



SOCIAL MEDIA SCREENING DONE RIGHT

A Compliant and Thorough HR Tool

KRESS' Social Media Screening is a background screening solution that utilizes web and social data. We help companies leverage bias-free public content in their employment decisions without a messy, complicated workflow to accomplish compliant screening practices with values-based goals.

Intolerance, sexism, and violence are leading concerns at all levels of the employee lifecycle. Our Social Media Screening HR solution summarizes problematic online behavior and complements existing background screenings to identify trustworthy job candidates for a safe and productive workplace.

Avoid hiring a job candidate that:

- Demonstrates acts of racism or intolerance.
- Demonstrates acts of illegal activity.
- Demonstrates violent conduct.
- Promotes sexually explicit material.

The Benefits of Social Media Screening:

- EEOC and FCRA compliant, as well as state privacy laws
- Ensures job candidate is identified with name, date of birth, email, and more to guarantee accuracy
- Offers a better sense of the job candidate's values and morals thus proving if they are right fit for workplace culture
- Employers should be aware if a job candidate has shared offensive content on social media platforms that promotes intolerance, illegal activity, violence, or is explicit. This type of behavior can adversely affect the workplace.
- Provides insights to job candidate without prying into their personal life so the job candidate can rest easy
- Employers can rest easy with KRESS' automated adverse action if adverse action is found, as it plays an integral role in social media screening



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How Our Social Media Screening Works:



We combine innovative technology with human intelligence to identify any flagged information, so employers and hiring managers can make a well-informed hiring decision. Our reports are 100-percent FCRA and EEOC compliant and act in accordance with the data privacy law. We do not use web scraping services, bots, or misuse user data. The key to our accurate social media screenings are our partnerships with social media platforms to ensure compliance with user terms and conditions.

The KRESS difference of Social Media Screening:

- Business related actionable results
- Accurate, relevant data
- Automated workflow
- Adjudication decision training program
- AI + human analytics
- Only online screening provider FCRA, EEOC, and data privacy law compliant

Cutting Edge Technology

Our social media screening enables an efficient and accurate analysis of all types of media from text, images to videos—in the appropriate consideration of context of parody, sarcasm, or innuendo.

User Compliance

No scraping, bots or misuse of user data. KRESS partners with social media platforms to ensure compliance with user terms and conditions.

Beyond Screening

Our team of HR experts provide a personal touch customer support to apply online data to your screening workflow, code of conduct, and policies.

Comprehensive Insight

Every KRESS social media screening report includes an analysis and categorized supplemental data of publicly available problematic content in the context in which it was shared.

Talk to an HR expert at KRESS who can help create and implement a social media screening policy that fits your company's needs. You are our priority, and our job is to make your job easier—that's the KRESS difference.

Hire with confidence when you partner with KRESS

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KRESS Social Media Screening service provides actionable social media data to enhance traditional background checks by amplifying and accelerating risk mitigation procedures.



Demonstrations of racism or intolerance

Employers get a better sense of the job candidate's values and morals thus proving if they are right fit for workplace culture.

42%

of US employees have experienced or seen racism at work



Potentially illegal activity

Identify any flagged information, so employers and hiring managers can make a well-informed hiring decision.

30%

of companies will not hire a candidate that has online criminal behavior



Potentially violent conduct

Complements existing background screenings to identify trustworthy job candidates for a safe and productive workplace.

1.5M

workplace violence cases are reported each year on average.



Sexually explicit material

Provides insight to the employer of this type of behavior which can adversely affect the workplace.

32%

of employees don't know jokes could be a form of sexual harassment.

SEARCH:

Augmented AI and human expert analytics are utilized to identify a subject's online presence.

REVIEW:

Publicly available content is reviewed for violence, intolerance, illegal activity, and sexually explicit material.

COMPOSE:

Each report is composed with a summary of examples including screen shots of adverse, actionable content.

ENSURE:

A unique Protected Class Safety Feature is applied to each report, redacting protected class information pertaining to the subject.

DELIVER:

We deliver a concise report of relevant data for unbiased, informed hiring in 24 hours or less.



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