

February 23, 2026

Dear ESF Camp Parents,

As President of Reference Services, Inc. (RSI), I write to affirm the comprehensive background screening program completed for staff members serving at **ESF Camps**, and to share why this important work matters to your family's peace of mind.

For over a decade, RSI has proudly partnered with ESF Camps — a nationally recognized network of summer day, sports, and specialty camps dedicated to sparking growth, building confidence, and creating lifelong memories for children and young adults. With safety at the forefront of every aspect of their programming, ESF Camps has chosen a background screening protocol that goes beyond what many volunteer and youth-serving organizations typically perform. This rigorous approach reflects their deep commitment to your child's well-being and the trust you place in their programs each year.

Every ESF Camp staff member undergoes a comprehensive screening process that includes:

- **Nationwide Criminal Search, including a Sex Offender Registry search in all 50 states**
- **Social Security Trace to verify address history**
- **County Criminal Search in relevant jurisdictions**
- **National Federal Criminal Search**
- **Statewide Criminal Search, where available**
- **Social Media Search to identify publicly available content that may present risk or concern, includes web / news search**

This multilayered approach is critical. While some organizations rely solely on limited database checks or name-based screenings, ESF Camps requires a broader, jurisdiction-based search strategy designed to uncover reportable records at the county, state, and federal levels. The inclusion of social media review further strengthens their screening protocol.

At RSI, we adhere to the Fair Credit Reporting Act (FCRA) and industry best practices to ensure that our screening processes are legally compliant, accurate, thorough, and

designed specifically for hiring and volunteer decisions involving children. Our role is to equip ESF Camps with reliable screening results so they can focus their energies on high-quality programming, confident that their staff uphold the highest standards of safety and integrity.

We understand that inviting others to work with your children is one of the most important decisions a parent makes. By choosing a screening program that exceeds commonly accepted practices for nonprofit youth organizations, ESF Camps continues to demonstrate that your child's safety is never compromised — and that quality background screening is an essential foundation for an exceptional and secure camp experience.

Thank you for the opportunity to support ESF Camps in creating a safe and positive camp experience for your family.

Sincerely,



Brad Odil, President  
Reference Services, Inc. (RSI)