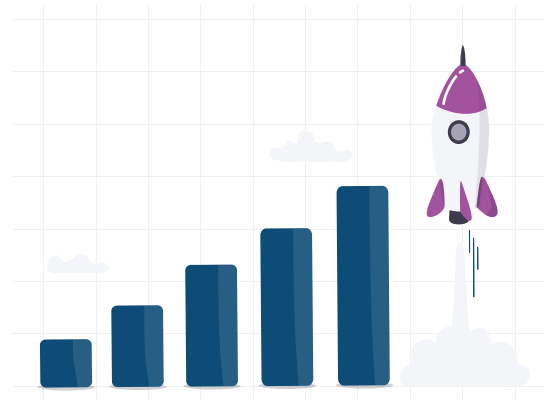


# Prepare For A Successful New Year



The start of a new year is an ideal time to review your screening policies. It's the perfect opportunity to ensure you are taking advantage of features that will benefit your organization and help you continue building a strong, reliable workforce.

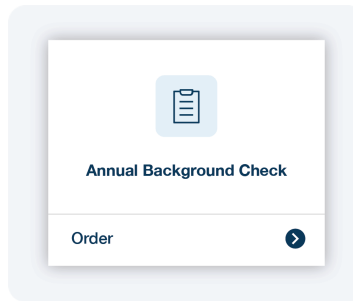
## How Comprehensive is Your Process?

A great place to begin is by asking if your background checks provide all the data you need to make informed decisions or do they only include the bare minimum?

Background checks can include a suite of criminal searches so you can complete your due diligence efforts and confirm your candidate is eligible for the position they seek. You may also include employment and education verifications as well as personal or professional references to verify your potential hire holds the credentials necessary to succeed with your organization.

Depending on the occupation for which you're hiring, reports can also include various position-focused searches such as:

- Motor Vehicle Record Searches
- FACIS and OIG/SAM Exclusions
- Drug Screening Panels
- Employment Credit Reports



## Take Advantage of Annual Screenings

While it's important to screen anyone who might represent your brand, it's equally critical to ensure the people you bring on remain eligible throughout their employment period.

Annual background checks and ongoing monitoring products show you if an employee incurs a new criminal record, loses a license or credential or has some other major change that may impact their employment terms. These tools support a safer environment for employees and customers alike.

Have questions or want to take advantage of these worthwhile services? Contact your account manager for expert assistance.

## Review and Share Your Policies

Once you have reviewed your policies and are satisfied with the updates, be sure to share them with everyone who is involved in your hiring process. It's essential to make sure they are aware of and following your established procedures.



## New Year, New Laws

Every year, numerous new bills are written into law. Is your organization prepared to comply with new legislation where you operate? Here are a few examples of the types of bills we're expecting to see in 2026:

**Artificial Intelligence:** Employers will be required to take steps to help ensure the AI they use does not inadvertently discriminate.

**Second Chances:** People with criminal records will receive new expungement opportunities. Employers may be asked to individually assess any records found following a screening to determine whether they warrant adverse action.

**Cannabis:** As more locations legalize medicinal and recreational marijuana usage, organizations should be aware of any related laws that might affect them.



## Your Partner

Backgrounds Online is proud to be your screening partner and committed to delivering valuable features and services. We have a lot of exciting enhancements in store for 2026 and look forward to sharing them with you. Watch this newsletter for updates!

### Happy 2026

If you have questions about background checks or anything related to screening, please contact us. Our friendly, experienced team is available to assist you Monday through Friday from 5am to 6pm PT. From our team to yours, we hope you have a happy and prosperous year!