



Criminal Database and County Criminal Searches:

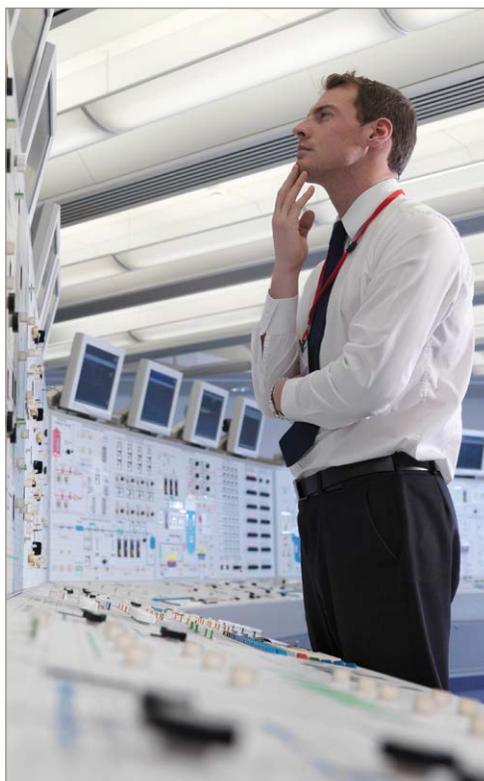
Are Your Clients Screening You?

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 percent of its revenue to fraud each year. In addition, the personal risk to employees and loss of reputation to your client's business from hiring a poorly screened applicant must be considered.

As you work 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. Criticism and scrutiny are increasing with background screening companies that are slow to update data, who have incomplete information or violate standards as outlined by the Fair Credit Reporting Act (FCRA) and the Equal Employment Opportunity Commission (EEOC). Today's growing companies want to avoid the legal liability associated with making hiring decisions based on outdated or inaccurate information — to face a federal investigation for failing to comply with ever-changing guidelines. And neither do you. Background screening companies are increasingly held accountable for the information delivered to their clients. That is why it is critical that the criminal and conviction information that is the basis for 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 to a new opportunity—and can't afford to waste valuable time pursuing candidates who ultimately don't meet required hiring guidelines. So when choosing a background screening data provider, make sure 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 possess the resources to examine a potential new hire in greater detail as well.



BACKGROUND SCREENING

Choosing a Data Provider? What You Need To Know.

- ▶ **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 obsolescence provisions.** 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 records that violate EEOC guidelines. 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 a complete candidate picture. Your clients will understandably become frustrated if you are able to only deliver partial 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 and standardized from multiple sources nationwide to enable “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.

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 enables proper FCRA and EEOC filterings so that the information you deliver to your clients meets current guidelines and, depending on where the applicant is located, is applicable with current state laws.

By building a strong data foundation, a background screening provider can uniquely position themselves 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 colors.

FOR MORE INFORMATION PLEASE CALL 866-234-4455 OR VISIT
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