



MASTER SERVICE AGREEMENT

This Master Services Agreement ("Agreement") is entered into as of 11/13/2025 | 11:19 AM PST (the "Effective Date") by and between GLOBAL INVESTIGATIVE SERVICES, INC. together with its Affiliates ("GIS") and YELLOW MEDICINE EAST SCHOOL DISTRICT together with its affiliates ("Subscriber").


Subscriber desires to receive background reports from GIS and hereby authorizes GIS to conduct screening on Subscriber's behalf and provide Subscriber with the resulting background reports. Subscriber agrees that it will submit all consumer information to GIS, and will receive and utilize all consumer information from GIS, in compliance with the Fair Credit Reporting Act, 15 U.S.C. § 1681 et seq. ("FCRA") and applicable federal and state laws and regulations, and pursuant to the following understandings and agreements set forth in this Agreement.

GIS AGREES TO THE FOLLOWING:

1. GIS agrees to comply with all applicable laws governing the preparation and transmission of Consumer Reports.
2. GIS agrees to follow reasonable procedures to assure maximum possible accuracy of the information reported.
3. GIS agrees to investigate at no cost any disputed Consumer Report when either the Subscriber or the consumer makes a request in accordance with applicable law. GIS will issue its response in writing, delivered in a timely manner, and will provide all information to the consumer as required by the FCRA.

SUBSCRIBER CERTIFIES AND AGREES TO THE FOLLOWING:

4. Subscriber acknowledges that it has reviewed the current forms of all notices required by the FCRA and regulating authorities, including the Notice to Users of Consumer Reports: Obligations of Users under the FCRA, and A Summary of Your Rights Under the Fair Credit Reporting Act.
5. Subscriber acknowledges it is in compliance with federal and state Equal Opportunity laws and regulations, and it agrees to comply with all such laws and regulations and will not use consumer information provided by GIS in violation of any state or federal law, including Equal Opportunity laws
6. Subscriber understands that it must have a permissible purpose for ordering a Consumer Report to be used as a permissible factor in establishing a consumer's eligibility for employment and/or tenancy, including initial employment, promotion, reassignment or retention as an employee, for security clearance purposes, or otherwise in connection with a legitimate business transaction involving the consumer, and Subscriber certifies that it will only order and retain Consumer Reports for permissible purposes and for no other purposes. Subscriber will indicate in each request for a Consumer Report the specific purpose involved in each request, and Subscriber will use such reports for no other purpose. Subscriber agrees that it will not resell, distribute, or disseminate any Consumer Report, in whole or in part, to any third party and shall use the Consumer Report solely as an end user.
7. Subscriber shall ensure that only Subscriber's designated representatives and employees will request Consumer Reports, and it will forbid representatives and employees from obtaining Consumer Reports on themselves, associates or any other person except in the exercise of their official duties and in compliance with governing laws and regulations.
8. Subscriber shall assume responsibility for verifying the identity of any consumer regarding whom Subscriber orders a Consumer Report.
9. Subscriber understands the confidential nature of the information being requested and will keep it and all Consumer Reports, whether oral or written, confidential when obtaining, retaining, using and destroying the information and, except as required by law, reveal no information from Consumer Reports to any person except the consumer reported on or a person whose duty requires him to participate in the decision for the transaction for which the Consumer Report was ordered.

Initial: 

10. Subscriber shall read, become familiar with, and maintain, on file, copies of the FCRA. A copy of the entire text of the FCRA has been made available to Subscriber through the Federal Trade Commission web site, <http://www.ftc.gov/os/statutes/fcra.htm>. Subscriber agrees to perform its obligations as a user of Consumer Reports in compliance with the FCRA and any applicable state law or other federal law.
11. With regard to Consumer Reports for employment purposes:
 - (a) Before requesting a Consumer Report from GIS, Subscriber will ensure that:
 - (i) In compliance with the FCRA, a clear and conspicuous disclosure was made in writing to the consumer who is the subject of the report to be procured, in a document that consists solely of the disclosure, that a Consumer Report may be procured for the employment decision; and
 - (ii) The consumer has authorized in writing the procurement of the Consumer Report by the Subscriber.
 - (b) Subscriber will not use information from the Consumer Report in violation of any applicable federal or state equal employment opportunity law or regulation.
 - (c) Subscriber understands and agrees to comply with adverse action procedures required by the FCRA and any other applicable law, including providing a preliminary adverse action notice to consumers, along with a copy of the Consumer Report and A Summary of Rights Under the Fair Credit Reporting Act; allowing the consumer a designated period of time to dispute any information in the Consumer Report; providing GIS contact information to the consumer; and providing a final adverse action notice to the consumer if a final adverse employment decision is made.
12. Subscriber understands that GIS is not legal counsel and cannot provide legal advice or opinions, including regarding Subscriber's legal obligations or information contained in a Consumer Report. Subscriber understands that it should consult with its own legal counsel regarding its obligations and responsibilities, and to ensure that its policies and procedures related to the use of information provided by GIS are in compliance with applicable laws and regulations. Subscriber also understands that it should work with its own counsel to develop screening program specific to its needs.
13. Subscriber agrees that employment and/or tenancy decisions will be made in Subscriber's sole discretion. Subscriber, on behalf of itself and its officers, directors, members, owners employees, agents, representatives, attorneys, successor or assigns, or any of their successors or assigns, executors, or heirs (collectively, the "Subscriber Releasing Parties"), releases and forever discharges GIS and GIS's officers, directors, employees, agents, representatives, independent contractors, subcontractors, attorneys, affiliated companies, successor or assigns, and each of their successors or assigns, executors, or heirs (collectively, the "GIS Released Parties"), from and against any and all liability, claims, causes of action, demands, costs, losses, expenses, fines, and judgments of any kind or nature whatsoever that arise out of or in any way relate to Subscriber's employment or tenancy decisions.
14. Subscriber shall be responsible to pay for, or reimburse GIS for, all charges incurred relating to an order from Subscriber, including but not limited to those resulting from errors in subscriber input, duplicate requests, errors in transmission and applicable fees. Subscriber also shall be responsible for all out of pocket expenses GIS may incur in preparing a Consumer Report for Subscriber, including registry fees, school transcript fees, court fees, state fees, third-party fees to verify employment or education, and fees for other services. GIS reserves the right to revise any report fee package if GIS's average disbursement fees and/or out of pocket expenses should increase by more than ten percent.
15. Subscriber recognizes that information in Consumer Reports is secured from and processed by fallible sources (human and otherwise), and that for the fees charged, GIS cannot be either an insurer or a guarantor of the accuracy or completeness of the information collected or reported. Subscriber, on behalf of itself and the Subscriber Releasing Parties, releases and forever discharges the GIS Released Parties, from and against any and all liability, claims, causes of action, demands, costs, losses, expenses, fines, and judgments of any kind or nature whatsoever that arise out of or in any way relate to erroneous information received from third parties, including GIS's alleged negligence regarding same, except if such information was intentionally transmitted by GIS to

Initial: 

Subscriber with GIS's prior knowledge of the inaccuracy.

16. Subscriber agrees that, in order to remain in compliance with laws and regulations governing consumer reporting agencies, GIS has the unilateral right to make modifications to this Agreement that GIS believes necessary to comply with laws, regulations, or government guidance governing Consumer Reporting Agencies, and/or to meet accreditation guidelines. Such modifications shall be effective upon notice of the modification by GIS to Subscriber, and Subscriber's use of GIS's services after the date will constitute agreement to, and will be subject to, this Agreement as amended by the modifications.
17. Subscriber understands the sensitive nature of Consumer Reports, the need to protect the information in them, and the Consumer Report retention and destruction practices outlined by the FCRA and the Driver's Privacy Protection Act, 18 U.S.C. § 2721 *et seq.* ("DPPA"). Subscriber agrees to: limit dissemination of consumer information to only those with legitimate need, for a permissible purpose, and authorized by consumer; retain consumer data in a confidential manner; destroy data in a secure manner to make it inaccessible, unreadable, and/or unrecoverable by burning, pulverizing, or shredding, destroying or erasing electronic files, and/or, after conducting due diligence, hiring a document destruction company to perform these actions. In addition, Subscriber agrees that paper documents containing personally identifiable information (particularly name, date of birth, and SSN), if retained at Subscribers' individual desks/workstations, shall be destroyed or inaccessible no later than the end of each work day.
18. With regard to investigative consumer reports, 15 U.S.C. § 1681a(e), Subscriber certifies that:
 - (a) The Subscriber will clearly and accurately disclose to the consumer, not later than three days after the date on which an investigative consumer report is first requested, that such a report has been requested, and may include information as to his character, general reputation, personal characteristics, and mode of living. Subscriber will include with the notice a statement informing the consumer of his right to request the additional disclosures provided for under 15 U.S.C. § 1681g; and
 - (b) The Subscriber will, upon written request made by the consumer within a reasonable period of time after consumer's receipt of the disclosure referenced above, make a complete and accurate disclosure of the nature and scope of the investigation requested. The disclosure will be made in a writing, mailed or otherwise delivered, to the consumer not later than five days after the date on which the request for such disclosure was received from the consumer or such report was first requested, whichever is later.

DIRECT ACCESS TERMINAL PROVISION

19. If Subscriber requests any information from GIS via personal computer, through the GIS's Background Screening Platform (BSP), or by e-mail, or any direct access terminal (in all cases a "DAT"). Subscriber will (i) restrict access to each DAT to those employees who have been trained on DAT; (ii) inform all trained DAT operators and other employees of FCRA and other applicable laws or compliance obligations with respect to the request for and use of consumer reports; (iii) ensure that neither trained operators nor other employees will obtain consumer reports, information, or other information services for personal reasons or provide them to any third party; and (iv) take all necessary measures to prevent unauthorized use of the DAT by any persons other than the trained operators for permissible purposes. Subscriber will immediately notify GIS if Subscriber suspects or knows of unauthorized communications with GIS's computer systems. Subscriber will inform trained DAT users and other employees with a need to know that unauthorized requests for consumer reports may subject them to civil and criminal liability under the FCRA. GIS may audit Subscriber at any time to ensure Subscriber is obtaining authorization from consumer and may terminate Subscriber privileges at any time if GIS reasonably believes that the Subscriber has violated this section or the FCRA. GIS will not be responsible for transmission distortion, interruptions or failures of the DAT or any other information service. Subscriber will indemnify and hold harmless GIS from and against any direct and actual loss, cost, liability, and expense (including reasonable attorney's fees) resulting from (i) Subscriber's failure to abide by, or its employees' or agents' violation of this section; or (ii) any unauthorized requests for consumer reports, information or any information service using Subscriber's number and access codes provided by GIS, unless Subscriber can demonstrate with a preponderance of evidence that the Subscriber complied with the requirements of this section or otherwise acted reasonably to try to prevent the unauthorized access. THE GIS-ISSUED SUBSCRIBER CODES AND PASSWORDS MUST BE PROTECTED FROM UNAUTHORIZED USE. GIS-ISSUED SUBSCRIBER PASSWORDS MUST BE CHANGED BY SUBSCRIBER AS SOON AS REASONABLY POSSIBLE IF THERE HAS BEEN ANY ACTUAL OR SUSPECTED COMPROMISE OR MISUSE OF THE PASSWORDS.

Initial: 

MOTOR VEHICLE RECORDS:

20. The Subscriber certifies that all of the motor vehicle records ("MVR") it obtains from GIS will be used for employment or tenancy purposes, and, with respect to any consumer, Subscriber agrees that it:
- (a) Shall use the MVR only for employment or tenancy purposes as contemplated by the FCRA and any applicable state law;
 - (b) Is qualified to do business and validly holds all licenses required to operate Subscriber's business in all states where Subscriber conducts business and/or has employees;
 - (c) Will comply with the provisions of the DPPA;
 - (d) Will comply with all applicable federal and state laws related to the use and review of MVRs;
 - (e) Will execute and deliver all forms requested by GIS in connection with the delivery of any MVR;
 - (f) Will not use the MVR to build its own database or copy or otherwise reproduce the MVR except in connection with the review of the consumer; and
 - (g) Will not sell, distribute or disseminate the MVR, in whole or in part, to any third party and shall use the MVR solely as an end user.

INDEMNIFICATION:

21. Subscriber shall indemnify, defend and hold harmless GIS and its officers, directors, employees, agents, representatives, independent contractors, subcontractors, attorneys, affiliated companies, successor or assigns, and each of their successors or assigns, executors, and heirs (collectively, the "GIS Indemnified Parties"), from and against any and all claims, causes of action, administrative actions, demands, costs, losses, expenses, threats, investigations, judgments, fines and liabilities of any kind or nature whatsoever, including, without limitation, reasonable attorneys' fees and costs, which may be incurred by any of the GIS Released Parties that arise from, concern, involve, or relate directly or indirectly to any action or omission by Subscriber or its officers, directors, members, owners employees, agents, representatives, attorneys, successor or assigns, or any of their successors or assigns, executors, or heirs, including, without limitation: any illegal or wrongful use of a Consumer Report; any wrongful procurement or use of a Consumer Report by a Subscriber Releasing Party; any publication by a Subscriber Releasing Party of Consumer Report information contrary to the provisions of Section 10 above; and any employment decision by any Subscriber Releasing Party
22. GIS shall hold Subscriber and its officers, directors, members, owners employees, agents, representatives, attorneys, successors or assigns, or any of their successors or assigns, executors, and heirs (collectively, the "Subscriber Indemnified Parties") harmless from and against any and all claims, causes of action, administrative actions, demands, costs, losses, expenses, threats, investigations, judgments, fines and liabilities of any kind or nature whatsoever, including, without limitation, reasonable attorneys' fees and costs, which may be incurred by Subscriber based upon the intentional wrongdoing by GIS or its officers, directors, employees, agents, representatives, independent contractors, subcontractors, attorneys, affiliated companies, successor or assigns, in obtaining and transmitting a Consumer Report.

INVOICES AND FEES FOR SERVICES

23. Subscriber shall pay all invoices and bills for services according to GIS's rate schedule in effect at the time such services are rendered, within thirty (30) days from date of invoice, and a one and one half percent (1.5%) per month finance charge for payments made past that date. Such nonpayment may result in the termination of Subscriber's access privileges and suspension of GIS's obligation to perform any further services. Services are subject to Maryland sales tax, where applicable. Any payments, by check or other means, that are returned to GIS for any reason are subject to a \$25.00 service charge. Subscriber shall be responsible for all costs of collection including but not limited to reasonable attorney fees and court costs.

Initial: 

GOVERNING LAW

24. Any legal disputes, claims, or causes of action which concern, relate to, or arise from this Agreement will be governed and settled by the laws of the State of Maryland, and the Subscriber agrees and consents to the jurisdiction and venue exclusively within the Circuit Court of Maryland for Montgomery County. Subscriber hereby waives its right to a jury trial.

TERMAND TERMINATION

25. The Agreement shall remain in effect for one year and shall renew automatically each year for an additional year unless terminated as provided for herein, unless otherwise provided in the most recent Global Pricing Guide signed by GIS and Subscriber (the "Global Pricing Guide"), in which case the term and termination provisions in the Global Pricing Guide shall govern.
26. Subscriber may terminate this Agreement at any time upon 30-day advanced written notice to GIS, unless otherwise provided in Global Pricing Guide, in which case the termination provisions in the Global Pricing Guide shall govern. Subscriber will remain liable to GIS for any fees and costs incurred through the date of such termination.
27. GIS may terminate this Agreement and/or deny access to Subscriber at any time upon 30-day advanced written notice to Subscriber. Notwithstanding the foregoing, GIS may terminate this Agreement and/or deny access to Subscriber immediately and without advanced notice if GIS deems Subscriber to have violated any law or any terms of this Agreement, or to have requested that GIS do so. In the event of any such termination and/or denial of access, Subscriber will remain liable to GIS for any fees and costs incurred through the date of such termination and/or denial of access.

NOTICES

28. All notices, consents, waivers, and other communications under this Agreement must be in writing and will be deemed to have been duly given or served when (a) delivered by hand (with written confirmation of receipt) to the person(s) listed below; or (b) when received by the person(s) listed below, if sent by certified mail, return receipt requested, or by a nationally recognized overnight delivery service (receipt requested), in each case to the appropriate addresses set forth below (or to such other addresses as a party may designate by notice to the other parties) and with a copy sent via email:

To Subscriber:


YELLOW MEDICINE EAST SCHOOL DISTRICT
450 9TH AVENUE
GRANITE FALLS
Attention: JEREMY WILCOX

To GIS:

Global Investigative Services, Inc.
12154 Darnestown Rd. #208
Gaithersburg, MD 20878
Atten: Client Account Management

With a copy to: tmiller@isd2190.org

With a copy to: global@gispi.com


Initial: 

ENTIRE AGREEMENT

29. This Agreement and the Global Pricing Guide contain the entire agreement of the parties. The parties understand and agree that this Agreement and the Global Pricing Guide constitute all conditions of service and reporting and apply to all reports made by GIS and affiliated companies to Subscriber.
30. This Agreement and the Global Pricing Guide supersede any prior written or oral agreements between the parties, and there are no other promises or conditions in any other agreement or pricing guide, whether oral or written, concerning the subject matter of this Agreement and the Global Pricing Guide. Except as provided in Section 16 above, no changes to the terms set forth herein or in the Global Pricing Guide may be made except by mutual consent in writing, signed by an officer of Subscriber and an officer of GIS. A facsimile copy of this executed Agreement and the Global Pricing Guide will have the same effect as if it were the original Agreement and the Global Pricing Guide.
31. If any provision, term or section of this Agreement or the Global Pricing Guide is deemed to be illegal, invalid, or otherwise unenforceable, the remaining portion of the provision, terms or section shall remain in full force and effect and the Agreement and the Global Pricing Guide as a whole shall remain in full force and effect.

Subscriber: YELLOW MEDICINE EAST SCHOOL DISTRICT

GIS: Global Investigative Services, Inc.

Signature:  Signed by:
D4561E51075E46B...


Email: tmiller@isd2190.org

Title: HR DIRECTOR

Signature:

Email:

Title:

Initial:  Initial



Global
INVESTIGATIVE SERVICES

GLOBAL PRICING GUIDE

Level 1 - \$15.00*

- **National Criminal Database Alias**

Level 2 - \$25.00*

- **National Criminal Database Alias**
- **County Criminal (one included)**

Level 3 - \$40.00*

- **National Criminal Database Alias**
- **County Criminal (one included)**
- **Federal Criminal (one included)**

*Prices listed do not include any applicable court access fees, state fees, or other third-party fees.

All criminal searches have a seven-year scope and are conducted in compliance with the Fair Credit Reporting Act.

Potential records identified in the National Criminal Database may incur additional charges.

Alternate names, including AKAs, maiden names, and hyphenated names are treated as separate searches.

Initial: 

ADDITIONAL ADD-ON SEARCHES

Criminal Searches

County Criminal Search	\$18.00
Statewide Criminal Search	\$22.00
Federal Criminal Search	\$16.50 per state
National Criminal Database Search	\$10.95
Criminal Monitoring	\$16.50 per year
Global Watch List	\$5.50
Global Watch List Monitoring	\$16.50 per year
National Wants & Warrants	\$11.00
National Sex Offender Search	\$13.20
Workers' Compensations Claim Records	\$22.00
Healthcare Compliance Search	\$8.80
Healthcare Compliance Monitoring	\$18.50 per year

Civil Searches

County Civil Search	\$19.80
Federal Civil Search	\$11.00 per district
Bankruptcy Search	\$11.00

Identification Screening

Social Verification w/ Address History	\$11.00
Consent Based SSN Verification (CBSV)	\$15.00
vID Biometric Identity Verification	\$10.00
E-verify & Electronic Ig	\$10.00
Social Media Comprehensive Report	\$38.00
Credit Report	\$13.20

Reference & Credentialing

Employment Verification	\$13.20 per employer
Education Verification	\$13.20 per institution
Personal Reference	\$13.20 per reference
Professional License	\$13.20 per license
Military Verification	\$13.20 per verification
Validate Direct (IRS tax return verification)	\$15.00 for one year; \$11.00 per year after

Motor Vehicle

Driving Record Report	\$6.60
-----------------------	--------

International Screening

International Education Verification	\$85.00
International Employment Verification	\$85.00
International ID Validation	\$25.00

Drug Screening

5 - Panel (non-DOT)	\$45.00
10 - Panel (non-DOT)	\$50.00
7 - Panel (DOT)	\$55.00

Initial: 



This Global Pricing Guide ("Global Pricing Guide") is agreed to as of 11/13/2025 | 11:19 AM PST (the "Effective Date") by and between GLOBAL INVESTIGATIVE SERVICES, INC. together with its Affiliates ("GIS") and YELLOW MEDICINE EAST SCHOOL DISTRICT together with its affiliates ("Subscriber"). This Global Pricing Guide, together with the Master Services Agreement by and between GIS and Subscriber ("Master Services Agreement"), govern the relationship between the parties and constitute the entire agreement of the parties.

PRICING AND EXCLUSIVITY

The services offered and pricing set forth above shall govern unless amended in writing signed by the parties. This pricing is based on, and is offered in exchange for, Subscriber's agreement to use GIS exclusively for the provision of the services offered below. Subscriber agrees that it shall not engage any party other than GIS to perform any background screens or other consumer reporting agency services during the term of the Master Services Agreement. Prices shown do not include court access fees, state fees, or other third-party fees where applicable.

TERM

The term of this Global Pricing Guide will be coterminous with the Master Services Agreement and shall be governed by the terms of the Master Services Agreement, unless otherwise explicitly provided herein, in which case this Global Pricing Guide shall govern.

Each person signing below represents and warrants that he or she has the necessary authority to bind the party on whose behalf it is signing this Agreement.

Subscriber: YELLOW MEDICINE EAST SCHOOL DISTRICT

GIS: Global Investigative Services, Inc.

Signed by:
Signature: Tara Miller
D4561E51075E46B...

Email: tmiller@isd2190.org

Title: HR DIRECTOR

Signature:

Email:

Title:

Initials: TAM



CLIENT ACCOUNT SETUP FORM

Business Information

Date: 11/13/2025 11:19 AM PST		Company Website: ISD2190.ORG	
Name of Company: YELLOW MEDICINE EAST SCHOOL DISTRICT		Years in Business: 1930	
Name of Parent or Affiliate Company: N/A			
Physical Address: 450 9TH AVENUE			
City: GRANITE FALLS	State: MN	Zip: 56241	
Billing Address: 450 9TH AVENUE			
City: GRANITE FALLS	State: MN	Zip: 56241	
Company Phone: 3205644081		Company Fax:	
State Licensed in: MINNESOTA		Type of Business: SCHOOL	
Type of Industry: EDUCATION			
Federal Tax ID# / SS#: 41-6004911		Is your Company Tax Exempt? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> <small>*If so, please provide a certificate</small>	

Background Screening Platform

Main Contact: TARA MILLER		Title: HR DIRECTOR	
Email Address: TMILLER@ISD2190.ORG		Phone: 320-564-4081	
Billing Contact: JEREMY WILCOX		Title: BUSINESS MGR	
Email Address: JWILCOX@ISD2190.ORG		Phone: 320-564-4081	

Banking Information

Name of Bank: CITIZENS BANK	Branch: GRANITE FALLS, MN
-----------------------------	---------------------------

Additional Details

Purpose for using GIS's Services? EMPLOYEE HIRING NEEDS & VOLUNTEERS	
How did you learn about GIS? HIRE IMAGE	
The undersigned states that all statements above are true and complete.	
Full Name: <u>Signed by: Tara Miller</u>	Title: <u>HR DIRECTOR</u>
Signature: <u>Tara Miller</u>	Date: <u>11/13/2025 11:19 AM PST</u>
Email: <u>tmiller@isd2190.org</u>	

Additional Comments:

Internal Use Only: