



**PROTECTING YOUR  
CORE ASSETS**

***Verified*First**

# BACKGROUND SCREENING PROTECTS YOUR BRAND

Background checks are a critical way to evaluate candidates as you seek the best people to fill open positions. A poor hire could cost your company time, money, and irreversible damage to its brand and reputation.

A properly conducted background screening protects your core assets:

## EMPLOYEES

Screening out employees with a criminal background or questionable history will reduce the chances of workplace violence. According to the Bureau of Labor, almost 2 million Americans report being victims of workplace violence annually. According to the last Census of Fatal Occupational Injuries (CFOI), out of the 4,836 fatal U.S. workplace injuries in 2015, 417 were workplace homicides.

## CLIENTS

One of the most important parts of any business, clients entrust personal and highly sensitive information to the companies they do business with. If your employees frequently interact with customers, there's an even greater need to ensure that your staff is trustworthy.

## PHYSICAL PROPERTY

Each year, billions of dollars worth of inventory is lost due to employee theft. Background screening will allow you to reduce the possibility of theft in the workplace.



## BRAND

Because consumers have many options available to them, your brand provides an essential way for them to emotionally connect with your company. If your brand is damaged by a negligent hiring, it will affect your reputation, which will ultimately affect your profits.

## IS YOUR COMPANY VULNERABLE?

Because these assets could be negatively impacted by a poor hire, the importance of background checks are universally recognized. However, many businesses are still vulnerable because they are not conducting background screening in a way that safeguards their core assets.

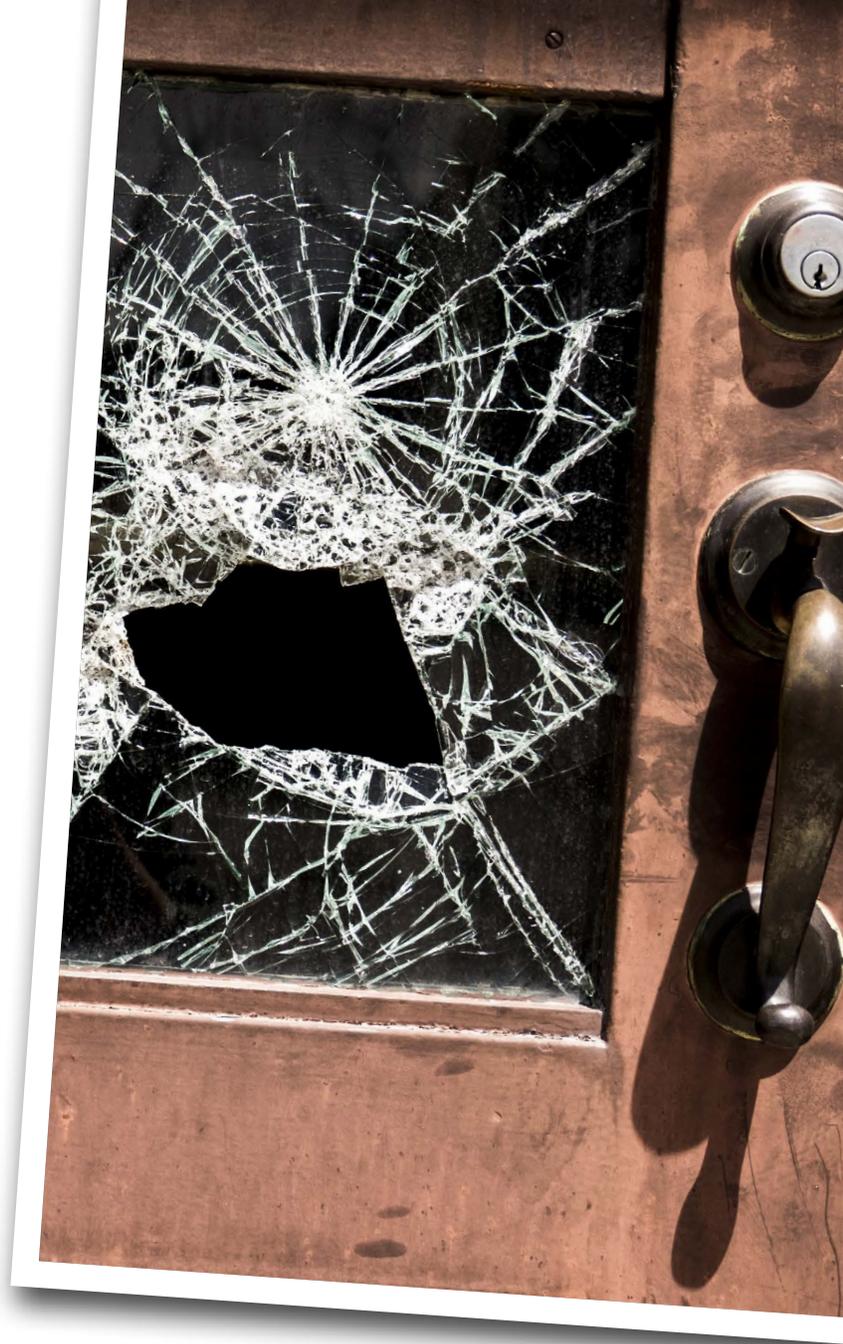
To ensure a thorough vetting of a candidate, a background screening should include the following tools:

## SOCIAL SECURITY ADDRESS TRACE

This screening tool will report names and addresses associated with the social security number. Applicants often do not disclose all of the names they have used or give a complete address history. Verifying this information provides an important starting point for running other type of background screenings.

## COUNTY CRIMINAL RECORDS

The majority of crimes are prosecuted and stored at county courts. Because courts usually do not share records with other jurisdictions, it is crucial to implement a county criminal search on job applicants. The address history from a Social Security Address trace will reveal which counties to search.



## **NATIONWIDE SEX OFFENDER REGISTRY**

Because most criminal searches only extend up to seven years, they may not reveal if an applicant has this type of criminal history. Screening for sex offenders is especially important if the candidate will work with vulnerable members of society (children, infirm, and the elderly) or will have access to people's homes.

## **NATIONWIDE CRIMINAL DATABASE**

Although the majority of crimes occur in a person's county of residence, a nationwide search will report if an applicant committed a crime elsewhere, such as a nearby county. A nationwide search examines millions of records, pulling information from counties, department of corrections, and administrative courts.

## **FEDERAL CRIMINAL RECORDS**

Because some types of crimes are prosecuted at the Federal level, they will not be revealed through searching county or state records. Federal cases include crimes that violate federal law, crimes across state boundaries, and crimes committed on Federal property. Examples of Federal cases include fraud, embezzlement, tax evasion, kidnapping, child pornography, illegal sale of firearms, and drug trafficking. About 5% of criminal records in the U.S. are for Federal offenses and running this check will act as an extra layer of defense against negligent hiring claims.

## **DOES YOUR CURRENT SCREENING PROTECT YOUR ASSETS?**

A skilled background screening company recognizes how the quality of their efforts protects your company's employees, clients, physical assets, and brand. If you're uncertain if your current provider provides the right tools to protect your company, we can help. Contact us today for a free audit of your background screening policies.

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