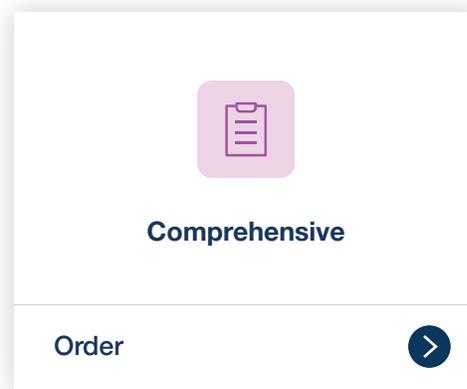


The Costs of Not Running Background Checks



A mistake made by many employers is cutting a corner to save money by not properly vetting their potential employees. The cost of this action can often be higher than the initial investment of conducting a comprehensive background check during the hiring process.



Best Practice

Backgrounds Online recommends that employers always conduct thorough background checks on all potential new hires. Screening results inform hiring managers if a candidate has a criminal record which may indicate they pose an undue risk to the business or public, and whether the person meets requirements related to employment history, education, licenses or credentials.

Before allowing anyone to represent their company, it is critical for organizations to properly vet each candidate. By reviewing robust criminal and position focused background reports before making employment decisions, employers can be assured they are well informed and taking steps to maintain safe working conditions for everyone.

Consequences to Cutting Corners

By sidestepping the screening process, employers introduce a variety of unnecessary risks and potential financial loss.

- Time and costs required for repeat onboarding.
- Loss of clientele due to poor company representation.
- Decrease in productivity due to misrepresented education or employment history.
- Introducing potentially dangerous personnel into your work environment.

In the worst-case scenario, taking shortcuts during the hiring process can result in hiring someone who has a criminal history that might disqualify them. If a person who represents your brand later commits criminal or other negative acts, it could result in a loss of trust from the public. Screening everyone before allowing them to work for you shows the people who rely on your services that you are conducting due diligence and meeting their expectations.



Consumer Expectations

Companies who interact directly with the public are particularly vulnerable to avoidable risks at the cost of circumventing background screening. Their consumers entrust them to follow the proper steps to protect them and provide the safest possible experience. Key examples include:

- Rideshare operators and delivery drivers.
- People who have access to financial or other sensitive data.
- Workers who will have direct access to customers in any way.

An Ongoing Commitment to Your Customer Base

Beyond conducting an initial background check during the hiring process, we also recommend recurring screenings. Annual or recurring background checks can show you if a current employee incurs a new conviction, loses a credential or has some other change you should be aware of.

Do you screen all potential and existing employees? Contact your account manager to learn how you can proudly share our “screened by Backgrounds Online” badge on your site to show that you’re a step above your competitors.



How We Help

The team at Backgrounds Online is here to help you build strong, trustworthy teams. We can help you customize screening packages for any type of position. Whether you're hiring someone who will work from home with no access to customer data, or a person who will have direct access to anyone you serve, we can tailor background check packages for every need.

Once you have a set of screening packages, you can use them every time you hire for a similar position. Maintaining consistent policies is an essential part of the staffing process.

Have Questions?

If you have questions regarding this Newsletter or anything related to background screening, please contact us. Our friendly, experienced team is here to assist you Monday through Friday from 5am to 6pm PT. We look forward to hearing from you.