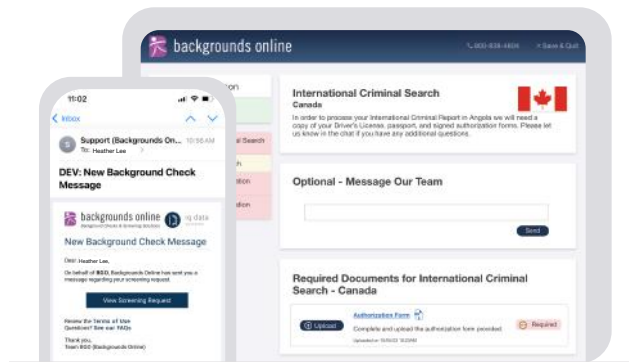


2024 in Review

2024

2024 has proven to have been yet another amazing year. We're eager to reflect on lessons learned, awesome new features additions and other key topics from the year.



New Insight With the Applicant Portal

Earlier this year, we introduced an exciting new feature that accelerates the screening process and empowers you to obtain up-to-the-minute details about the status of your reports. Our Applicant Portal established a direct line of communication between us and the people you screen so we can quickly obtain necessary documents, correct data errors and avoid delays. It also gives you a convenient location to see what's happening with each order so you can be informed and prepared.

Knowledge Gained from Industry Conferences

Throughout the year, members of our team participated in conferences held by the Professional Background Screening Association (PBSA), Society for Human Resource Management (SHRM) and other prominent organizations. These events offer opportunities for us to learn about upcoming laws, new products and HR best practices. We take what we learn and create useful educational resources that you can enjoy at no cost.



Important Legislation went into Effect

New employment laws are passed every year, and our team monitors legislation changes to keep you in the know. Here are a few common types of legislation that went into effect in 2024:

- **Second Chances:** Several large cities, such as New York City and Los Angeles, implemented laws that are designed to help people who have criminal records. While they differ by location, they typically include expungement opportunities and requirements for employers to consider whether an applicant's criminal history warrants an adverse action.
- **Marijuana Legalization:** Various states passed legislation that legalized medicinal and/or recreational marijuana usage. Employers may forbid use of cannabis at the workplace, but they can be held liable for discriminating against individuals who use those products on their own time.
- **Artificial Intelligence:** A few cities implemented bills that regulate the use of Artificial Intelligence (AI) for employment purposes. The primary goal is to help ensure that organizations using AI software in their onboarding process do not inadvertently discriminate against applicants and employees.

We Shared Our Philosophy

In May, we shared our vision of being the best Consumer Reporting Agency possible. We talked about our commitment to white-glove service, top tier products and fair, transparent background checks. If you missed that Newsletter, you can still find it here.

You Helped Us Earn a Spot as a Top Screener

For the last several years, we've asked you to complete a short survey and share your thoughts on our service and features. For the seventh consecutive year, you've helped us earn a spot on the prestigious HRO Today Baker's Dozen for employment screening. We are grateful for your partnership and for so many of you taking time to offer this valuable feedback.



Preparing For 2025

As we look forward to the New Year, we remain steadfast in our dedication to providing you with tools, support and reports that help you build strong, safe teams. Thank you for reading our newsletters and please watch for more incredible topics to come. We wish you a happy holiday season and prosperous 2025!

Contact Us

Have questions about anything related to background screening? Please feel free to contact us for expert, friendly assistance. Our team is available to assist you Monday through Friday from 5am to 6pm PT.