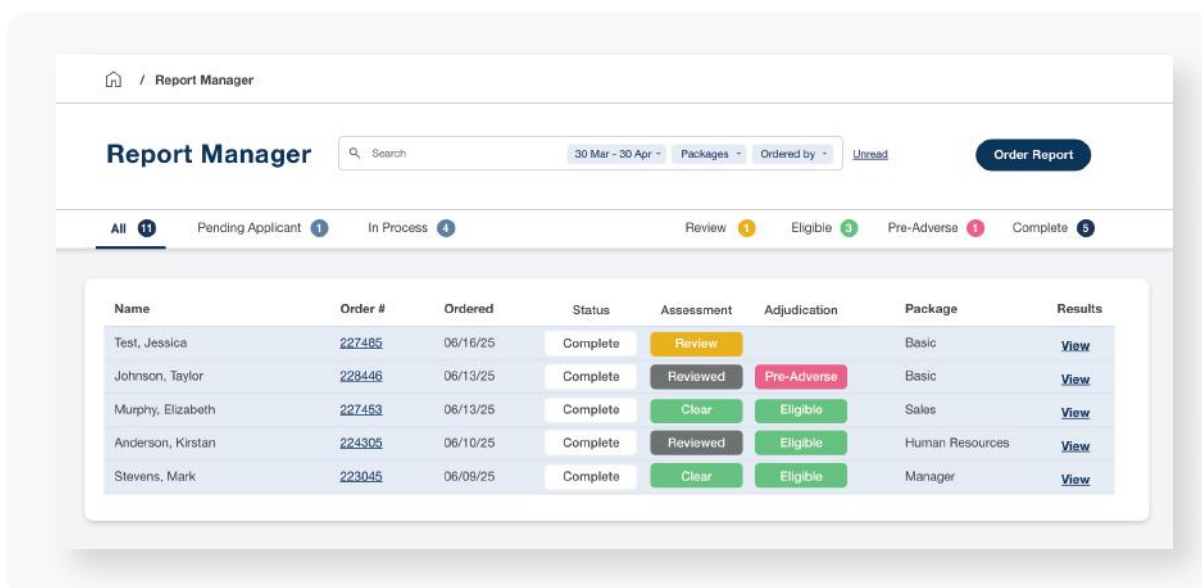


## Coming Soon: New Statuses to Streamline Hiring

Review

Eligible

Disqualified



Name	Order #	Ordered	Status	Assessment	Adjudication	Package	Results
Test, Jessica	227485	06/16/25	Complete	Review		Basic	<a href="#">View</a>
Johnson, Taylor	228446	06/13/25	Complete	Reviewed	Pre-Adverse	Basic	<a href="#">View</a>
Murphy, Elizabeth	227453	06/13/25	Complete	Clear	Eligible	Sales	<a href="#">View</a>
Anderson, Kirstan	224305	06/10/25	Complete	Reviewed	Eligible	Human Resources	<a href="#">View</a>
Stevens, Mark	223045	06/09/25	Complete	Clear	Eligible	Manager	<a href="#">View</a>

Last month, we shared insights into how you can more easily interpret existing background check statuses. This month, we're thrilled to introduce upcoming status options that will make your review process even more transparent and actionable.

Review

As you may recall from our previous newsletter, the **Review** status serves as a call to action suggesting that you take a deeper look into one or more components included in the background check. While it does not necessarily indicate a problem, it simply means that there is data present which warrants your attention. This data may be a personal or professional reference or even a minor traffic violation flagged by our team.

We're currently developing additional status options that will help you take further incisive action after reviewing a report. In August, we'll be introducing two useful new options:

- Eligible
- Disqualified

### Eligible

When a report comes back as **Clear** or **Verified**, the candidate's background check is automatically updated to **Eligible** status. When a report comes back as **Review**, this suggests that someone on your team should review the results and determine if the candidate meets your hiring criteria.

Updating the status of a report to **Eligible** is essentially giving the candidate a green light. It signifies that you've reviewed the background check and are interested in moving forward with the candidate.

### Disqualified

In some scenarios, a report may return to you in **Review** status due to a criminal conviction, unexpected data was returned, or a discrepancy was discovered. In these cases, the individual responsible for reviewing the findings may determine that the candidate is deemed ineligible for hire. At this point, they may mark the candidate as **Disqualified** which automatically sets the background check status to Pre-Adverse.

It's important to note that when a candidate is marked as **Disqualified**, it does not mean a final decision has been made. Every employer is required to follow a federally mandated process before taking adverse action against a job seeker. A pre-adverse notice must be sent to the candidate to provide them with a reasonable period of time to review and dispute the results of their report if they feel it is warranted. They may also choose to provide relevant information, such as proof of rehabilitation or related efforts for further consideration.

Learn more about requirements for employers in our Pre-Adverse Actions article.

## New Statuses Are Coming Soon

We're excited about these upcoming enhancements and hope they will facilitate an even better screening process for you. Stay tuned for updates about this beneficial feature that will make it easier than ever to navigate your background screening results with clarity and precision.

### We're Here To Help

If you have questions about our upcoming status options, or anything related to background screening, please contact us. Our friendly, experienced team is happy to assist you Monday through Friday from 5am to 6pm PT.