

5 Signs You Need to Dump Your Background Checking Company



How long have you been with your current employee screening vendor? Is your relationship strained or lacking the passion it once had? You may not even be aware that it's time for you to kick them to the curb. Don't worry – that's what we're here for. Sometimes, we all need a girlfriend to point out the bad when we're blinded by the "good."

Let's face it – we've all been guilty of staying with a vendor longer than we should have. Sometimes it's because they have been there from the beginning and times we're simply afraid of looking for something new. But is it worth your sanity (and your hard-earned money!) to stay with the wrong one?



5 Warning Signs

1

They're coming too soon

Your report is always on time, just like your dream guy. What could be wrong with that? Sometimes, it takes longer than you might think to find The One. The same is true for finding the right information on your applicants. KRESS completes over 85% of all reports in 24 hours, but some applicants will always take some digging.

When you receive every background check within 24 hours or less, this is a major red flag! It tells you that your vendor is only running a simple database check. Across the country, there are many towns and small counties that do not deposit their records into a database. Those counties require someone to go to the courthouse to access that information. The chances of that happening in 24 hours are slim. Sometimes, just like true love, true facts can take time!

2

They're too good to be true... Way too good

Your reports have all employers and education verified each and every time. Well, not every guy you meet will be perfect. While the candidate may be perfect, proving they are isn't always possible. Let's look at why:

Have you ever known a business to close? Yes. In that instance, a vendor can tell you a business existed but when, how long, or if your candidate truly worked there they cannot. How about Education? Schools also close. Approximately **1,840** schools close in one year this makes gathering those diplomas difficult and sometimes impossible. In fact, **56%** employers will find applicants who lie on their resume.

3

They cut corners, turning what should be a cheap date into an expensive nightmare

Are you using a one-page release your current vendor gave you? When looking for the perfect partner, you should look for one who puts your health before theirs. In this case, we're talking financial health. If you're not using the right form, you could be opening yourself up to a lawsuit. You may have heard of **Whole Foods** and their background check lawsuit in 2015, which they settled for a whopping \$803,000. The FCRA governs background checking. Have you ever read anything from the FCRA that was 1 page? Neither have we. The fact is, a good vendor will be honest and want to protect you from a nightmare lawsuit.

A great vendor knows it's better to be honest and give you a complete release, even if it means disappointing you. Honesty is always the best policy, and if a candidate wants the job they will fill out whatever you give them with a smile. You're worth it!

4

They can't keep their facts straight

Is your vendor name dropping to impress you? You know what we're talking about. You look at a report, and it's full of additional names and information followed by "this may or may not be your candidate." A partner who truly cares about you will start the job AND finish it! When we see this on a report, we just think "great, now we have to finish what they started." If you don't have the background check redone, you're sitting around reading five pages of names that may or may not be my candidate. The next time you see this, here's how you respond: "I don't have time for this. Do the job I am paying you for." Because the fact is: you deserve the best!

5

They expose you to the dangers of SSTs

Is your vendor exposing you to possible danger when doing a Social Security Trace? If your SST page tells you more than where they currently live it could be setting you up. You could be held liable for any Identity theft issues that may arise with this candidate in the future. Trust us, your mother was right when she said "less is more!"

If you found yourself saying yes to any of these, it's time you had the "it's not me, it's you" conversation with your current applicant screening company.

Not all vendors are the same. It's important to find one that you trust preferably one that is **NAPBS** certified. You may or may not have found your dream partner, but the perfect background checking company is only a click away. For a complimentary comparison of your current vendor and KRESS, call today.