

## SCREENING CONSIDERATIONS

CIA suggests the most compelling reasons why an employer should conduct a background check on prospective and current employees. Implementing a thorough screening process helps employers make the most informed decisions based upon facts.

### Screen Smarter with Clear Investigative Advantage

#### IDENTITY VALIDATION

This is a great tool to establish appropriate areas to search and uncover addresses omitted from the application.

#### CRIMINAL RECORDS

Up-to-date record information is essential, and our nationwide Research Team retrieves real-time data directly from court sources.

#### RESUME AUTHENTICATION

This step is invaluable in showing whether the employee has performed well in previous positions and has developed a positive work reputation.

#### CIA SUPER SEARCH

Database searches can also be valuable as a preliminary and recurring screening tool.

#### ▪ MAKING THE BEST HIRING DECISIONS

- Reduces turnover
- Reduces risk of disruptions
- Increases morale
- Increases productivity

#### ▪ PROVIDING A SAFE WORK ENVIRONMENT

- Protects organizations' assets
- Fosters peace of mind
- Reduces risk of legal liabilities, including failure to perform due diligence, negligent hiring, and equitable treatment of applicant pool

#### ▪ OBSERVING SPECIFIC GUIDELINES

- Complies with rules and regulations mandated by state or federal law for certain industries and as required for FCRA compliance
- Fulfills other legal or contractual obligations specified by company policies

## OUR STATISTICS

The average cost of recruiting, hiring, and training an employee is over \$4,000. A background check including Identity Validation, Criminal Record Searches, Resume Verification, and a Nationwide Database Search is less than 2% of that cost.

- 11% of the **County Criminal Searches** revealed a misdemeanor or felony record
- 39% of **Motor Vehicle Reports** reflected violations and negative driving history
- 38% of **Credit Checks** possessed negative information including Bankruptcy
- 7% of applicants checked had filed a previous **Worker's Compensation** claim
- 7% of the **Drug Tests** administered had positive results
- 69% of human resource professionals found inaccuracies in **Resumes**
- 35% of past **Education Verifications** revealed false or inconsistent information
- 44% of past **Employment Verifications** had inconsistencies regarding start and termination dates as well as positions held

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