ReferenceId>
      <CountryCode>US</CountryCode>
    </Screening>
    <Screening type="reference" qualifier="professional">
      <ReferenceId>
        <IdValue>9X9</IdValue>
      </ReferenceId>
      <CountryCode>US</CountryCode>
      <Region>NV</Region>
      <SearchReference>
        <Contact>
          <PersonName>
            <FormattedName type="presentation">Steven's Contact Name</FormattedName>
          </PersonName>
          <ContactMethod>
            <Location>home</Location>
            <Telephone>
              <FormattedNumber>800-555-5555</FormattedNumber>
            </Telephone>
          </ContactMethod>
          <ContactMethod>
            <Location>office</Location>
            <Telephone>
              <FormattedNumber>5054256746</FormattedNumber>
            </Telephone>
            <PostalAddress type="undefined">
              <CountryCode>US</CountryCode>
              <Region>NV</Region>
              <DeliveryAddress/>
            </PostalAddress>
          </ContactMethod>
          <Relationship>CHARLYNNE OTERO</Relationship>
          <YearsKnown/>
        </Contact>
      </SearchReference>
    </Screening>
  </Screening>
</Screening>

```



```

        <Competency description="Java Programmer"/>
        <Competency description="VB Programmer"/>
        <Competency description="VB.Net Programmer"/>
    </SearchReference>
</Screening>
<Screening type="other" qualifier="x:Ins">
    <Referenceld>
        <IdValue>9XA</IdValue>
    </Referenceld>
    <CountryCode>US</CountryCode>
    <SearchOther>
        <GovernmentId countryCode="US" issuingAuthority="INS" document="LIST A ITEM
5">A091469638</GovernmentId>
        <EffectiveDate/>
    </SearchOther>
</Screening>
</Screenings>
</BackgroundSearchPackage>
<BackgroundSearchPackage>
    <PersonalData>
        <PersonName>
            <GivenName>Jane</GivenName>
            <MiddleName>M</MiddleName>
            <FamilyName>DOE</FamilyName>
        </PersonName>
        <PostalAddress type="undefined">
            <CountryCode>US</CountryCode>
            <PostalCode>06606</PostalCode>
            <Region>CT</Region>
            <Municipality>BRIDGEPORT</Municipality>
            <DeliveryAddress>
                <AddressLine>7743 CLEVELAND AVE</AddressLine>
            </DeliveryAddress>
        </PostalAddress>
        <DemographicDetail>
            <GovernmentId countryCode="US">555666666</GovernmentId>
            <DateOfBirth>1975-07-03</DateOfBirth>
            <Race>B</Race>
            <GenderCode>2</GenderCode>
        </DemographicDetail>
    </PersonalData>
    <!-- Example SearchPackage based on predefined package including additional supporting info or request for
additional searches -->
    <Screenings>
        <Referenceld>
            <IdValue>65A9XV</IdValue>
        </Referenceld>
        <Packageld>
            <IdValue>Executive</IdValue>
        </Packageld>
        <Screening type="license">
            <Referenceld>
                <IdValue>A9XV</IdValue>
            </Referenceld>
            <CountryCode>US</CountryCode>
            <EndUser>Hirecheck</EndUser>
            <SearchLicense>
                <License>
                    <LicenseNumber>A12345678</LicenseNumber>
                    <LicensingAgency>FL</LicensingAgency>
                    <LicenseName>mvPersonal</LicenseName>
                </License>
            </SearchLicense>

```

```

</Screening>
<Screening type="education">
  <ReferenceId>
    <IdValue>9XL</IdValue>
  </ReferenceId>
  <CountryCode>US</CountryCode>
  <Region>MS</Region>
  <ClientReferences>
    <IdValue name="billingCode">3666</IdValue>
  </ClientReferences>
  <SearchEducation>
    <sep:EducationHistory>
      <sep:SchoolOrInstitution schoolType="highschool">
        <sep:SchoolName>JEFFERSON CO HIGH SCHOOL</sep:SchoolName>
        <sep:LocationSummary>
          <sep:Municipality>FAYETTE</sep:Municipality>
          <sep:Region>MS</sep:Region>
          <sep:CountryCode>US</sep:CountryCode>
        </sep:LocationSummary>
        <sep:OrganizationUnit organizationType="subSchool">Andover</sep:OrganizationUnit>
        <sep:Degree degreeType="high school or equivalent">
          <sep:DegreeName>Graduated</sep:DegreeName>
          <sep:DegreeDate>
            <sep:AnyDate>notKnown</sep:AnyDate>
          </sep:DegreeDate>
        </sep:Degree>
        <sep:DatesOfAttendance>
          <sep:StartDate>
            <sep:StringDate>01/01/1901-01/01/1997</sep:StringDate>
          </sep:StartDate>
        </sep:DatesOfAttendance>
      </sep:SchoolOrInstitution>
    </sep:EducationHistory>
  </SearchEducation>
</Screening>
</Screenings>
</BackgroundSearchPackage>
<!-- Example SearchPackage based on predefined package -->
<BackgroundSearchPackage>
  <PersonalData>
    <PersonName>
      <GivenName>Jane</GivenName>
      <MiddleName>M</MiddleName>
      <FamilyName>DOE</FamilyName>
    </PersonName>
    <PostalAddress type="undefined">
      <CountryCode>US</CountryCode>
      <PostalCode>06606</PostalCode>
      <Region>CT</Region>
      <Municipality>BRIDGEPORT</Municipality>
      <DeliveryAddress>
        <AddressLine>7743 CLEVELAND AVE</AddressLine>
      </DeliveryAddress>
    </PostalAddress>
    <DemographicDetail>
      <GovernmentId countryCode="US">555666666</GovernmentId>
      <DateOfBirth>1975-07-03</DateOfBirth>
      <Race>B</Race>
      <GenderCode>2</GenderCode>
    </DemographicDetail>
  </PersonalData>
</Screenings>
  <ReferenceId>

```

```

        <IdValue>65A9XV</IdValue>
      </Referenceld>
    <Packageld>
      <IdValue>Executive</IdValue>
    </Packageld>
  </Screenings>
</BackgroundSearchPackage>
</BackgroundCheck>

```

7.2 BackgroundReports Example

```

<?xml version="1.0" encoding="UTF-8"?>
<BackgroundReports xmlns="http://ns.hr-xml.org/Screening/BackgroundCheck-1_0"
  xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance" xmlns:sep="http://ns.hr-xml.org/RecruitingAndStaffing/SEP-2_0"
  xsi:schemaLocation="http://ns.hr-xml.org/Screening/BackgroundCheck-1_0 BackgroundReports-1_0.xsd"
  userId="900XXX">
  <!-- Example of Search Package returning text results -->
  <ProviderReferenceld>
    <IdValue>204</IdValue>
  </ProviderReferenceld>
  <BackgroundReportPackage type="report">
    <ProviderReferenceld>
      <IdValue>204-111</IdValue>
    </ProviderReferenceld>
    <ClientReferenceld>
      <IdValue>12345</IdValue>
    </ClientReferenceld>
    <Packageld>
      <IdValue>1</IdValue>
    </Packageld>
    <ScreeningStatus>
      <OrderStatus>Completed</OrderStatus>
      <ResultStatus>Hit</ResultStatus>
      <DateOrderReceived>2002-01-13T12:24:01</DateOrderReceived>
    </ScreeningStatus>
    <ScreeningsSummary>
      <PersonalData>
        <PersonName>
          <GivenName>Joe</GivenName>
          <MiddleName>S</MiddleName>
          <FamilyName>Doe</FamilyName>
        </PersonName>
        <DemographicDetail>
          <GovernmentId countryCode="US">555555555</GovernmentId>
        </DemographicDetail>
      </PersonalData>
      <ClientReferences>
        <IdValue name="ProviderRequestNumber">03y</IdValue>
      </ClientReferences>
    </ScreeningsSummary>
  </BackgroundReportPackage>
  <Screenings>
    <Screening type="education">
      <ProviderReferenceld>
        <IdValue>A204-111</IdValue>
      </ProviderReferenceld>
      <ClientReferenceld>
        <IdValue>012345</IdValue>
      </ClientReferenceld>
      <ScreeningResults type="result" mediaType="txt" resultType="report">
        <Text>
          DISCLAIMER
        </Text>
      </ScreeningResults>
    </Screening>
  </Screenings>

```

Information contained herein should not be the sole determination in evaluation of this individual. All other factors, references and current situations should be considered. Human error in compiling this information is possible. The FCRA requires certain actions if you take adverse action based in whole or in part on this report. See your Help File, the FCRA or call for procedures.

EDUCATION VERIFICATION

Name.....: JANE JILL DOE
Social Security Number...: 555-55-5555
Search Date.....: 01/09/2002 1:19:53 PM
Reference Number.....: 012345

Name of School NORTH DAKOTA STATE UNIVERSITY
City/State FARGO, ND
Degree Attained BACHELOR OF SCIENCE DEGREE (BS), MASTER OF SCIENCE
 DEGREE (MS).
Years Attended BS DEGREE RECEIVED AUGUST 17, 1977. MS DEGREE
 RECEIVED MAY 24, 1980. FIRST ENROLLED SEPTEMBER 8,
 1975.
Studies MAJOR FOR BOTH DEGREES / CIVIL ENGINEERING.
Contact Person/Position HOLLY DOLLY / TRANSCRIPT CLERK.
Comments WE CALLED THE SCHOOL AND SPOKE WITH HOLLY, WHO
 VERIFIED THE ABOVE INFORMATION.

***SEARCH COMPLETE**

HireCheck Search History

07/06/2001 5:32:33 PM NORTH DAKOTA STATE UNIVERSITY.

THIS INSTITUTION WAS CALLED BUT NO ONE WAS
IMMEDIATELY AVAILABLE TO CHECK RECORDS. FOLLOW-UP
WILL OCCUR.

07/09/2001 1:19:45 PM SEARCH COMPLETE.

```
</Text>
</ScreeningResults>
</Screening>
<Screening type="license" qualifier="mvPersonal">
  <ProviderReferenceld>
    <IdValue>204-112</IdValue>
  </ProviderReferenceld>
  <ClientReferenceld>
    <IdValue>12346</IdValue>
  </ClientReferenceld>
</ScreeningResults type="result" mediaType="txt" resultType="report">
  <Text>
    DISCLAIMER
```

Information contained herein should not be the sole determination in evaluation of this individual. All other factors, references and current situations should be considered. Human error in compiling this information is possible. The FCRA requires certain actions if you take adverse action based in whole or in part on this report. See your Help File, the FCRA or call for procedures.

MOTOR VEHICLE SEARCH

Order ID: 204-112
FLORIDA Driver Record Order Dt: 08/09/2001
License: N55555555555

Name: Doe, Jane
Zip Code:

DOB: 11/02/1956 Age:
Eyes: Hair: Issue: 12/23/1993 Expires: 11/02/2006

Type	Code	ACD Viol	Conv	Description
CONV	137	UNK	09/08/1995 09/19/1995	DEFECTIVE EQUIPMENT
CONV	455	M81	09/08/1995 09/19/1995	CARELESS DRIVING
DEPT				** ENTRIES BELOW COVER THE PAST 7 YEARS
				** MISC: DUPLICATE LIC ISS. 02/02/01
				,OFFICE NO=R04 MISC: REPLACEMENT LIC
				ISS. 06/13/95 ,OFFICE NO=P02 MISC: EXAMS
				VISION=1 ROAD SIGN=1 ROAD RULES=5
				DRIVING=2 MISC: EXAMS MCYCLE RULES=0
				MCYCLE
DEPT				** THIS PERSON HAS A DIGITAL IMAGE **
				MISC: REPLACEMENT LIC ISS. 05/10/94
				,OFFICE
REST				CORRECTIVE LENSES

License Status(1): ELIGIBLE
License Type(1): PERSONAL
Drivers Class(1): REGULAR OPERATOR

License Status(2): EXPIRED
License Type(2): IDENTIFICATION
Drivers Class(2): *(not returned)

* information not returned by state
Total Points.....: No points returned by state

08/09/2001 2:58:42 PM

END-OF-REPORT

</Text>

</ScreeningResults>

</Screening>

</Screenings>

</BackgroundReportPackage>

<!-- Example of Search Package returning each screening results in separate pdfs as well as an example of combining reports into single PDF -->

```

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  <ProviderReferenceld>
    <IdValue>204-114</IdValue>
  </ProviderReferenceld>
  <ClientReferenceld>
    <IdValue>12347</IdValue>
  </ClientReferenceld>
  <Packageld>
    <IdValue>1</IdValue>
  </Packageld>
  <ScreeningStatus>
    <OrderStatus>Completed</OrderStatus>
    <ResultStatus>Hit</ResultStatus>
    <DateOrderReceived>2002-01-13T12:24:01</DateOrderReceived>
  </ScreeningStatus>
  <ScreeningsSummary>
    <PersonalData>
      <PersonName>
        <GivenName>Joe</GivenName>
        <MiddleName>S</MiddleName>
        <FamilyName>Doe</FamilyName>
      </PersonName>
      <DemographicDetail>
        <GovernmentId countryCode="US">555555555</GovernmentId>
      </DemographicDetail>
    </PersonalData>
    <ClientReferences>
      <IdValue name="ProviderRequestNumber">03y</IdValue>
    </ClientReferences>
  </ScreeningsSummary>
  <Screenings>
    <Screening type="education">
      <ProviderReferenceld>
        <IdValue>204-118</IdValue>
      </ProviderReferenceld>
      <ClientReferenceld>
        <IdValue>12348</IdValue>
      </ClientReferenceld>
      <ScreeningResults type="result" mediaType="pdf" resultType="report">
        <InternetWebAddress>http://www.HR-XML.ORG/200201/sf/XXX03Q01.PDF</InternetWebAddress>
      </ScreeningResults>
    </Screening>
    <Screening type="license" qualifier="mvPersonal">
      <ProviderReferenceld>
        <IdValue>204-119</IdValue>
      </ProviderReferenceld>
      <ClientReferenceld>
        <IdValue>12349</IdValue>
      </ClientReferenceld>
      <ScreeningResults type="result" mediaType="pdf" resultType="report">
        <InternetWebAddress>http://www.HR-XML.ORG/200201/sf/XXX03Q01.PDF</InternetWebAddress>
      </ScreeningResults>
    </Screening>
    <!-- Example of Search Package returning pdf with all results for package combined into single PDF -->
    <Screening>
      <ProviderReferenceld>
        <IdValue>204-1218</IdValue>
      </ProviderReferenceld>
      <ClientReferenceld>
        <IdValue>123428</IdValue>
      </ClientReferenceld>
      <ScreeningResults type="result" mediaType="pdf" resultType="report">
        <InternetWebAddress>http://www.HR-XML.ORG/200201/sf/XXX03Q01.PDF</InternetWebAddress>
      </ScreeningResults>
    </Screening>
  </Screenings>
</BackgroundReportPackage>

```

```

        </ScreeningResults>
    </Screening>
</Screenings>
</BackgroundReportPackage>
</BackgroundReports>

```

7.3 BackgroundCheckReport – Report Status

```

<?xml version="1.0" encoding="UTF-8"?>
<BackgroundReports xmlns="http://ns.hr-xml.org/Screening/BackgroundCheck-1_0"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance" xmlns:sep="http://ns.hr-xml.org/RecruitingAndStaffing/SEP-2_0"
xsi:schemaLocation="http://ns.hr-xml.org/Screening/BackgroundCheck-1_0 BackgroundReports-1_0.xsd"
userId="900XXX">
    <!-- Example of Search Status results -->
    <ProviderReferenceld>
        <IdValue>204</IdValue>
    </ProviderReferenceld>
    <BackgroundReportPackage type="status">
        <ClientReferenceld>
            <IdValue>A1234</IdValue>
        </ClientReferenceld>
        <Screenings>
            <Screening type="education">
                <ClientReferenceld>
                    <IdValue>A1234-1</IdValue>
                </ClientReferenceld>
                <ProviderReferenceld>
                    <IdValue>01234</IdValue>
                </ProviderReferenceld>
                <ScreeningStatus>
                    <OrderStatus>New</OrderStatus>
                    <DateOrderReceived>2002-01-13T12:24:01</DateOrderReceived>
                </ScreeningStatus>
            </Screening>
            <Screening type="license" qualifier="mvPersonal">
                <ClientReferenceld>
                    <IdValue>A1234-2</IdValue>
                </ClientReferenceld>
                <ProviderReferenceld>
                    <IdValue>01235</IdValue>
                </ProviderReferenceld>
                <ScreeningStatus>
                    <OrderStatus>InProgress</OrderStatus>
                    <DateOrderReceived>2002-01-13T12:24:01</DateOrderReceived>
                </ScreeningStatus>
            </Screening>
            <Screening type="credit">
                <ClientReferenceld>
                    <IdValue>A1234-3</IdValue>
                </ClientReferenceld>
                <ProviderReferenceld>
                    <IdValue>01236</IdValue>
                </ProviderReferenceld>
                <ScreeningStatus>
                    <OrderStatus>Cancelled</OrderStatus>
                    <DateOrderReceived>2002-01-13T12:24:01</DateOrderReceived>
                </ScreeningStatus>
            </Screening>
        </Screenings>
    </BackgroundReportPackage>
</BackgroundReports>

```


8 Appendix: Required/Recommended Fields

The data required to execute a background search can vary depending on the particular type of search and the jurisdiction where the search is conducted. While there is variation in what may be required, the matrix below shows what information minimally is required to execute background searches within the United States.

√ = Generally required; O = recommended

Data:	Family Name	Given Name	Middle Name	Previous Name	Country Code	Gov. ID	Date Of Birth	Gender Code	Military Status	Veterans Status	Tel.	Address Line	Municipality	Region	County	Start & End Date	Competency
Search Type:																	
Criminal	√	√	√		√		√						√	√	O		
Education	√	√	√		√	√	√									√	√
Prior Employment	√	√	√	O												√	
Licenses:																	
Driver	√	√	√		√	O	√							√			√
Teacher	√	√	√		√	√								√			√
GSA	√	√	√		√	√											√
Pharmacist	√	√	√		√	√								√			√
Physician	√	√	√		√	√								√			√
Credit	√	√	√		√	√	O					√	√	√			
SSN Trace	√	√	√		√	√											

WorkersComp	√	√	√		√	√	√										
Reference :																	
Personal	√	√	√	O							√						
Professional	√	√	√	O							√						
Drug Screening	√	√	√														