Know who you are hiring with these important background check stats and tips from Background Direct™.

**Why Background Checks are Necessary**

Running a background check on a future employee is not only a smart idea, but can help protect your:

- **reputation**
- **customers & employees**
- **business**

Background checks help you make faster, more confident hiring decisions by giving you a more comprehensive view of your candidate.

**Better Retention Rates**

- **96%** of new hires were retained after the 1st year by companies who regularly checked candidates' backgrounds.
- **68%** by those who may not have screened candidates regularly.

**Saves Money**

- **$18.01 billion** was lost to employee theft in 2013.

**Better Hires**

- **92%** of new hires were ranked as top candidates by companies who regularly checked candidates' backgrounds.
- **51%** by those who may not have screened candidates regularly.

**Protects Your Business**

- **66%** of total illicit drug users are employed either full or part time.
- **43% of companies** report that the major risks of not screening are potential legal action and damage to brand reputation.

**Different Types of Background Checks**

Some common background checks an employer can conduct include:

- **Criminal**: 70+ MILLION US CITIZENS have a criminal history.
Background Direct is powered by First Advantage, the global leader in employment screening for 20+ years, with 45,000+ clients worldwide.

Background Direct offers customizable, flexible, and affordable background check packages.

Background Direct is built around the needs of small business owners and hiring managers.

**Partner with a Trusted Leader**

**Database Search**
- Includes databases compiled by private companies with criminal record information
- Broadest of all criminal searches
- **TIP:** Run this search if you want to start off with the basics

**Courthouse Search**
- Includes both county and federal
- 37% of companies report being unsure about when to run a federal criminal search vs. a county search
- **TIP:** Ask questions about which records are available in your desired areas

**State Repository Search**
- A manual, in-person search of a state's central repository
- **TIP:** Run this search for further accuracy or details

**Social Security Number Validation**
- Confirms the candidate provided SSN and discloses aliases and addresses related to the number
- Generally the first search executed

**Sex Offender Registry Search**
- Helps confirm that your candidate is not included on a sex offender register locally or nationally
- Frequent searches
- **DID YOU KNOW:** THERE ARE 747,000+ registered sex offenders in the United States?
- **TIP:** Run this search if you want to start off with the basics

**Employment Verification**
- Helps confirm a candidate's employment history including:
  - Employer Name & Address
  - Dates Employed
  - Full- or Part-Time Status
  - Job Title
  - Voluntary or Involuntary Termination

**Licensing Verification**
- Verifies a candidate's professional credentials including:
  - License
  - Registration
  - Certification
  - Sanctions/Restrictions
  - Important for positions in healthcare, legal, insurance, financial, and accounting

**Motor Vehicle**
- Verifies a candidate's driving record information including:
  - Restrictions/violations
  - Convictions/license revocations
  - Accidents

**TIP:** Ask questions about which records are available in your desired areas

Can help reduce company risk if candidate is required to drive a company car or a rented vehicle

**Sources:**
1 CareerBuilder.com, 2014  
2 Talent Acquisition Strategies, 2010  
3 Global Retail Theft Barometer.com, 2014  
4 Zurich American Insurance Company, 2010  
5 National Survey on Drug Use and Health, 2010  
6 TechValidate Survey, 2014  
7 NELP.org  
8 SexOffenderMap.org

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