



# Why Employment Screening Is Right For You

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We are the products of our past!

The collection of experiences, good and bad, that defines our past does not necessarily determine our future. However, background is clearly an indicator of what a person can and will become. The employer interviewing applicants has an obligation to know the fundamental facts in the applicant's background that can play a role in their future relationship.

The standard source for obtaining the background information for the job candidate is quickly becoming unavailable. Lawsuits lodged by applicants against previous employers are on the rise and have virtually shut off the transference of useful information from former employers to a prospective employer. Unfortunately, interviewing also has its limitations because the applicants who are most impressive at interviewing are often the same people who are most adept at deceiving potential employers. All too often, we hear stories about the person who did well at the job interview but became someone quite different after a few months on the job when their lack of ability grew obvious. The hiring professional's goal is to find the applicant who can best demonstrate the required skills as well as the temperament and emotional demeanor to be successful in the available position.

Employee screening is now even more important due to many factors including the liability employers face under the legal doctrine of "negligent hiring." Our courts are accepting the premise that some specifics in an employee's background should disqualify them immediately for a given position. Technological advances (flash drives, internet, email, etc) in the work place also greatly increase the dangers of hiring unqualified or unethical workers. With the growing number of computer savvy employees, a company's valuable confidential information and intellectual property is at risk more than ever before. Sound background investigations can identify most undesirable and high-risk applicants and contribute to a more confident hiring process.

## What is a background check?

A background check is a view into the last seven years of an applicant's past, including among other things, criminal, civil, Social Security, credit and employment history.

## Employee Screening Benefits Include:

- Reduce Turnover Costs**  
Long-term employee retention is a major component of a successful and profitable company. The employer is able to focus their money and energy on growing the business instead of hiring and training staff.
- Customer Relations**  
Customers prefer establishing a long-term association with your staff. Minimal employee turnover contributes to customer familiarity, as well as increased comfort levels and trust that are unique to those relationships.
- Create A Safe Working Environment**  
Proper screening of current and new employees help to ensure the employer is not putting current employees at risk from individuals with a history of violence, drug abuse, neglect or theft.
- Loss Prevention**  
Annually, employee theft costs U.S. businesses more than \$3 billion and internal losses are increasing by about 15% each year. If even a single incident is prevented, employee screening pays for itself many times over.

From initial employment screening to in depth checks of personal and professional references to Live Scan Fingerprinting let California Fingerprinting Authority back your organization with our real time support and a solid foundation of investigation and background search expertise. Our proficiencies allows us to offer you a broad range of products to match any industry or budget including, retail, construction, healthcare, and corporate business. Our programs are efficient, effective and FCRA compliant.

The better we do our job of helping you find qualified employees, the less often you will need our services in the future. Some of our most successful customers seldom require our assistance!

**“Let us help you hire the right people the first time”**

**California Fingerprinting Authority (CFA)** has provided a direct route for government agencies, corporations, and small to large businesses to increase their quality of hire through Live Scan Fingerprinting and our customized employee screening process, professional verifications and quick turnaround. The greatest indicator of future behavior is past behavior, and conducting background checks is a logical tool in increasing chances of hiring solid employees and decreasing overall company liability through negligent hiring. For employers dedicated to finding higher quality employees, CFA has become the preferred source.