

How to evaluate and select your Background Screening vendor

The use of pre-employment background screening as a hiring tool is regarded as a “best practice” across the USA. Employers have been held legally responsible for the intentional acts of their employees with enormous judgments as a result. Fraud and misrepresentation by job applicants is widespread. It’s just good common sense to know exactly whom you’re giving the keys for the safe to.

Many employers are surprised to discover that the Employment Background Screening Industry is NOT nationally regulated. Consequently, the careful selection of a background screening provider is mission critical to ensure the highest levels of expertise with sensitive-data security for an effective and legally compliant hiring program.

The following twenty questions will enable you to effectively compare and evaluate the many companies that have recently begun to offer Employment Background Screening services.

Employment Background Screening comparison suppliers:	HIRE~SAFE		
When was your Background Screening business established?	1997		
Are you an investigative agency professionally licensed to operate by your state?	YES		
Do you maintain Errors & Omissions / Professional Liability Insurance?	YES		
Can you supply client references?	YES		
Do you have a municipality and/or city license?	YES		
Do you occupy an office in a commercial building?	YES		
Are database searches your final source for criminal records?	NO		
Do you normally charge setup or signup fees?	NO		
Do you have minimum purchase requirements?	NO		
Do you require a performance contract for services?	NO		
Are you an Accredited Member of the Better Business Bureau?	YES		
Are you a member of National Association of Professional Background Screeners?	YES		
Are you a member of any professional investigative associations?	YES		
Do you provide FCRA and/or state required documents and forms?	YES		
Can we call your office with questions or to discuss results?	YES		
Can we place orders online anytime 24/7 on a secured web-browser?	YES		
Can we track pending orders and retrieve the final results online?	YES		
Can we build our own reporting format based upon our specific needs?	YES		
Will we be advised as to the best search components for us?	YES		
Are you a full-service HR provider beyond background checks?	YES		