Criminal Database and County Criminal Searches:

Are You Screening Your Background Screening Data Provider?
If Not, You Should Be.

The background screening industry has entered an era of heightened scrutiny and due diligence. Every hiring decision translates into a significant investment by your clients, and they trust you to help mitigate risk that could ultimately make or break their success. This is especially true for criminal database and county criminal background checks. According to the Association of Certified Fraud Examiners, the typical organization loses 5% of its revenue to fraud each year, and that doesn't even address the personal risk to employees and loss of reputation that can result from hiring a poorly screened applicant.

As your company works to deliver the most reliable, up-to-date criminal database and county criminal validation, here's a little secret: your clients are increasingly screening YOU. There has been much ado about background screening companies that are slow to update data, who have incomplete information or flat-out violate privacy standards as outlined by the Fair Credit Reporting Act (FCRA) and the Equal Employment Opportunity Commission (EEOC). Today's growing companies don't want the legal liability associated with making hiring decisions based on outdated or inaccurate information—or be faced with stiff fines associated with failing to comply with ever-changing guidelines. The truth is, neither do you. Background screening companies are increasingly being held accountable for the information they deliver, so it is critical that the criminal and conviction information that builds the foundation of your business is timely, up-to-date, accurate and, most importantly, trust-worthy.

Quick Turnaround

When it comes to screening potential new hires, time is of the essence. Your clients don't want to lose promising prospects because they have moved on to a new opportunity—and they can't afford to waste valuable time pursuing candidates who ultimately don't meet required hiring guidelines. When choosing a background screening data provider, make sure that that the criminal database and county criminal reports you need can be delivered quickly in a usable, accessible format. If a deeper dive is required, the provider should have the resources to examine a potential new hire in greater detail as well.
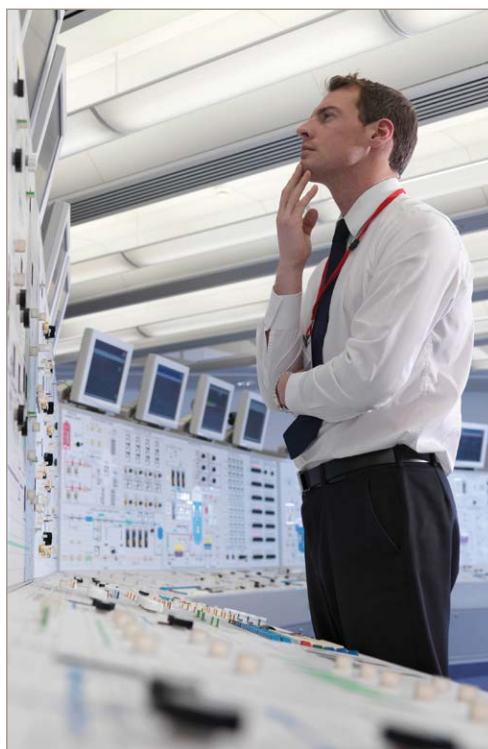
Choosing a Data Provider? Know What You Need.

- **Accurate and complete information.** Make sure the data is as up-to-date as possible to ensure accuracy and timeliness, and has expansive coverage throughout the U.S.

- **Normalized format.** Don't waste time comparing apples-to-oranges. Data should be normalized and standardized for fast and easy consumption.

- **Returns only what is allowed by the FCRA.** Extraneous information will only confuse the issue and opens doors to risk. Make sure you are looking only at information that is legally allowed under the FCRA.

- **EEOC matrix available**. You should be able to easily filter out black marks that violate EEOC requirements. Focus only on criminal database and county criminal records as they apply to specific positions.

Complete and Accurate Data

It is impossible to make a sound and reasonable hiring decision without having the complete picture. Your clients will (understandably) become frustrated if you are only able to deliver part of the information they need. When it comes to criminal database and county validation, the ability to cross county and state lines is critical, as is the ability to access disparate data compiled from multiple sources nationwide that has been standardized for "apples to apples" comparisons. Your background screening data provider should do the hard work— from courthouse lines, microfiches and Intranets to data entry and standardization—so that you can focus on meeting the specific background screening needs of your clients.

DATA THAT IS UPDATED QUARTERLY, ANNUALLY OR EVEN SPORADICALLY IS OF LITTLE USE TO YOU. KNOW WHERE YOUR DATA IS COMING FROM AND HOW OFTEN IT IS BEING UPDATED. CHOOSE A DATA PROVIDER THAT COLLECTS AND NORMALIZES ITS OWN DATA FOR COMPLETE ACCOUNTABILITY.

It's FCRA and EEOC Reportable or Bust

Why confuse the hiring decision-making process for your clients with criminal database and county validation reports that don't comply with current guidelines? Don't complicate the issue by offering data that isn't relevant, necessary or even legal. Find a background screening data provider that uses FCRA and EEOC filters so that the information you see—and what is delivered to your clients—can be legally reported and, depending on where the applicant is located, is applicable with current state laws.

By building a strong data foundation, background screening providers are uniquely positioned to give their clients fair and consistent decision-making tools—all while ensuring the highest levels of accuracy and maintaining compliance. So invite your clients to screen you! By building a foundation of only the most current, relevant and accurate criminal database and county validation data, you'll pass with flying covers.

FOR MORE INFORMATION PLEASE CALL 866-234-4455 OR VISIT CORELOGIC.COM/NBD TODAY

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