

## Total HR Partners with Investigative Firm to Offer Background Checks for Pre-Employment Screening

You can only find out so much about a prospective employee during the face to face interview process. Employers are often left wondering about a potential criminal history or whether the person has lied about his or her credentials. A recent study conducted by ABI showed that 12.6% of applicants that were screened had an undisclosed criminal record and that 20% of applicants flat out lie on their applications.

So how do you protect yourself and your business? One option is to institute a policy of pre-employment background checks for all job applicants. Total HR has partnered with Safety Investigative Services, a firm with a solid reputation in the field of investigative services to make this service available to our client employers.

Prices for this service are very reasonable and will vary depending on the type of background check you want to conduct, however here is a sample of the investigations available and the cost for each:

- Prior Employment Verification \$15 per applicant  
*Verifies dates of service last job title, salary and if the applicant is eligible for rehire.*
- Social Security Number Verification \$15 per applicant  
*Verifies the validity of the Social Security Number, in what state it was issued and what year it was issued.*
- Workers Compensation Claims Check \$15 per applicant  
*Details any Workers' Compensation claims associated with the applicant's Social Security number.*
- Criminal Record Check \$30 per applicant  
*Will list any misdemeanors, felonies, vehicle code and penal code violations.*

**Please contact James Harwood at (818) 248-0049**, if you are interested in establishing a pre-employment background check policy. There are very specific requirements for employers when instituting background investigation programs pursuant to the Fair Credit Reporting Act and State Civil Codes. Total HR will partner with you to ensure compliance with these laws.