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"It's What You Know"

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## Employment Screening Predictor **FAQ**

### **Why should I hire an employment screening agency?**

Violence, theft, and criminal activity are real risks in the workplace. In addition to asking about criminal records on their job applications, many employers now work with a professional screening agency to perform criminal background checks on applicants and employees. This helps to verify applicants' claims and protect the company and its people.

### **Isn't employment screening expensive, especially in businesses like ours that experience a lot of turnover?**

The actual cost of a background check is typically less than the cost of the employee's wage on the first day of employment. With the benefits of minimizing risk and protecting against negligent hiring suits that can cost hundreds of thousands of dollars, the cost is minimal. In fact, doing a background check can help to lower your turnover rate, as you have a powerful tool in making a decision that gets you the right applicant the first time. The result: a considerable savings in interviewing, training, and advertising costs, as well as confidence that you have done your due diligence in the hiring process.

### **What is the turnaround time on reports from ACRANet? I'm afraid my candidate will accept another position if I don't make an offer today.**

Turnaround time depends on the reports requested, with most coming back within 24 hours. There are several report packages available, based on your company's needs, and an account executive can help you determine which is the best fit for your business. If you are concerned about turnaround time, consider making an offer that is "contingent" upon the results of the background check. This will protect you and ensure you hire only qualified employees.

### **What if the applicant/employee won't sign the authorization form?**

Applicants and employees who refuse to sign the release form are likely saving you time and money. It's fairly easy to make hiring practices contingent upon passing the background check, and you should consider seeking legal counsel about setting up a company policy regarding screenings for both applicants and employees. Once an authorization form has been signed, it covers the entire tenure of employment and provides opportunities to screen employees for promotions, driving positions, or other reasons based on your specific needs.