You do the math

And one bad hire can do enormous damage.

And one bad hire can do enormous damage. Even if your firm's reputation or bank account.

The damage is not only to your firm's reputation but also to your bottom line. That may

When you tally the dollars and time it takes to recruit, interview, hire, train, and

The company was found guilty of "negligent hiring." Its owners had to pay $11 million in

When the robbers were hired, the homeowner sued the service. It turned out that the

The cleaning service —

months later to rob the place. Victims never made the connection to the car repair service —

contracts, alarm systems, doors, and windows. Then they left, only to return several

The cleaners never returned, and the homeowner suffered losses totaling $50,000.

That's because they knew a lot about that house and its security. The pair had spent

You can't skip on employee background checks.
Check and balances

York University,

University of New Hampshire and having a master's degree in education from New

Remember short-time future. Home football coach George O'Leary. He was forced to

education. That goes for screening. Incidental deals and VIP candidates, too.

Yet hundreds of job seekers. Rutgers or activity, he hasn't those skills, experience or

By contrast, midsize and small firms are still reluctant to spend resources on screening.

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Tension about background screening.

There are steps that offer access to public and commercial records, including:

1. Check the spelling and grammar. So you can gather background information for yourself.

2. Tension about getting something for

This is, of course, falls into the category of

Technology

INVESTIGATORS FOLLOW UP THE OLD-FASHIONED WAY, BY PHONE AND Wearing out shoe

Many third-party background checks are now completed in three to five days. You can

Every $200 a year. Every $200 a year. Prices are dropping. As technology takes over.

Today, it costs roughly $50 for a professional pre-employment screening. Such searches
Do not, for example, investigate random candidates or applicants who make you
background checks.

want to set clear company policies about screening and select positions that require
investigations under the Act of 1990, among others.

The majority of federal protections for worker privacy and rights are overseen by the Fair
regulations before proceeding.

Keep it Legal

the dates and the questions you ask, while making every reasonable effort to check
information on a resume. "Out of a minimum, you should check information on an application form and verify basic
information."


The need to investigate potential hires seems obvious for certain positions, such as
more broadly, you should consider screening any potential employees who will interface
with the public, work in customers' homes or offices, or handle financial or other sensitive
security and law enforcement, health care, and child care.
All this is why third-party investigators earn their fees. Good ones understand the

libelality that they routinely adopt such reference policies, even for valued ex-employees. And, by the way, if a previous employer will only confirm dates of employment and offer

him or her “reasonable time to rectify the information,”

you must also let the candidate know what you’ve learned, in writing, and give

them specific regulations about investigations that result in an adverse employment

report. Much of it is from public records’ including:

- Employment verification
- Criminal records of interviews with neighbors
- Social security numbers
- Property ownership
- Military service records
- Medical records and workers’ compensation
- Driving records and vehicle registrations
- Credit reports or bankruptcy filings
- Arrests, court or criminal records
- Education records

What to look at

get it,” says Rob Gilbo, who heads the employment section of after & a hidden law firm in

Overall

specific size of type and so on.

Before beginning, you must gather written permission from the candidate. There are strict

idea is to consider a screen for a position, rather than investigate any individual suspicious. This appears arbitrary and discriminatory and could lead to legal trouble. The
Choosing an Investigator

nunues and know all the rules.

You can't skip on employee background checks.

Despite the legal complications, pre-employment screening and background checks seem cheap at the price. Is it really smart to put your firm at risk to save 50 bucks?

"If they say the information is proprietary, or they can't tell you sources, then you should probably walk away," Comick says. "There are no secrets here." Each day, there is a need to handle your firm's records: how to keep the data? How to answer questions you need to ask?