



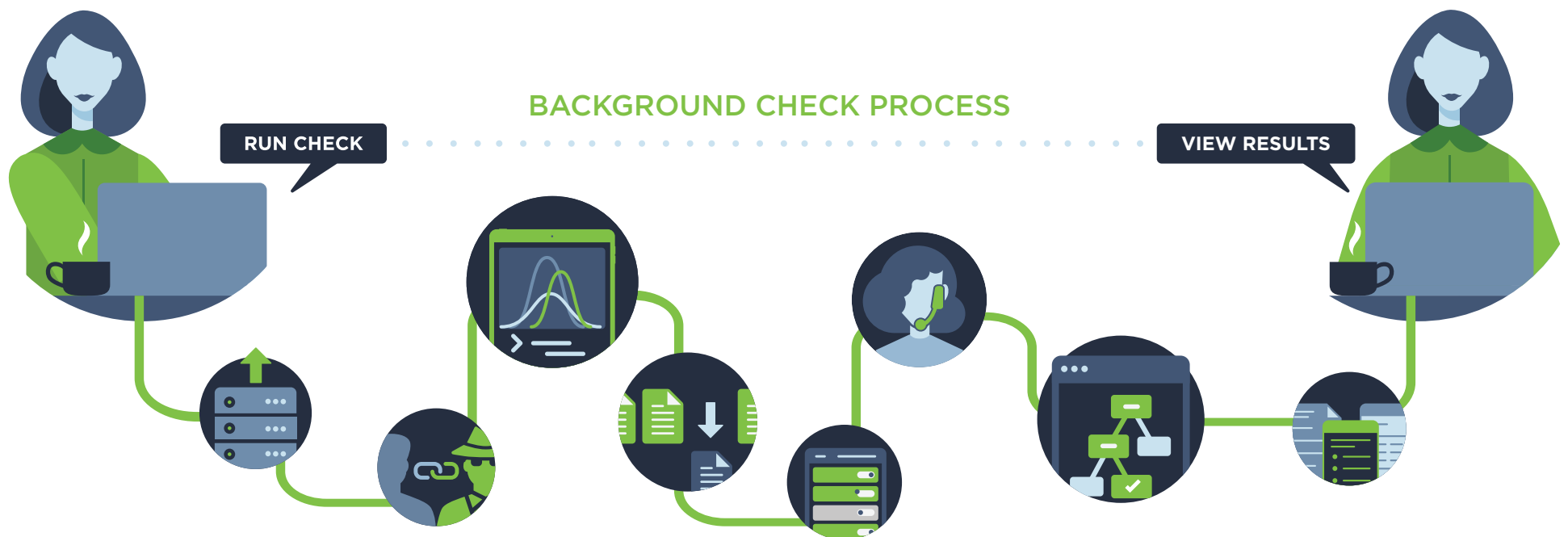
Employment Screening Decision Guide

ARE YOU USING THE RIGHT BACKGROUND CHECK COMPANY?



The right background check partner can help you **speed, scale, streamline, and optimize your screening process**. But not all background check solutions provide the functionality and features you need to take your screening process to the next level.

Use this guide to determine whether your background check provider offers the platform capabilities, turnaround times, and screening options that can **make your background check process a success**.



FOCUS ON FEATURES

How Does Your Current Provider Stack Up?

Features and functionality are the true differentiators between one background check solution and another. It's important to evaluate which features will increase your team's efficiency and productivity, speed the background check workflow, and automate processes so you can screen and close candidates faster.

Use this list to determine whether your provider offers these valuable features:

■ Integration With ATS And HRIS Platforms

Reduce manual workflows, automate steps, and speed your screening process by adding a background check solution to your ATS or HRIS platform.

■ Localized, Automated Compliance

Eliminate paperwork and stay compliant with built-in adverse action workflows for all jurisdictions that apply based on your and your candidates' locations.

■ Client Dashboard

Get increased visibility into report progress, estimated delivery times, and status alerts for all of your background checks by logging in to a client dashboard.

■ Bulk Ordering Capability

Save time and scale your hiring process by requesting screens for multiple candidates and large groups at once to quickly kick off the screening process.

■ Mobile-optimized Candidate Experience

An easy-to-use, mobile-optimized workflow allows candidates to login, provide consent, and view results on their smart-phone, which reduces delays and speeds turnaround times for you.

■ Automated Record Filtering And Adjudication Matrix Support

Remove records from applicant reports that cannot be used legally to make hiring decisions, and automatically kick off the adverse action process if necessary.

■ Custom Ordering Link With "Candidate-pay" Option

Add orders automatically to your account with a customized ordering link, plus, a flexible candidate-pay option gives some employers and volunteer organizations the ability to pass the cost of a background check to the applicant.

■ Multiple Location Support

Centralize billing for background checks while supporting screening workflows across multiple office locations; capabilities should include organization-wide and local office administrators with user access.

■ Candidate Comments

Make it easier to conduct individualized assessments with a provider that offers a built-in step that prompts candidates to add comments about their results directly in their background check.

■ Reporting Capabilities

Get more insight into your screening program's volume, costs, and performance with detailed graphs and reports.

■ Ongoing Alerts

Get insight into relevant changes in your team's background checks with ongoing, monthly alerts that are compliant with FCRA and EEOC guidelines.

FOCUS ON TURNAROUND TIMES

What Should You Expect?

Longer than necessary turnaround times result in delayed hiring, leaves positions unfilled and hinders your business. Worse, slow background checks could cause you to lose your candidate to a competitor.

Find out what your provider's average turnaround times are for these common background screens:

COMMON BACKGROUND SCREEN

TARGET TURNAROUND TIMES

SSN Trace + Associated Counties Search	Same day
National Criminal Database Search	Same day
Sex Offender Registry Search	Same day
Domestic Watch List Search	Same day
County Criminal Court Search	1 business day
Motor Vehicle Records Check	1 business day
Education Verification	2 business days
Employment Verification	3 business days
10-Panel Drug Screen	3 business days



FOCUS ON SEARCHES

Does Your Provider Offer The Right Screens?

Running the right checks for your company's industry, locations, and job types will help you make the most informed hiring decisions. At the same time, running the wrong checks can leave you exposed. Your background check provider should offer a wide range of screens, expert recommendations about the types of screens you should use, as well as options for customized screening packages.

Check to see if your provider offers the following important screens:

- ❑ 7-year County Criminal Court Search
- ❑ Domestic Terrorist Watch List Search
- ❑ Drug Screen - 4 Panel
- ❑ Drug Screen - 5 Panel
- ❑ Drug Screen - 10 Panel
- ❑ Education Verification
- ❑ Employment Verification
- ❑ Employment Credit Report
- ❑ Professional License Verification
- ❑ Federal Bankruptcy Search
- ❑ Federal Criminal Databases Search
- ❑ Global Watch List
- ❑ Healthcare Sanctions 1
- ❑ Healthcare Sanctions 2
- ❑ Healthcare Sanctions 3
- ❑ International Employer Verification
- ❑ International Education Verification
- ❑ International Criminal Records Search
- ❑ Motor Vehicle Records Search
- ❑ National Criminal Database Check
- ❑ OIG Sanctions Search
- ❑ Ongoing Alerts
- ❑ Sex Offender Registry Search
- ❑ Statewide Criminal Records Search



GoodHire's value-packed background check platform is unparalleled.
Find out what we can do for your business.

TALK TO SALES | sales@goodhire.com | [855.496.1572](tel:855.496.1572)



GoodHire provides customizable background screening services for businesses of all sizes. Through innovative, secure technology, integrations with leading HR platforms, and built-in compliance workflows, GoodHire speeds and simplifies the background check process to help customers build teams based on trust, safety, and fairness. Its award-winning platform empowers applicants to take ownership of their information, and enables employers to make individualized assessments for fair hiring decisions. GoodHire is owned and operated by Silicon Valley-based Inflection, a leader in trust and safety solutions since 2006. © 2018 GoodHire. All Rights Reserved.

