

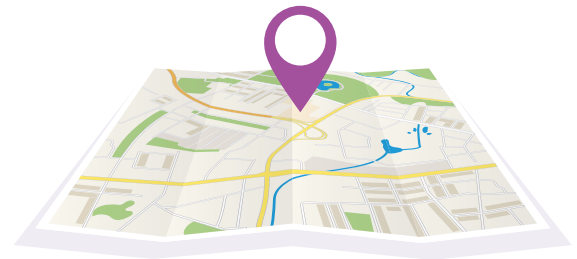
What's In A Name?

How common names, aliases and name changes can affect the background screening process.



Confirming Identities

Every background screening begins by confirming the applicant's identity using a Social Security Number Trace. This is done to ensure records are obtained for the right person. It also provides an address history, which indicates where county criminal and other searches should be run.



Common Names

Most of us share a name with numerous people. In larger cities, several individuals could have the same name and date of birth.

Backgrounds Online uses multiple data points during the screening process to confirm we identified the right person. We match your applicant using their full name, Social Security Number and Date of Birth. If someone we're screening has a common name, we can flag that order. Then we might cross reference other searches, use additional identifiers or request more information as necessary.



Name Changes

People change their names for a variety of personal reasons. It could be because of a marriage, divorce, gender reassignment or simply to have a moniker they've always wanted.

When a name is legally changed, the new one will be used on public records. That's why some people have records under more than one name. If you run a search using only the current or previous name, you may not get all the results you need.

To make sure you don't miss important data for an applicant, we recommend using the person's current legal name and including an alias search.

Alias Searches

An alias search is a way to find all the records associated with an individual. When you order a background report, you have the option to include this service. You can enter a specific alias if you know one the person has used to sign documents. Or you can simply request the search and our team will check for any that may exist.

Many of our clients include alias searches with every order. This helps ensure they always get the records they need. If no aliases are found, then we do not charge for that search.



Name Variations

People can have records under variations of the same name. This often happens because someone:

- Writes their first and middle name but not last.
- Spells another person's name incorrectly when filling out a form on their behalf.
- Uses iterations of their name, such as Christopher or Chris, on different documents.

When you take advantage of the option to include an alias search, we can account for different names that are tied to one person. This results in a comprehensive report that meets your business needs and helps you make the best possible employment decisions.

The team at Backgrounds Online can help you customize packages that are ideal for applicants, employees, contractors or volunteers. If you have questions or need assistance, we are available Monday through Friday from 5am to 6pm PT.