

# Corporate Capabilities Statement



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## **Employment Background Checks, Background Investigations & Personnel Security Screening Services**

<b>Cage Code</b>	<b>DUNS Number</b>	<b>EIN NUMBER</b>
451K4	605405161	203484813

### **Mission**

Our mission is to provide our clients with innovative personnel security solutions and superior background screening services that optimize business efficacy and their human capital investment.

### **Business Description**

C U CLEAR is a boutique Personnel Security service organization offering Full Scope Background Investigations, Background Checks, Risk Management, and Third Party Administrative (TPA) services for your Department of Transportation (DOT) and (Non-DOT) Corporate Drug & Alcohol Testing programs. We deliver high level comprehensive reports that are censored and validated by licensed & insured professionals. We are FCRA & PII compliant and offer a dynamic Case Management System (CMS) and Encrypted File Transport System with real time client tracking and management. We pride ourselves in the exceptional customer service experience and cost effective innovative solutions that we provide to our clients, along with the professional delivery of our product and services.

### **Company History**

C U CLEAR was registered on September 14, 2005 in the County of Stafford, VA and has operated successfully since. Our Federal Tax ID is 20-3484813. The evolution of C U CLEAR was formed by Chief Executive Officer (CEO) Mr. Ozzy Ramos while serving his country as a Special Staff Officer in the United States Marine Corps. His former billet assignment as the Program Coordinator for Presidential Support and Security Clearance Officer led him to mirror his services and responsibilities into the public and private business sectors upon his retirement in 2005.

### **Vision**

To provide our clients with unparalleled personnel security screening solutions that meet or exceed their needs and becoming the pillars of our industry through our specialized and boutique offered investigative services. Our vision allows us to continuously evaluate, adapt, and renew our methodologies in order to meet the challenges of today's technologies, while remaining on the alert to national security matters and the cutting edge of investigative science.

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## Goals

- Invest in our people and foster a strong personnel security minded culture.
- To continuously improve upon staff training in an ever so changing personnel security environment.
- Understand client needs, provide exceptional customer service, and achieve total client satisfaction.
- Deliver unparalleled personnel security screening products enabling clients to make sound decisions and know who they are hiring.
- Increase revenue and improve profitability by gaining greater market share.
- Increase efficiency, streamline process, and adapt to emerging technological challenges & change management.
- Remain on the alert for terrorist, insider threats, and national security matters.
- Keep AMERICA Safe!

## Values

- We take responsibility for **QUALITY**.
- We deliver **CUSTOMER SATISFACTION**.
- We provide **LEADERSHIP** as a company and as individuals.
- We act with **INTEGRITY** in all we do.
- We respect **DIVERSITY**.
- We regard our **SUPPLIERS** and **PARTNERS** as essential team members.
- We operate under a strict **CODE OF ETHICS**.

## Key Behaviors

- ✓ **C**ommunicate openly
- ✓ **U**nderstand our client needs.
- ✓ **C**ollaborate with partners.
- ✓ **L**ive the company values.
- ✓ **E**thically sound & earn the respect of all.
- ✓ **A**ct with integrity.
- ✓ **R**ely on each other.

## Leadership & Code of Ethics

Click on the links below to view our pages.

[Our Leadership](#)  
[Our Code of Ethics](#)

## Core Competency

Our core competency results from our innovative “whole person concept” approach and “screen out versus screen in” methodology used to optimize business efficacy and your human capital return on investment in today’s personnel security industry. Our uniqueness and main strength comes from infusing investigative screening techniques into modern day human resource management best practices. We do this by our professional and talent based staff comprised of Armed Forces Veterans and Personnel Security Specialist workforce. The combination of the two exemplifies a way of life, special trust, confidence, and a professional level of expectation of our deliveries, service products, and unparalleled screening solutions help mitigate unwanted negligent hiring and retention lawsuits. Consequentially, we are able to provide significant value to our clients through our screening services that are sensible, cost effective, safeguards national security interest, and helps keep AMERICA safe from an array of other personnel security threats.

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## Management Approach

- ✓ Total Client Satisfaction
- ✓ Quality Leadership & Management
- ✓ Quality Control & Assurance
- ✓ Employee Management
- ✓ Technology Management
- ✓ Risk Management
- ✓ Due Diligence
- ✓ Detect & Deter

Service Markets	NAICS
<ul style="list-style-type: none"> <li>• Government</li> <li>• Federal Contractors</li> <li>• Aviation</li> <li>• Corporations</li> <li>• Healthcare</li> <li>• Energy</li> <li>• Educational Institutions</li> <li>• Non-Profit Organizations</li> <li>• Real Estate</li> <li>• Religious Organizations and Churches</li> <li>• Construction</li> <li>• Small Businesses</li> </ul>	<ul style="list-style-type: none"> <li>• 488190 Other Support Activities for Air Transportation</li> <li>• 541611 Administrative Consulting &amp; General Management Consulting Services</li> <li>• 541612 Human Resources Consulting Services</li> <li>• 541613 Testing Laboratories</li> <li>• 541690 Security and Technical Consulting Services</li> <li>• 561311 Employment Placement Activities</li> <li>• 561312 Executive Search Services</li> <li>• 561450 Credit Investigation services</li> <li>• 561611 Investigation Services</li> <li>• 621999 Employee Drug Testing Services</li> </ul>

## Certifications

- SBA 8(a) Certification
- Department of Criminal Justice System
- Service Disabled Veteran Owned Small Business
- Local Disadvantage Business Enterprise
- Small Women & Minority Owned Business
- Hispanic Owned
- Metropolitan Washington Airport Association
- National Association of Professional Background Screeners
- Association of Certified Background Investigators

Services	Profile Reports	Screening Levels
<ul style="list-style-type: none"> <li>• Background Investigations</li> <li>• Employment Background Checks</li> <li>• Drug &amp; Alcohol Testing Services</li> <li>• Personnel Security &amp; Risk Management Services</li> <li>• Administrative Support &amp; Executive Search Services</li> <li>• Security Clearance Consulting &amp; Eligibility Assessments</li> <li>• Psychological &amp; Polygraphs Assessments</li> </ul>	<ul style="list-style-type: none"> <li>• Snapshot Profile Report (SPR)</li> <li>• Power Profile Report (PPR)</li> <li>• Due Diligence Profile Report (DDPR)</li> <li>• Executive Profile Report (EPR)</li> <li>• Trusted Vendor Report (TVR)</li> <li>• Vetted VETS Reports (VVR)</li> </ul>	<ul style="list-style-type: none"> <li>• Entry Level Employees</li> <li>• Professional Workforce</li> <li>• Supervisors &amp; Managers</li> <li>• Management &amp; "C" Level Executives</li> <li>• Partners &amp; Vendors</li> <li>• Service Veterans</li> </ul>

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## Insurance

Danaher-Skewes & Associates  
125 Olde Greenwich Dr., Suite 200  
Fredericksburg, VA 22408

## Legal Representation

Robert P. Goodall – (Registrant & General Counsel)  
1259 Courthouse Road, Suite 101  
Stafford, Virginia 22554  
Goodall, Pelt, & Carper

Chris Battista – (Associate Counsel)  
10760-B Ambassador Drive  
Manassas, VA 20109

Michael E. Veve – (Business & Employment Law)  
8300 Greensboro Drive  
Suite 800,  
McLean, VA 22102  
Lasa, Monroig & Veve, LLP

## Compliance Driven & Regulated

Our business products, deliveries, and services revolve around our Case Management System (CMS), which is our central hub and managed by a dedicated case manager who orchestrates required client services with assigned investigators. Our functions, operations, and permissible purposes services fall under several regulatory agencies that are designed to protect consumer interest from inaccurate or erroneous information obtained on them via public information. In these instances there are proper procedures, practices, and processes that must be adhered to in order to remedy and cure discoveries that affect the consumer. C U CLEAR takes a proactive approach in working in conjunction with our clients and consumers (client applicants) by providing them with a professional advocacy guidance to ensure that we meet the requirements set forth by these regulatory agencies. [Please feel free to view our Consumer Compliance Policy Statement for additional explanation.](#)

## Email Privacy & Personal Information Identification (PII)

In order to protect the privacy of our clients, their employees, associates, and applicants, C U CLEAR directives strictly prohibits any solicitation and advises against the transmission of any Personal Identification Information (PII) via any unsecured means to include email. Any transmissions containing attachments, PII, proprietary, confidential, or sensitive information to and from C U CLEAR that fall outside of our contracted services via our CMS, will always be conducted within a secured and encrypted transport system for added protection. If any of our clients or consumers do not possess the means of this secured mode. Clients short of this capability will be provided this secure mode upon request. We highly encourage all of our clients, their employees, associates, and consumers to follow our adopted privacy practice.

## Pledge & Commitment

We pledge to act in accordance with our company goals, values, and code of ethics in all that we are and all that we do. We further commit to provide credible and superior professional screening services and a total customer satisfaction experience. We are reliable and provide an attention to detail professional workforce who operate with a sense of urgency that is unmatched in our industry.

Respectfully Submitted,

*Ozzy Ramos*

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