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Employment Background Checks Minimize Hiring Risks

"Employers can minimize their exposure to claims by conducting thorough reference checks and background investigations of job applicants."
- Workforce Magazine

Background Checks

Search Services
Advantages
Why InfoLink?

**Become
a Client**



WORKPLACE VIOLENCE

There are 6 million threats of violence and 2 million workplace assaults each year. 13 people die due to workplace violence every week.

EMPLOYEE THEFT

33% of employees admit to stealing a product or money from jobs in the last three years. The U.S. Chamber of Commerce estimates dishonesty by

PROBLEMS YOU FACE DAILY

[Workplace Violence](#)
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InfoLink minimizes your hiring risks.
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FALSIFIED EMPLOYMENT APPLICATIONS & RESUMES

Applicants tend to stretch the truth. Statistics reveal that near 40% of applications are falsified!

EMPLOYEE TURNOVER

The cost of hiring, training, and then terminating one employee can be very expensive. According to William M. Mercer, Inc., turnover costs a



2002 Applicant Statistics

- 8.9% have a criminal record
- 38.6% have motor vehicle violations including DUI's and possession of drugs
- 35.7% of credit reports have negative information
- 6.5% have filed a worker's compensation claim
- 4.1% test positively for drug use

"InfoLink saved us from disaster. Within the first six weeks of using InfoLink's services, we had four applicants who turned up with criminal records who otherwise would have been hired."

employees costs 1%-2% of gross minimum of \$10,000; 20% of sales. It is estimated that 30% of respondents indicated turnover costs business failures are directly related to exceed \$20,000. employee theft.

NEGLIGENT HIRING LIABILITY

In 1999, Trusted Health was ordered to pay \$26.5 million dollars to the family of a murdered patient. Courts throughout the U.S. declared "prior to the time the employee is actually hired, the employer ... should have known of the employee's unfitness" and is liable if they did not perform an adequate background investigation.

Negligent hiring litigation is a growing problem! Employers lose 72% of all negligent hiring suits and the average jury plaintiff award in employment law cases continues to be in excess of \$1,000,000! Damages are awarded against employers because of the employer's negligence and failure to perform a reasonable search into the employee's background prior to hiring. Courts have ruled that "an employer has a general duty to check criminal records for employees who will have interface with the public, or who could have a foreseeable opportunity to commit a violent crime against someone in the course of their employment."

Today's litigious society has created an environment that requires management to be armed with numerous tools. Many employers currently spend little time verifying the accuracy of employment applications; and, although they would like to adequately screen applicants, the cost to do so has, in the past, been financially prohibitive.

LAWSUITS

A car rental company recently paid \$750,000 to an employee who was raped by a fellow employee.

A guard service was found guilty for inadequately checking a guard's references when the guard helped steal from their client. The charge - negligent hiring as they failed to investigate and the employee had a criminal record. The damages paid were over \$300,000.

An employee who had previously been convicted of passing bad checks forged signatures on sales contracts. The court judged his employer negligent and awarded \$175,000.

After driving for a telephone company for only a week, an employee was involved in a traffic accident. The jury learned that the company never saw the employee's driver's record which had five traffic tickets within 18 months. They awarded the injured party \$550,000.

An Appellate Court awarded \$4 million to a woman who was raped by an employee. His employment application indicated no criminal convictions and the employer did not perform a complete background check.

-Regional Hospital, client since April 1995

"The online service has helped us to hire more quickly and efficiently. It's a really great service."

-National Movie Theater Chain, client since May 2000

Articles

[Taking Chance Out of Hiring Process](#)
(Human Capital, Feb 2002)

[Click Here for additional articles](#)

A hospital was found negligent in hiring a kidney transplant coordinator who was unskilled in reading medical charts. As a result, a patient was given a transplant of a cancerous kidney which resulted in his death.



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