

A woman with dark hair and glasses, wearing a dark blazer over a white shirt, is smiling and shaking hands with an unseen person. The background is blurred, showing what appears to be an office setting. A large, semi-transparent blue and purple diagonal shape is overlaid on the left side of the image.

A SURE WAY

TO QUALITY CANDIDATES

**The Complete Guide to Background
Screenings for Recruiters**

ASURINT 
BACKGROUND SCREENING SOLUTIONS

Recruiting is among an organization's most important functions. Hiring professionals have the arduous job of juggling multiple tasks to ensure they recruit—and retain—the best talent.

From attracting talent to interviewing to extending a job offer, there are many steps to take before hiring your candidate. One of those steps, and often the last hurdle to overcome, is the background screen. At this point, recruiters cannot afford any mistakes or compliance issues and certainly no background check oversights.

Fortunately, there are options for conducting the high-quality background investigations your organization relies on. So let's get to work!



FIND THE FAST LANE

Speed matters in background investigations. After all, recruiters hate losing candidates because they couldn't complete the requisite screenings quickly enough.

That's why Asurint has developed faster, more comprehensive background check capabilities. We've benchmarked our results against the industry standard, **and our screenings for clients are delivered in under a day, on average—24 to 36 hours faster than the typical background search in the job placement sector.**¹

Plus, we do more to accelerate results, optimizing all the details of the background investigation process with:

INSTANT CLEARS²

Historically, turnaround times were slow due to the manual-intensive labor of retrieving court files during a background search. But with Asurint's smart proprietary technology, we've been working with the court systems to make the process faster. Asurint's Direct Court Access gives us coverage that spans about 85% of the U.S. population of those candidates who could be cleared. Same-day hiring is possible!

ATS INTEGRATION

Asurint has integrated with nearly every major ATS software. Recruiters can use the familiar tracking system to request background checks and act on the results as part of a seamless workflow.

ADJUDICATION AUTOMATION

The days of manually sifting through background reports are over. With the Candidate Adjudication Assistant (CAA) recruiters view only *relevant* results. You create criminal record hiring matrices and then select the right one for a particular search. CAA will automatically flag records with associated offenses for a laser-focused review.

TRAINING AND SUPPORT

Never lose time because a team member is struggling to use the Asurint system. Our Screen Team is here to answer any questions you have with premier client support with multi-channel, personalized customer service and comprehensive training.

**OUR SCREENINGS ARE DELIVERED
IN UNDER A DAY, ON AVERAGE**

¹Based on client head-to-head trial study conducted in 2019.

²A "clear" is when a candidate's background search comes back with no reportable criminal history.

THE THREE Cs

OF BACKGROUND INVESTIGATIONS

Speed is important, but there are other factors that define an effective background check. Recruiters must define their screening requirements per the jobs they hire for to get a more complete picture on every candidate, and make hiring decisions only on background information they are legally permitted to consider.

We call these the “three Cs” of background search. Here is how we outperform on them all.

CUSTOMIZED

Each organization has different requirements for employment background investigations. For some, a standard seven-year criminal report is sufficient. Others require license verifications, credit history checks, or other screenings.

Hiring managers may juggle different search profiles depending on the job, complicating the screening process and increasing the likelihood of human error and delays.

Asurint tames the chaos. We partner with you to encapsulate background search parameters for a custom screening package. We then build these search profiles into the system for point-and-click access. Recruiters no longer need to manually select which searches to run for a particular candidate. They can pick the client or industry by name, and the proper background investigation is initiated automatically.

COMPREHENSIVE

An Asurint background investigation is incredibly thorough. In fact, we return 15% more records than the competition, so you never miss a critical background-related issue.³

How do we do it? First of all, we don't rely on the candidate for address history. Using name and social security number information, Asurint's automated search network compiles a complete residency report to help ensure we locate more records from all associated jurisdictions.

From there, our proprietary search engine intelligently recommends the best background search for the candidate. Each county and state handles records differently, but our automated and nimble tech navigates the complexity to conduct the most comprehensive background check.⁴

COMPLIANT

The final step in an Asurint background check is compliance. All results are filtered through a continually updated compliance engine reflecting current local, state, and federal laws pertaining to background investigations. Asurint delivers only the data that we can legally report. Our compliance engine also takes steps to ensure the information we report may be used by agency personnel and their clients in hiring decisions. It's a level of protection many other screening providers can't match.

► **Keep up with compliance across the United States by downloading our comprehensive *50 State Employment & Hiring Law Guide***

³ Rating based on client satisfaction survey results from Jan 1, 2018 – May 31, 2018 and includes 1,390 participants.

⁴ Comprehensiveness of a background screen is dependent on the type of background screen package ordered through Asurint.

GETTING STARTED

BUILDING YOUR SEARCH PROFILES

Recruiters often conduct different background screens for different positions and, in the case of staffing firms, for different clients.

Asurint makes it easy. We partner with you to build custom profiles meeting unique search parameters. Then, when you access the Asurint background screening system, you have convenient, point-and-click access to the full variety of investigations you regularly conduct.

Asurint offers a complete selection of background investigation options and services.

CRIMINAL SEARCHES

Federal criminal search and sanctions list. Identifies federal crimes, such as tax evasion, and reviews national and international lists of suspected terrorists, wanted criminals, and traffickers.

ADDITIONAL SEARCHES AND SERVICES

Other background investigation, verification, and screening services frequently used by staffing agencies include:

Driving records, including commercial drivers' license confirmation and full driving record checks.

Credit history reporting. Provides a view of financial integrity, or positions involving fiduciary or senior leadership responsibilities.

Employment history, professional license verification, and reference checks services. Alternatives to time-consuming in-house research and reference outreach.

Drug testing options. Screens for substance use. Choose from instant drug testing products and lab-based testing services available in over 16,000 locations nationwide.

Occupational health services, from physical exams to lift tests and more.

▶ **Learn more about all of our background screening solutions on our [website](#).**

CONSULT THE EXPERTS

Asurint helps organizations keep pace with a rapidly changing workforce and evolving legal landscape. Turn to us for innovative technologies, in-depth compliance expertise, personalized support, and insights to help you continually improve your hiring processes and decisions.

Learn more at www.asurint.com

