



Protecting Your Core Assets

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Whether you're a start-up or a global enterprise, you've worked hard to establish your organization. From your employees and clients to your company's brand and reputation, **you have assets to protect**. One of the best ways to protect what matters to your organization is by screening prospective employees and candidates. Today, if you're not screening and ensuring quality hires, you're putting your organization at significant risk.

According to Aptitude Research:

- Background checks are **3xs more likely** to improve quality of hire.
- Screening has **more than a 1 in 2 chance** to reduce the costs associated with a bad hire.

Accurate background screens can protect your core assets, including:

Your people.

Your clients.

Your brand.

Physical property.

Your people.

Employees, the heart of your organization, need to be protected. Conducting background screens is the start to protecting them from workplace misconduct, workplace injuries, and potentially toxic employees. According to the Bureau of Labor, **almost 2 million Americans report being victims of workplace violence** annually. The latest Census of Fatal Occupational Injuries (CFOI) also announced that out of the 5,250 fatal U.S. workplace injuries in 2018, 453 were workplace homicides. Accurate screens can help mitigate the risks associated with your employees' workplace.

Your clients.

According to Forrester Research, **63% of customers will leave a company after just one poor experience**—63%! Protect the experiences of your clients by hiring quality talent. Verify the fit of a good candidate and prevent the hire of a bad candidate with pre-employment screening.

Plus, clients entrust companies, like yours, with personal and sensitive information. If your employees frequently interact with customers or customer information, there's an even greater need to ensure that your staff is trustworthy.

Your brand & reputation.

Consumers have a plethora of options available to them; your brand image, however, provides a fundamental way for them to *connect* with your company. Unfortunately, just one negligent hire can damage both your reputation and your bottom line. In 2019, a trucking company was **charged \$54 million** in a lawsuit after a new hire was involved with an accident on the job despite his "disturbing" driving record. One negligent hire, one slip-up, or one lawsuit and your brand is on the line—and once it's lost, it's hard to rebuild.

Physical property.

Each year, billions of dollars worth of inventory are lost due to employee theft. Screening can help you reduce the possibility of theft in your workplace.

Ensure Quality Hires & Reduce Risk with Complete Screens.

The importance of screening may be evident, but many organizations are still vulnerable today. When protecting your assets, take advantage of the variety of screens and services available to your organization.

To ensure a thorough vetting of a candidate, a background screening should explore:

- County Criminal Records
- Federal Criminal Records
- Social Security Address Trace
- Nationwide Sex Offender Registry
- Nationwide Criminal Database

County Criminal Records

The majority of crimes are prosecuted and stored at county courts. Because courts usually do not share records with other jurisdictions, it is crucial to implement a county criminal search on job applicants. The address history from a Social Security Address trace will reveal which counties to search.

Federal Criminal Records

As some types of crimes are prosecuted at the Federal level, they will not be revealed through county or state record searches. Federal cases include crimes that violate Federal law, crimes across state boundaries, and crimes committed on Federal property. Examples of Federal cases include fraud, embezzlement, tax evasion, kidnapping, child pornography, illegal sale of firearms, and drug trafficking. About 5% of criminal records in the U.S. are for Federal offenses and running this check will act as an extra layer of defense against negligent hiring claims.

Social Security Address Trace

This screening tool will report names and addresses associated with the social security number. Applicants don't often disclose *all* of the names or addresses previously used. Verifying this information is a fundamental start to conducting other types of screens.

Nationwide Sex Offender Registry

Because most criminal searches only extend up to seven years, they may not reveal if an applicant has a criminal history as a sex offender. Screening for sex offenders is *especially* important if the candidate will work with vulnerable members of society (children, the disabled, and the elderly) or will have access to people's homes.

Nationwide Criminal Database

While the majority of crimes occur in a person's county of residence, a nationwide search will report if an applicant has committed a crime elsewhere, such as a nearby county or state. A nationwide search examines millions of records, pulling information from counties, department of corrections, and administrative courts.

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