



Customization is Key.

When it comes to background checks, customization is key. That's why we offer both a variety of discounted pre-set packages and, more importantly, allow you to create your own background screening packages - what we like to call "Wizards."

Backgrounds À La Carte

You've heard it before and you'll hear it again, there is no "one size fits all" background check. Different industries, companies, and positions should have different screening requirements - you wouldn't screen an entry-level grocery store clerk in the same manner as you would the CEO of an investment banking firm, would you?

Background checks are meant to be customized by department, position, and even job duties. We suggest creating packages based on this criteria and establishing a process to routinely run the proper search when suitable for your hiring needs.

With so many options, how do you decide?



Start with a solid foundation, most people consider the core of a background check package as confirming the applicant's identity and looking for basic criminal offenses:

- Social Security Number Trace
- County Criminal
- National Criminal Database Search
- Nationwide Sex Offenders

Cast a wider net when it comes to hiring for positions that require more responsibility or higher authority:

- National Wants & Warrants
- Statewide Criminal
- Federal Criminal
- Terrorist Watch List Search

Confirm your applicant's qualifications and assure that you're potential new-hire has the experience required for the position:

- Education Verification
- Employment Verification
- Credential Verification
- References

Maintain a hazard-free work environment with safety-focused search options when hiring candidates responsible for operating heavy machinery or driving company vehicles:

- Motor Vehicle Record Search
- Drug Screening

When filling a position that requires your staff to have access to company funds, gauge their fiscal responsibility by checking credit history and searching for civil cases:

- Credit Report
- County Civil

Establish a Fair and Uniform Process

Wizards make it easy to streamline your hiring process while maintaining a level of fairness and uniformity. For example, say your company hires approximately twenty Customer Service Representatives and two Managers each month. We would suggest that you have two custom wizards saved, one named "Customer Service Representative" and one named "Manager" to avoid confusion during the ordering process. This strategy helps eliminate potential claims of discrimination among those applying for the same position - a uniform background check is run on each candidate.



Solutions by Industry

While having the freedom to customize a background check to fit your needs may be useful, it may also seem intimidating. Luckily, Backgrounds Online has created a Solutions by Industry guide, available on our website, to help you decide which searches may be appropriate according to your field.

We also have a staff of FCRA certified specialists who would be more than happy to answer your questions and help you build your perfect background check - just give us a call!