


BEST PRACTICES
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What is background screening?

- Process of legally obtaining and consolidating a variety of data sources:
 - Criminal: county, state, national, federal and global
 - Professional: prior employment, licenses, credentials, sanctions
 - Individual: driving, education, references
- Used by employers as part of the hiring decision-making process to evaluate:
 - Background skills
 - Attitudes
 - Aptitudes

Helps ensure new hires make a positive difference




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Why should you get a background check on a candidate?

- Small businesses can be more adversely affected by bad hires than larger organizations
 - The cost to rehire for a position can be as high as 30% of the individual's first-year potential earnings
 - Theft can be a big problem for small business employers – 64% have experienced employee theft with \$20,000 cash stolen on average
 - Legal requirements can be confusing for smaller businesses that want to check the background of potential employees
 - 53% of employees have lied on a resume or job application
 - Benefits of screening include:

<div style="font-size: 24pt; font-weight: bold;">89%</div> <p>kept their talent for at least a year</p>	vs.	<div style="font-size: 24pt; font-weight: bold;">68%</div> <p>who did not typically screen candidates¹</p>	vs.	<div style="font-size: 24pt; font-weight: bold;">75%</div> <p>of employers who didn't screen LOST negligent hiring cases²</p>	vs.	<div style="font-size: 24pt; font-weight: bold;">70%</div> <p>found better candidates</p>	vs.	<div style="font-size: 24pt; font-weight: bold;">51%</div> <p>who did not always check backgrounds³</p>
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¹ "Talent Acquisition Report", Aberdeen Group, August 2010
² "Negligent Hiring: How to reduce your chances of hiring a claim", Zurich American Insurance Company, 2010
³ Society for Human Resource Management, July 16, 2012



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What did small businesses tell us in our research?

- 87% of First Advantage small business survey respondents found the concept of an online background screening service very appealing
- 86% want to complete background checks anytime, anywhere
- 85% would use the service if it were reasonably priced
- 85% want to work with the leader in the background screening industry

Online background screening for small and medium-sized businesses is on target!

- Online background screening survey of 401 owners or co-hiring managers in small businesses with 10 - 500 employees; 45% with fewer than 99 employees
- 1:1 Usability Research to evaluate the key features and overall user experience of the Background Direct solution

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Why First Advantage?

First Advantage is the *world's largest and most trusted* company helping clients make smarter, safer and more compliant people decisions globally.

We conduct more screens, in more countries with more data than anyone else.

- Over 23 million background checks in 235 countries and territories for over 45,000 companies
- Source data from over 352 million databases

We have the industry's most sophisticated global compliance capability.

- Largest compliance staff monitors applicable legislation and new laws to make sure clients are aware of changes with real-time alerts and monthly summaries

We invest more in innovation than our competitors.

- Large investment to create a best-in-industry global technology platform
- Significant support for the small business solution

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