

CASE STUDY

Large Municipality HR Department

"This poor guy had been working for us the past 6 summers. He worked in our swim facility and was around kids all day. Nothing had ever shown up on his background check report with our previous vendor.

He seems like such a nice young man. I feel bad for him. On the other hand, if something had happened and we missed it, it would have been really bad.

Thank You First Check !"

Debbie

HR Analyst

Large Municipality
Texas

The details of this case study are true. For privacy and sensitivity reasons, we are unable to disclose any other information about the client or the applicant.

First Check Uncovers Criminal Record Missed By Competition *City Decision To Use FC Pays Off*

First Check Applicant Screening is dedicated to providing the best in applicant screening products and technology. Customizing every solution to meet the needs of its clients, First Check is committed to offering completely integrated applicant screening tools nationwide. Find additional information about First Check at www.firstcheck.com or call **888.588.2525**.

CUSTOMER PROFILE

Located in Texas, this city of almost 100,000 employees 800 people. They screen 100% of their job applicants and use various reports depending on the position for which they are hiring.

THE SITUATION

The municipality had been using the same national vendor for the past 6 years. The vendor had assured them their background checks contained criminal searches for their local county. After taking advantage of a no cost trial account period with First Check, the city decided to make First Check its background check provider.

First Check uncovered a conviction on an applicant that had worked for the city for the past 6 summers on one of the first reports that was ordered. The city's previous vendor had screened the same employee 6 times and never uncovered the conviction.

SOLUTIONS / RESULTS

First Check was able to provide our new client with:

- **Direct County Verifications**

Many of our reports include direct county verifications. Direct verifications are *the* most reliable way to check an applicant's criminal history. The county court generally has the most updated and current criminal record information for the residents of that county.

- **Beyond Instant Data**

Instant database searches do have a place in

an organization's applicant screening strategy. It's just that they need to be augmented with other searches. A good way to look at an instant database search is that it searches a mile wide and an inch deep. It may cover a lot of different areas, but it does not check each area in depth.

- **Quick Turn Around Time**

Most of our reports are completed within 24 hours. Many are completed within 4 hours. If part of your package contains instant data such as a ssn - address history search, a driving record search, etc. - it will be returned instantly.

- **Verified Data - Compliance**

Our reports are FCRA compliant and we provide you with pre and post adverse action letters to help you stay compliant. We also verify any adverse information that we report with two sources before reporting it. We also work closely with your consumers who dispute the information on their report or who may need help with learning exactly what is being reported.

- **Technology - Ease Of Use**

Our secure web site and easy to use system make it easy to screen your applicants.

FUTURE FORWARD

At this time, the municipality has completely stopped using their previous vendor and is now screening all their applicants through First Check Applicant Screening. As an added bonus, they also report that the pricing they received from First Check was well below their prior vendor pricing resulting in a 35% savings in their screening cost.

