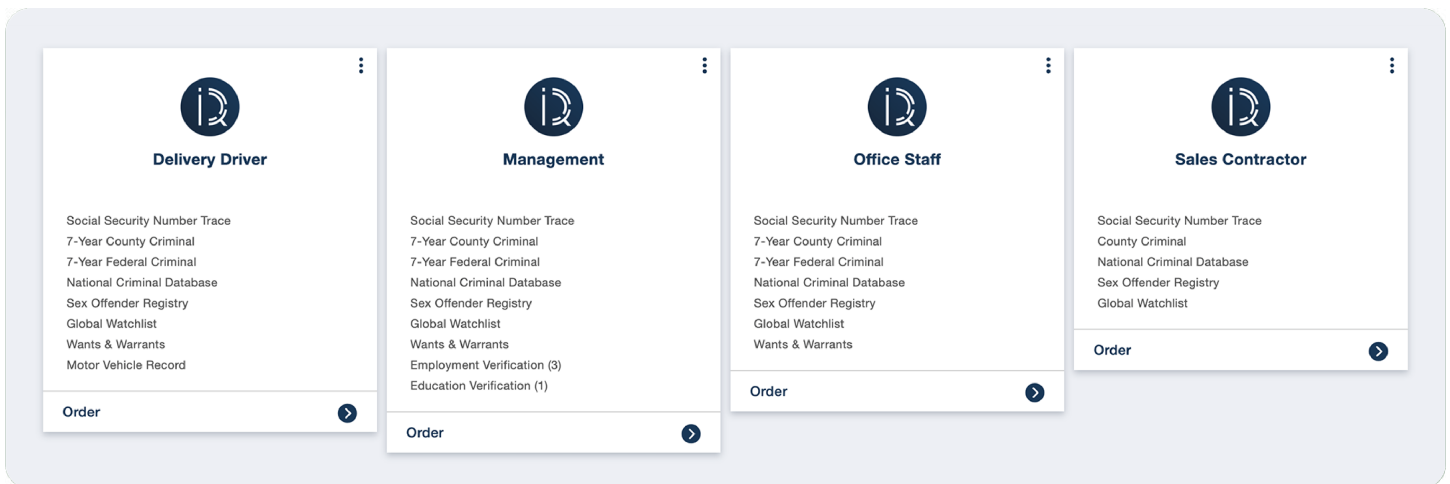


Cultivating a Fair and Consistent Hiring Process



When screening your candidates or employees it's essential to be fair, transparent and consistent.



Customize your Screening Packages

In today's competitive hiring landscape, it's worthwhile to take a moment to customize screening packages for every type of position. Backgrounds Online makes it easy to tailor packages that accommodate the specific needs of each role in your organization. For example, if a person will drive on the job, the package should include a Motor Vehicle Record Search and drug screening. If the person will work in the healthcare sector, Credential Verifications and FACIS or OIG/SAM exclusion searches can be indispensable tools to help ensure compliance and safeguard your business.

Once you have your screening packages prepared, it's vital to run the same type of background check for each candidate based on the position to which they are applying. By staying consistent with the screening package and the timing of the background check during your hiring process, you demonstrate fairness and an adherence to high standards to individuals who may represent your brand.

What's Good for the Candidate is Good for You

Backgrounds Online is dedicated to fostering a positive experience for everyone you screen. This begins by clearly communicating expectations to your applicants so they can confidently authorize the screening. If we require additional information, clarifications or documents while preparing the background check, our proprietary Applicant Portal feature empowers us to notify your candidates directly via email or SMS. This establishes a line of communication and ensures the screening process stays on track, so each report is completed as quickly as possible.

We also make it easy for you to co-brand the messages your candidate receives. This personalization builds trust and encourages them to act swiftly. Additionally, you may utilize our system to send special instructions and onboarding dates, which facilitates better timing for your hiring process.

Simple, Effective Screening Services

At Backgrounds Online, we are continuously working on ways to create even better and more efficient ways for you to screen candidates and identify top talent. In 2024, we introduced tools that streamlined your process and helped you understand the exact status of every report you ordered.

This year's initiative is to continue to innovate by finding creative ways to further simplify onboarding and developing unique solutions to common screening obstacles. Watch for exciting updates in future newsletters.



Navigating Employment Laws

Every employer must comply with federal, state and local laws. While we do not give legal advice, we contribute various educational resources and downloadable documents to keep you informed about relevant legal requirements.

It's also important for organizations to determine how they will handle a scenario in which an employee lives in one location but works in another. Each one could have unique laws, which can affect how background screenings should be managed. Backgrounds Online helps by following regulations that are in place for both locations when we're processing reports.

How a CRA Helps

Employers and CRAs have unique compliance responsibilities. Every business should document their policies and have them reviewed by legal counsel if possible. Backgrounds Online is a PBSA accredited CRA. We bolster your efforts by following reasonable procedures to ensure the reports we provide only contain current, accurate, reportable data.

Our team establishes a robust level of synergy with our clients so that we may help you identify and hire strong candidates. To support that, we provide you with a dedicated account manager and access to our highly trained support staff that reliably deliver best-in-class service.



Consistency is Key

While hiring and screening, maintaining consistency and fairness is crucial. Our services enhance your process by:

- Providing your candidates with a positive experience that encourages them to select your organization.
- Enrolling your staff in ongoing monitoring or annual background checks, thus reinforcing your continued commitment to safety and fairness.
- Helping you identify strong candidates who can elevate your business.
- Providing comprehensive reports that help you understand if a candidate might pose an undue risk to your business, staff or customers.
- Offering fast turnaround times to expedite hiring.

Have Questions?

If you have questions or need assistance, please contact us. Our friendly, experienced team is here to assist you Monday through Friday from 5am to 6pm PT.