



# 3 FUNDAMENTALS OF EFFECTIVE BACKGROUND SCREENING

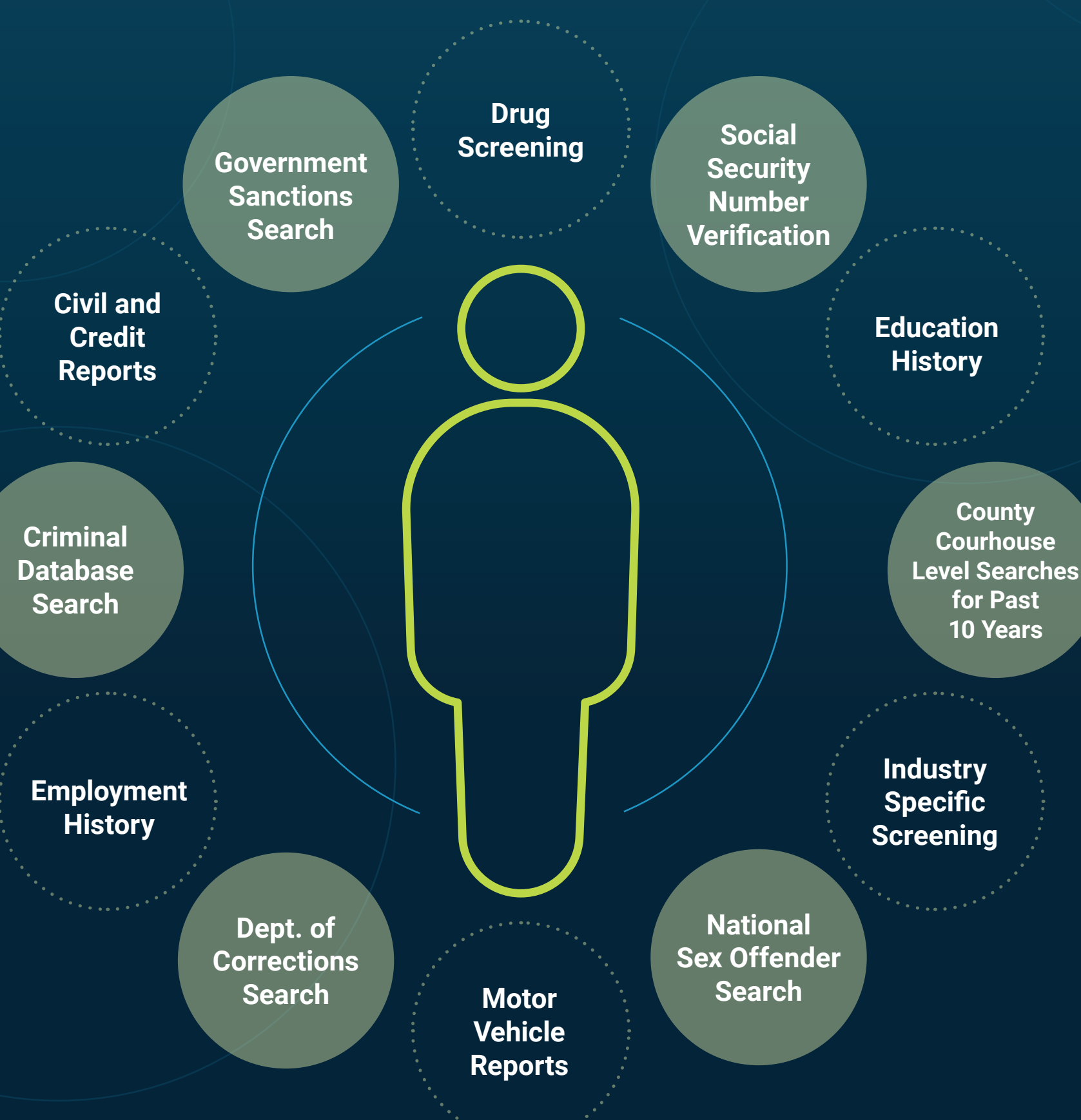
Did you know that the replacement cost of a bad hire is up to 3x the employee's salary? Or that employers lose 75% of negligent hiring lawsuits, and the average settlement of those claims is \$1 million?

An effective background screening program must include THREE components to protect your business, keep you compliant and produce quality hires.

## 1 360° View of Applicants

 = Bare Minimum: Identity verification and criminal history

 = Recommended: Comprehensive background screening program



## 2 Legal Compliance

Compliance is the responsibility of the employer and the background screening company. Choose a background screening provider that is certified FCRA-Compliant.

**Protect Applicant Privacy**

**Contribute to Fair Hiring Practices**

**Educate Applicants about their Rights**



### Why Compliance Matters



### Types of Compliance

**Fair Credit Reporting Act**

**Equal Employment Opportunity Commission Guidance**

**Federal, State and Local Laws**

## 3 Technology

Make sure background screening works with (and enhances) HR technologies you already use.

**Applicant Tracking Systems (ATS) Integration**

**Candidate Portals**

**Bulk Screening Tools**

**Mobile Applicant Tools**

**Data Analytics**



### UP YOUR HIRING GAME.

IntelliCorp understands the importance of finding quality employees and volunteers for your organization.

Discover how we help our clients stay competitive and simplify their hiring processes using the latest technologies and background screening best practices.

### Contact us for a Free Consultation

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