

Requirements for Independent Contractors

Background Check Requirements

Scope/Applicable	Requirement	General Description
All Contractors	SSN Trace and Validation	Lists names and addresses associated with SSN and confirms validity of the SSN.
	Criminal History	Search of court records to identify past criminal conduct. Shows both misdemeanor and felony convictions. For countries outside the United States, done unless not legally allowed or not socially accepted. <ul style="list-style-type: none"> • County Criminal Records Search – All counties 7 yrs. lived, worked, and went to school • Statewide Criminal Records Search – All states 7 yrs. lived, worked, and went to school • Federal Criminal Records Search – Residences for the last 7 yrs. • US Criminal Database Search – Unlimited scope
	Sex-Offender Registry	Identifies registered sex offenders. <ul style="list-style-type: none"> • National Sex Offender Search – Unlimited scope
	OIG/GSA Search	Identifies individuals listed by the government as excluded from participation in Medicare, Medicaid and other federal healthcare programs. <ul style="list-style-type: none"> • FACIS Level 3/OIG/SAM Search – Unlimited scope
	Global Sanctions and Enforcement Check	Searches information from international regulatory enforcement authorities, sanctions bodies, law enforcement agencies and financial regulators. <ul style="list-style-type: none"> • Anti-Terrorist Search – Unlimited scope
	Employment Verification	Verification directly from past employers including dates of employment and positions. <ul style="list-style-type: none"> • 3 yrs. work history
	Education Verification	Verification of institution attended, dates of attendance, degrees and/or credential earned, and major area of study. <ul style="list-style-type: none"> • Highest degree or degree most pertinent to position • Certifications pertinent to position
	Professional License Verification	Verification with Licensing Board or Agency. <ul style="list-style-type: none"> • All listed licenses
	Other	As specified in the Statement of Work/Contract.

Vendor responsible for performing a case-by-case individualized assessment of the background check results using guidelines from the Equal Employment Opportunity Commission (EEOC) for criminal convictions. As part of this assessment, Vendor determines whether any convictions that show up in the results are relevant to the job and also assesses (a) how long has passed since the offense, conduct and/or completion of the sentence, (b) the nature and gravity of the offense or conduct, (c) the nature of the job held or sought, (d) whether the individual has held like jobs successfully, and (e) other EEOC "Green factor" test items (*i.e.* factors identified by the EEOC based on the factors identified by the court in *Green v. Missouri Pacific Railroad*, 549 F.2d 1158 (8th Cir. 1977).

Occupational Health Screening Requirements

Scope/Applicable	Requirement	General Description
Onsite Contractors	Drug Screen	Negative result to a drug screen that includes screening for: Amphetamines (amphetamine, methamphetamine), Benzodiazepines (alprazolam, oxazepam, flurazepam, lorazepam, nordiazepam, temazepam, triazolam), Cocaine, Marijuana, Opiates (Codeine, morphine, hydromorphone, hydrocodone), Oxycodone (oxymorphone, oxycodone), Phencyclidine, and Fentanyl (fentanyl, norfentanyl).
	COVID-19	Proof of vaccination or documented medical or religious exemption per Banner Health requirements. Notwithstanding an individual's vaccination status, Banner Health may, in its sole discretion, require the individual to wear protective clothing, masks, or take any other actions Banner Health deems necessary while the individual is providing services at a Banner Health facility.
	Tuberculosis	A tuberculosis signs and symptoms questionnaire must be completed annually; and either (a), (b), or (c), as applicable: (a) Two-step TB skin test (" TST ") for individuals with no history of a positive TST who have not been tested in the last 12 months; (b) One-step TST for individuals with proof of a negative TST in the last 12 months; or (c) Chest radiograph for individuals with proof of past positive TST.
	Measles, Mumps, and Rubella (MMR)	Documented receipt of two doses of MMR vaccination, or serology indicating immunity to Measles, Mumps, and Rubella.
	Chicken Pox	Documented receipt of two doses of Varicella vaccination, or serology indicating immunity.
	Hepatitis B	Documented receipt of three doses of Hepatitis B vaccination, titer indicating immunity (positive HbsAb level at any point in time), or statement of refusal (consistent with testing on Customer facility employees).
	Influenza	Proof of flu vaccination or documented medical or religious exemption prior to the first day of any individual providing services at any Banner facility and annually thereafter. Notwithstanding an individual's vaccination status, Banner Health may, in its sole discretion, require the individual to wear protective clothing, masks, or take any other actions Banner Health deems necessary while the individual is providing services at a Banner Health facility.