



GoodHire.



GoodHire Reimagines **FAIR HIRING, COMPLIANCE, AND THE CANDIDATE EXPERIENCE**

Nearly 70 million people in the United States have a criminal record – about 1 in 3 adults. What will you do if your best job candidate is one of them?

Great Candidate Relationships Start With Respect

By the time you're checking a candidate's background, you've invested time and money to advertise the position, review resumes, conduct phone screens, and interview or test people. So if something shows up on your great candidate's background check, you've got a dilemma.

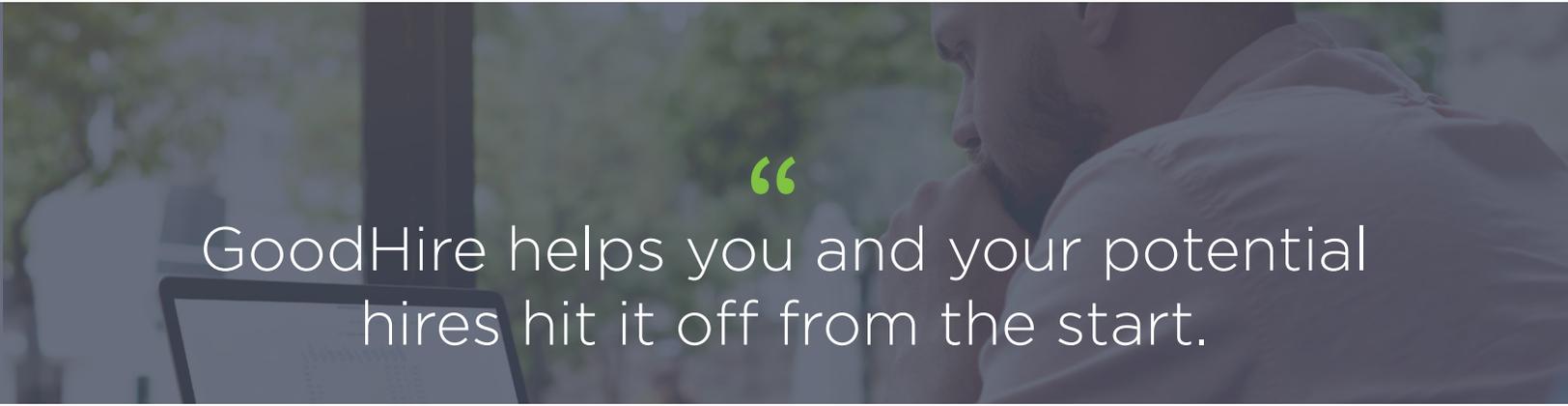
Given the number of people estimated to have a criminal record of some kind, chances are good you'll encounter candidates who have criminal records – if you haven't already.

Many employers hesitate to hire people who have any kind of criminal record. But a criminal record doesn't automatically mean the candidate won't be a good

choice. And the Equal Employment Opportunity Commission (EEOC) actually frowns on blanket hiring bans of people with records.

Instead, EEOC guidance requires employers to individually assess candidates to consider the age of the offense, the relevance to the job, and any indication of steps the candidate has taken since the offense occurred.

In addition to keeping you in compliance with the law, this kind of individual consideration can keep qualified candidates in your pipeline – and help you build a respectful relationship with potential new hires.



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GoodHire helps you and your potential hires hit it off from the start.”

Revolutionary Candidate Experience

Often one of the last steps in the hiring process, employment screening has the potential to color candidates' impression of your brand and business.

With the award-winning GoodHire True Me, candidates access background check results through an interactive, mobile-optimized interface. No more wrestling with clunky, static PDFs or paper forms.

Most importantly, True Me sets the tone for how employees interact with your business. Studies show that onboarding is a key indicator of long-term employee success. True Me give candidates significant control over their information so they feel empowered rather than judged by the background check process.

With the new experience, candidates:

- Automatically receive a copy of their results, in the same interactive format and with the same information that employers receive
- Easily review the results to quickly spot any inaccuracies that could slow hiring
- Add context to any criminal records, helping make conversations easier and hiring decisions fair and compliant
- Take advantage of the built-in dispute process and adverse action workflows, to ensure compliance and efficiency

COMMENTS FOR CONTEXT

GoodHire's unique interface lets candidates and employees save comments about their records directly to their background check results. This revolutionary new feature gives employers the individualized context the EEOC requires, making it less likely your policies will be found to be overly broad and unrelated to business necessity.

CRIMINAL RECORD

Offense Details	
County	San Mateo
State	California
County Code	13856
Sentence Date	6/13/2015
Description	Fraud
Offense Severity	Misdemeanor
Sentence Length	6 Months Prison
Record Date	4/27/2015

COMMENTS FOR CONTEXT

"The record that appears on my background check isn't an accurate representation of me. I was charged with a misdemeanor for fraud last year and am currently in a deferral program that will result in this case being dismissed. I'm working to ensure this record will be expunged once the deferral program is completed, but I'd like to express that I do not currently have a conviction for this offense". - Irina

Federal and state laws discourage employers from screening out applicants based on a criminal record alone.

One way to avoid discrimination is to consider the relevance of the record to the role, along with other factors.

GoodHire Comments for Context lets candidates add the details that help you make fair, individualized hiring decisions.

Background check results offer limited details, making it hard to create the individualized assessment that can provide a defense to Title VII claims.

GoodHire provides guidelines to keep the information fact-based and insights-focused.

Comments stay with a candidate's GoodHire results forever, so any business who uses GoodHire will see them.

With a background check process that puts the candidate experience and compliance above all else, GoodHire helps you and your potential hires hit it off from the start.

GoodHire's Compliance Advantage

GoodHire has channeled more than 10 years of expertise in background screening and public records into advanced, customized solutions that help you build trust, safety, and fairness into your hiring processes.

In-House Expertise

Our dedicated in-house staff of compliance attorneys are tasked with protecting your business. This experienced and knowledgeable team helps you follow the EEOC's requirements, the federal Fair Credit Reporting Act (FCRA) and relevant state and local laws and proactively alerts you to compliance trends that could impact your business.



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True Me gives candidates significant control over their information so they feel empowered rather than judged.

[GET STARTED](#)

Learn how GoodHire Employment Screening works for you.

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GoodHire is the background screening company for people who care about people. More than 30,000 employers rely on our skilled compliance experts, helpful US-based customer service reps, and customizable technology to build teams based on trust, safety, and fairness. Job candidates who experience our award-winning True Me platform feel empowered, rather than judged, by a background check process that lets them add relevant personal stories. GoodHire is owned and operated by Silicon Valley-based Inflection, a leader in trust and safety solutions and a Certified B Corp. © 2016 GoodHire. All Rights Reserved.