



January 2017



Thank you for choosing us as your employment screening partner. We strive to provide authoritative background checks that help you identify and hire people who will help your business grow. **May the New Year bring great success and prosperity.**

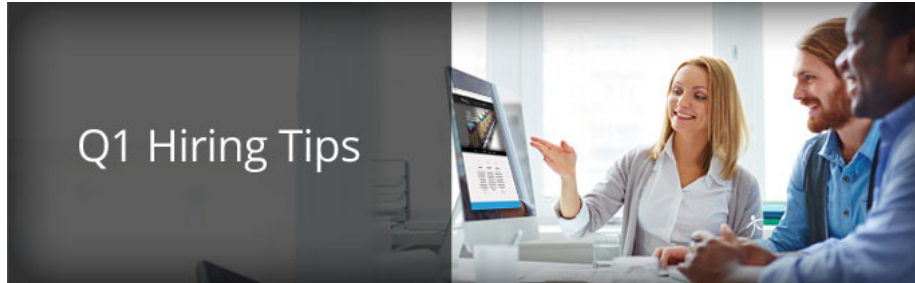


We're excited to announce that we successfully completed an audit engagement with A-LIGN to produce a Service Organization Control (SOC) 2 Type 2 Report. It's a comprehensive examination that was established by the American Institute of Certified Public Accountants (AICPA) to help service organizations build trust and confidence in their service delivery processes and controls through a report by an independent CPA. The audit examined the suitability of the design and operating effectiveness of controls relevant to the following Trust Services Principles:

Security. An independent auditor reviewed our physical environment and controls to confirm our system is protected against unauthorized access, use or modification.

Confidentiality. The confidential data we receive from consumers and third-party businesses is deemed to be comprehensively protected.

Backgrounds Online is committed to providing detailed reports that help our customers make informed hiring decisions. We voluntarily underwent the **SOC 2 Type 2 audit** (covering a six-month period) to assure our partners and customers that the data we acquire, store, and provide is being handled securely. Learn more about SOC 2 reports.



Many businesses hope to fill key positions at the beginning of each year. If your business is hiring, you may face tough competition. Here are a few tips to help you claim top talent in Q1.

Start ASAP

You might still be developing objectives, writing job descriptions and analyzing your business needs. These are essential tasks, but the sooner you finalize your plans and start recruiting the better off you'll be. If you wait too long then people who would have been ideal candidates might accept positions elsewhere.

Set Your Anticipated ROI

Ask a few essential questions while working out the cost of a new hire and what you expect from them:

- What is your budget for job posts, interviews and related recruiting tactics?
- What salary range and benefits will you offer?
- How much time will you spend Onboarding new hires?
- What skill set will you require for every position?
- How will each new employee help your business grow?
- What milestones do you expect the person to achieve throughout the year?

Use your answers to help identify candidates who will add value to your company and provide a positive ROI.

Find Creative Ways To Make An Impression

You want to hire the best, but how do you find them? You may need to get creative. Here are two fun examples of companies doing just that.

Red 5 Studios is a software company that faces massive competition when searching for qualified applicants. To recruit top-tier talent, they sent 100 personalized iPods to their "dream candidates." Each one included a message from the CEO inviting them to apply. 90 people responded and 3 accepted positions with Red 5.

Google rented a Silicon Valley billboard and displayed a complex mathematical puzzle. People who worked out the answer were invited to visit a secret website. Those individuals were congratulated on being problem solvers and invited to apply for engineering jobs.

BACKGROUNDS ONLINE NEWSLETTERS



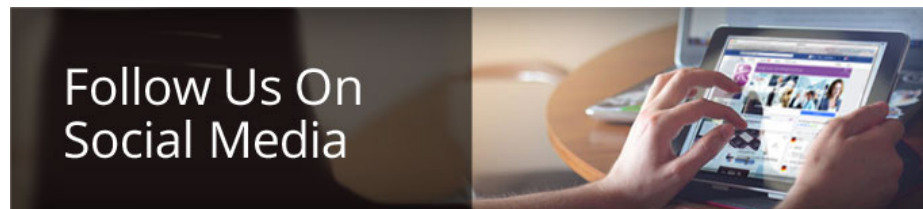
Thousands of companies will be looking for people in Q1. Competition could become fierce. Your business might need to get creative and develop clever strategies to attract ideal candidates.

Referrals

People who already work for you are a great resource when you're recruiting. They are familiar with your company culture and what it takes to succeed. Ask your employees if they know anyone who might be a good fit. Offering a finder's fee is a great way to encourage people to get involved.

Prepare For The Screening Process

When you find qualified applicants you'll want to move quickly and extend offers. Plan ahead by preparing a basic script for your interviews, understanding what you want to learn about your candidates and deciding what type of background check you'll run for every position. Backgrounds Online empowers you to create fully customized screening packages that contain all the reports you need for any job.



Our monthly Newsletters contain essential information about FCRA compliance, screening best practices and other topics that are relevant to your business. We also develop other free resources to keep customers informed and educated.

Follow us on Twitter and Facebook to get links to our latest blog entries, learn about court delays that could impact your hiring process and to see other useful updates.

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