



CoreLogic®

Understanding Background Checks

How You Can Help Your Clients Limit Risk and Liability Due to Negligent Hiring Practices

Professional background screeners help clients limit risk and liability from negligent hiring practices

- Are background checks really that important to the hiring process?
- How do your clients look at background checks?
- Do your clients see this as a box to check off the list or as a valuable service?

What is a background check?

- The process of researching and validating criminal records, verifying education, and checking references of an individual.
- Social Security Number (SSN) search
 - Database
 - County
 - Additional items

What can be included in a background check?

- From simple baseline to in-depth searches, background checks can give important details from a person's history which can be predictive of future behavior.
 - Criminal database
 - SSN
 - Terrorist watch lists
 - County
 - Reference checking
 - Education verification
 - Additional

Consider various levels of detail.

- Different positions may warrant special levels of thoroughness.
 - Entry-level vs. executive positions
 - Customer-facing vs. non-customer facing
 - Consider the amount and type of information each position can access

How do background checks help?

- The information extracted from a background report is vital to the hiring process.
- Such information helps your clients:
 - Treat all applicants fairly
 - Make informed staffing decisions
 - Create a safer work environment
 - For employees
 - For customers
 - Limit the risk and liability associated with negligent hiring practices

CoreLogic® Background Data

- CoreLogic Background Data can help design individualized screening programs to fit your clients' specific needs and to reduce their risk from negligent hiring practices.
 - Database searches
 - County criminal searches
 - Motor vehicle records
 - SSN validation
 - Additional services

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