Top 10 Pre-Employment Screening Consulting/Services Companies - 2019

In today's fast-paced global business environment, hiring a candidate that is a good fit in all aspects is not an easy task. Recruiters have a lot at stake every time they fill a vacant position because hiring the wrong person can result in detrimental consequences for an organization. This is where efficient employee background check and screening programs help. Pre-employment background screening service providers enable employers to get a clearer picture of a candidate irrespective of the information shared by them during the interview process.

By getting a horde of services that include drug testing, lie detector tests, credit history screening, employment verification, education verification, and medical records verification, done on behalf of a company, these providers are making their jobs easier. HR managers can outsource employment verification to verify and validate a candidate's previous employment details listed on resumes and job applications. This allows the recruitment teams to decide if the candidate is a great long-term investment for the organization just by looking at the reports delivered by the screening service provider.

With a comprehensive view of the different employment screening services, this edition of HR Tech Outlook brings to you the "Top 10 Pre-Employment Screening Service/Consulting Companies-2019." A distinguished panel comprising CEOs, CIOs, CHROs, and analysts, along with HR Tech Outlook's editorial board has assessed several background screening services companies and shortlisted the ones that are distinctively prominent in the field. The companies listed here showcase extensive business knowledge and exhibit competence in delivering innovative services that meet the needs of the customers.

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TOP 10
PRE-EMPLOYMENT
SCREENING
CONSULTING/SERVICES COMPANIES - 2019

An annual listing of 10 companies that are at the forefront of tackling customer challenges

Company:
SELECTiON.COM

Description:
SELECTiON.COM offers pre-employment screening software and the largest network of in-house researchers with the fastest turnaround on background checks and drug screening

Key Person:
John P. Hart
Chairman

Website:
selection.com

SELECTiON.COM
Redefining SELECTiON.COM® for the Right Candidate

"As a business owner or manager, hiring the wrong person is the most costly mistake you can make."- Brian Tracy.

Due to the shrinking labor pool, recruitment managers are facing various difficulties in selecting the best candidates. While rushing to close a position, managers oftentimes overlook the numerous stages of background verifications. In doing this, they disregard the potential dangers that could negatively affect an organization. A wrong recruit can cost companies financial setbacks, tarnish brand image, and cause high attrition rates.

Before making the final selection, there are innumerable processes that need to be marked off the checklist. Taking over this daunting task of verifications, SELECTiON.COM®, a Veteran owned business founded and located in Cincinnati, Ohio, helps companies to make the best choices with their pre-employment background screening services. SELECTiON.COM®'s software performs multiple background checks against a comprehensive database that contains information collated from courts and municipalities countrywide. The company provides quality pre-employment screening with the flexibility to integrate other companies' applicant tracking systems.

> *Customer satisfaction is at the forefront of everything we do, notwithstanding the cost or time that it involves to put the solution in place*

SELECTiON.COM®'s flagship product, Search America®, has been evolving over two decades as a proprietary database that maintains high standards of quality data. The SELECTiON.COM® team verifies the information for authenticity before uploading it into the database. "SELECTiON.COM®'s software is credited with in-house development. The software does not use any third-party products and upholds compliance with all of the legal aspects of businesses," states John P. Hart, chairman of SELECTiON.COM®. The company has a department dedicated to studying the different laws in place, and it ensures that clients are protected, made aware of these laws and the possible impacts of unfavorable circumstances. The information provided in the database is secure and formatted according to all of the different legal specifications.

To ensure quality data, the database is updated on a daily/monthly basis, and information on the candidates is checked for accuracy. Hart explains, "With identification documents such as PII and social security numbers no longer relied on, our algorithms search through nationwide databases to verify the information in order to avoid chances of misinformation."

Hart credits SELECTiON.COM®'s success to their incredibly talented team. The team members have been a part of the organization for an average of thirteen years, adding credibility to the organization. "A lot of companies do what we do, but the longevity and quality of the team that we have in order to implement the services that we provide is what makes us different," says Hart. "Customer satisfaction is at the forefront of everything we do, notwithstanding the cost or time that it involves to put the solution in place."

The inherent culture of SELECTiON.COM® is embedded in our satisfaction statement:

"What separates true customer satisfaction from mere lip service is the willingness to put the SELECTiON.COM® customer FIRST in everything we do."

Since inception, SELECTiON.COM® has been working with thousands of organizations across industry segments, including non-profitable organizations. Hart cites their association with the Catholic Church, where every diocese uses methods such as state repositories for fingerprinting and FBI background checks for verification of the resources in their organizations. One of the dioceses ran a background check using SELECTiON.COM®'s system, and the result returned with 12 candidates as high-risk candidates. These individuals had sex offenses that were not reported by the FBI or state repositories. Due to the accuracy of the results, SELECTiON.COM® is providing services to almost forty-five percent of the dioceses, and this customer base continues to grow steadily due to the quality of the services offered.

The upcoming year looks promising, as the team is focusing on upgrading and strengthening the internal and external security of the database. SELECTiON.COM® was recently accredited by the NAPBS. Additionally, ISO certification is in process with further investment on the infrastructure to help companies select the right candidates. **HR**