

WHY BACKGROUND CHECKS ARE IMPORTANT Employer's Guide



Know who you are hiring
with these important background
check stats and tips from
Background Direct™.

Why Background Checks are Necessary

Running a background check on a future employee is not only a smart idea, **but can help protect your:**



Background checks help you make **faster, more confident hiring decisions by giving** you a more comprehensive view of your candidate.

Better Retention Rates

96% of new hires were retained after the 1st year by companies who regularly checked candidates' backgrounds

vs.

68% by those who may not have screened candidates regularly²

Saves Money



\$18.01 billion was lost to employee theft in 2013³

Better Hires

92% of new hires were ranked as top candidates by companies who regularly checked candidates' backgrounds

vs.

51% by those who may not have screened candidates regularly²

Protects Your Business



Employers lose negligent hiring cases **75% of the time**⁴



66% of total illicit drug users are employed either full or part time⁵



43% of companies report that the major risks of not screening are potential legal action and damage to brand reputation⁶

Different Types of Background Checks

Some common background checks an employer can conduct include:

Criminal

70+ MILLION US CITIZENS have a criminal history⁷



Which types of criminal checks can you conduct?

Database Search



Includes databases compiled by private companies with criminal record information

Broadest of all criminal searches

TIP: Run this search if you want to start off with the basics

Courthouse Search



Includes both county and federal

37% of companies report being unsure about when to run a federal criminal search vs. a county search⁶

TIP: Ask questions about which records are available in your desired areas

State Repository Search



A manual, in-person search of a state's central repository

TIP: Run this search for further accuracy or details

Social Security Number Validation



Confirms the candidate provided SSN and discloses aliases and addresses related to the number

Generally the first search executed

Sex Offender Registry Search

Helps confirm that your candidate is not included on a sex offender register locally or nationally



DID YOU KNOW: THERE ARE 747,000+ registered sex offenders in the United States?⁸

Identifies candidates that moved and did not register as sex offenders in their new state of residence

Employment Verification

Helps confirm a candidate's employment history including:



- Employer Name & Address
- Dates Employed
- Full- or Part-Time Status
- Voluntary or Involuntary Termination
- Job Title

Licensing Verification

Verifies a candidate's professional credentials including:



- License
- Registration
- Certification
- Sanctions/Restrictions
- Important for positions in healthcare, legal, insurance, financial, and accounting

Motor Vehicle

Verifies a candidate's driving record information including:



- Restrictions/ violations
- Convictions/ license revocations
- Accidents

Can help reduce company risk if candidate is required to drive a company car or a rented vehicle

Partner with a Trusted Leader



Background Direct is powered by First Advantage, the global leader in employment screening for 20+ years, with 45,000+ clients worldwide



Background Direct offers customizable, flexible, and affordable background check packages



Background Direct is built around the needs of small business owners and hiring managers

SOURCES:

¹ CareerBuilder.com, 2014 | ² Talent Acquisition Strategies, 2010 | ³ GlobalRetailTheftBarometer.com, 2014
⁴ Zurich American Insurance Company, 2010 | ⁵ National Survey on Drug Use and Health, 2010
⁶ TechValidate Survey, 2014 | ⁷ NELP.org | ⁸ SexOffenderMap.org