

## Looking Back on 2023

Today, we're looking back at the topics we covered and goals we accomplished together over the course of an incredible year. We continued to fortify partnerships with you, our amazing clients, and strove to provide educational resources that strengthened your hiring process.



### Legislation

Throughout 2023, we wrote about several laws that may have had an impact on your business, such as:

#### **Ban The Box & Fair Chance Acts**

These laws typically include:

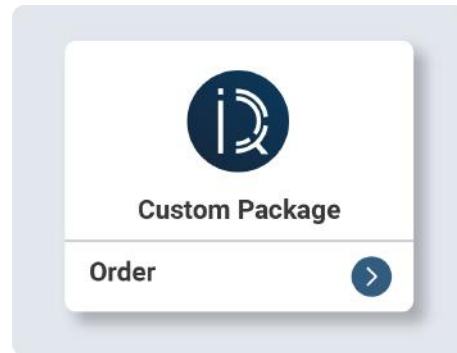
- Creating expungement opportunities.
- Prohibiting employers from asking candidates about criminal records until they conduct an interview or extend a conditional offer.
- Requiring employers to individually assess convictions that are returned in a background check.
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#### **Marijuana Legislation**

Multiple states legalized medicinal and/or recreational cannabis use. Some of these laws include requirements on how drug screenings must be handled, but none require employers to allow employees to possess or use marijuana while on the job.

#### **Expungements**

Numerous laws were passed that offer criminal expunction opportunities. Employers may not consider convictions that have been expunged, which is one reason Backgrounds Online only provides current, reportable information.



## Improvements For You

As a service-first company, we have an uncompromising focus on offering the tools you need to build solid teams. To accomplish this, we developed new features such as:

### **Customization**

We provide the ability to customize your screening packages, co-brand the emails your applicants receive and add your logo to the flow your candidates go through when submitting their information. These capabilities heighten trust and encourage top talent to choose you.

### **User Roles**

Many companies have multiple people involved in the hiring and screening process. To accommodate your specific needs, we introduced additional user roles that allow you to quickly assign specific permissions to each of your team members.

### **Annual Screenings**

When you onboard someone new, you run a background check to help ensure they are qualified and do not pose an undue risk. Our annual screening option can notify you if an employee incurs a new criminal offense to review, has a change to a license or credential, or becomes ineligible for ongoing employment.

### **Applicant Portal**

We're working on a new feature that will empower your candidates to easily communicate directly with our team, provide additional details or necessary documentation and check the progress of their background checks. Watch for news in early 2024!

## Partnerships

We say it frequently because we believe it wholeheartedly; Backgrounds Online is your partner. We strive to continue building upon our synergy with you by:

### **Overcoming Delays**

Throughout the year, several courts reported longer turnaround times as they upgraded their systems and relied more on their in-house clerks. Our team found new ways to obtain the records you need quickly and provided faster, more efficient options.

### **Compliance**

We developed an easy way for you to comply with complex laws like the NYC Fair Chance Act, provided a wealth of educational resources and ensured you can easily find the compliance-related forms you need in our convenient Resource Center.

### **Baker's Dozen For Screening**

Backgrounds Online once again placed on HRO Today's Baker's Dozen list for top background check providers thanks to your incredible support. This attests to the fact that we enjoy a collaborative and mutually beneficial relationship with our partners and clients which will continue to strengthen.

### **Happy New Year!**

As we advance towards 2024, we reaffirm our commitment to providing unparalleled service and the products you need to succeed. If you have questions or require assistance, our friendly, knowledgeable team is available Monday through Friday from 5am to 6pm PT.