

5 WAYS MOST BACKGROUND SCREENING COMPANIES ARE RIPPING YOU OFF



Orange Tree



Recruiters like you know how critical it is to partner with a background screening company who does their job, so you can stay focused on what you do best.

It sounds easy enough, right?

- ✓ Find A Company.
- ✓ Write A Contract.
- ✓ Let Them Handle The Background Checks.

Yes, it sounds simple. The problem is, most recruiters don't know they are actually getting ripped off in the process. The truth is — time is money. **Also, money is money!**

Should you choose the wrong vendor, there are several unforeseen costs that we think you should know about.

You need more than a background screening company. You deserve a partner who has your best interest in mind and can maximize value for years to come.

In this quick guide, we'll highlight five costly areas you need to be aware of as you are searching for the right background screening partner for your business.

**When you land the right partner,
you'll hire candidates faster, save more money,
and be recognized as the best in your field.**

1. WASTED TIME AND ENERGY

Getting ripped off is about more than money out the door.

As we've already stated — time is money. So is energy and focus. Losing these finite resources can be the unfortunate consequence of choosing the wrong partner.

For example, with many background screening providers, you'd be surprised to discover how involved YOU will have to be in the process.

Consider these common and costly screening flaws:

Lack of Follow-up Process When your partner doesn't get in touch with your candidate, you are left waiting with an unfilled position.

Not Handling Your Candidate's Questions If your candidate has questions regarding their background check, you are often the one expected to answer them.

Incomplete Verifications When your provider stops short of doing their job, the verifications fall back into your lap.

Leaving You with Scheduling Even after you order the background check, many partners expect you to be the one to schedule the drug test.

Not Resolving Inaccuracies If your candidate accidentally submits one wrong digit, you are left troubleshooting the issue.

When you're stuck tracking down the progress for each job candidate, you are not able to use your energy and focus on what you do best - hiring people.

Talk through the above scenarios with your background screening partner and get a clear picture of how involved you will need to be. You don't want to waste precious time and energy dealing with things they should be handling.

We believe you deserve a partner who works to preserve your finite time and energy.

2. LIMITED SUCCESS

The most insidious cost you will experience from a bad partnership is not one you can see on paper. It won't show up in a contract or an invoice. You might not even detect it for the first year or two.

This has to do with your long-term success.

Here's a startling statistic:

**60% of Job
Candidates Go With
Their First Offer**



This means that if your background check isn't completed first, it is likely that your best candidates will go with other offers.

When a background screening company is inefficient with their processes, clumsy with their candidate experience, and all-around “slow to the punch,” there is only one person who pays — YOU.

Over time, a bad partner will not only cost you in revenue but will leave positions unfilled, damaging your reputation as an effective recruiter.

You want a background screening partner who prioritizes turnaround time, allowing you to fill positions with the best candidates so your company can produce revenue for years to come.

3. HIDDEN FEES

Let's assume you've found a background screening company that fits your needs.

When you first lay your eyes on their proposal, everything might appear perfectly ordered and easy to understand.

But you'll find, there is often a difference between what you see on the proposal and what you see on your first invoice. When you confront the vendor about this, you discover that a "few extra fees" have been tacked on to the bill.

Here are some of the hidden fees, to name only a few:

Data entry | **eSignature** | **System usage** | **Monthly service**



Hiding fees in the fine print isn't right.

We show the exact price upfront so you know what to expect.

Of course, they will provide a "reasonable" explanation for every new line item. But the crime here is that the vendor assumed you would overlook the details and be compliant with the additional cost. This is plain wrong.

Before hiring a background screening provider, we encourage you to read your proposals and demand that the invoice matches what you were sold.

The last thing you want is for the details buried in the documentation to bring additional and unexpected costs that hurt your bottom line.

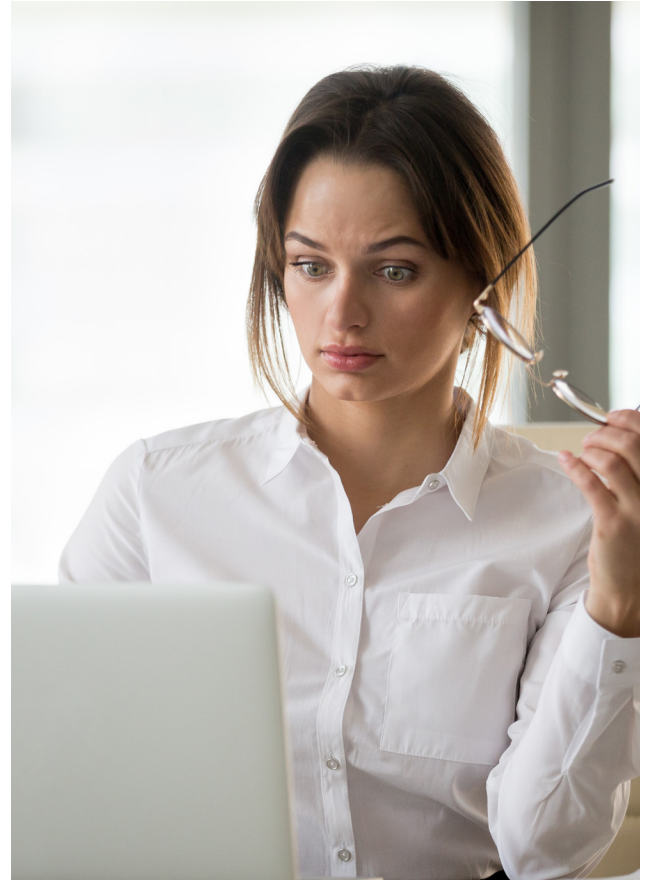
4. AMBIGUOUS SCOPE

There are few things more frustrating than paying good money and then realizing you don't know what you're actually getting in return.

Many contracts today are loaded with vague and confusing terms intended to sound valuable but are not clear enough to be helpful.

For example:

- » Alias search, current county only.
- » Up to 3 counties or up to 2 employments.
- » Max 3 aliases.



Not only is this kind of language unhelpful, but an ambiguous scope of work leaves too much room for reinterpretation. You want to avoid the possibility of being told that the services you really need will cost more.

We believe there should be no surprises with your background screening partner.

Before signing a contract, think one or two years into the future. Begin to anticipate what your growing needs will be. Come prepared to present a variety of scenarios to see how your potential screening partner will respond.

In the contract, read every footnote and create a list of specific questions. This will help you get the clarity you deserve, so you know what you can expect from your partner.

5. BINDING CONTRACT

In a great partnership, everyone wins.

On the one hand, you want to be a great client — prompt, communicative, and enjoyable. On the other hand, your screening partner must have your best interest in mind for the long haul.

One aspect that too many recruiters fail to consider is the length of the contract. For many background screening providers, it is common to require a minimum commitment of 36 months. That’s three years!

Even if they promise you world-class service at a competitive rate, you must fight to preserve an essential ingredient to your long-term success — flexibility.

A multi-year contract can affect you in three costly ways:

FINED for early termination	PAY for missing volume projections	LOCKED into annual price increases
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While a long-term agreement is not an uncommon practice, it fails to take into consideration the growing needs of your company. As you know, much can change in three years.

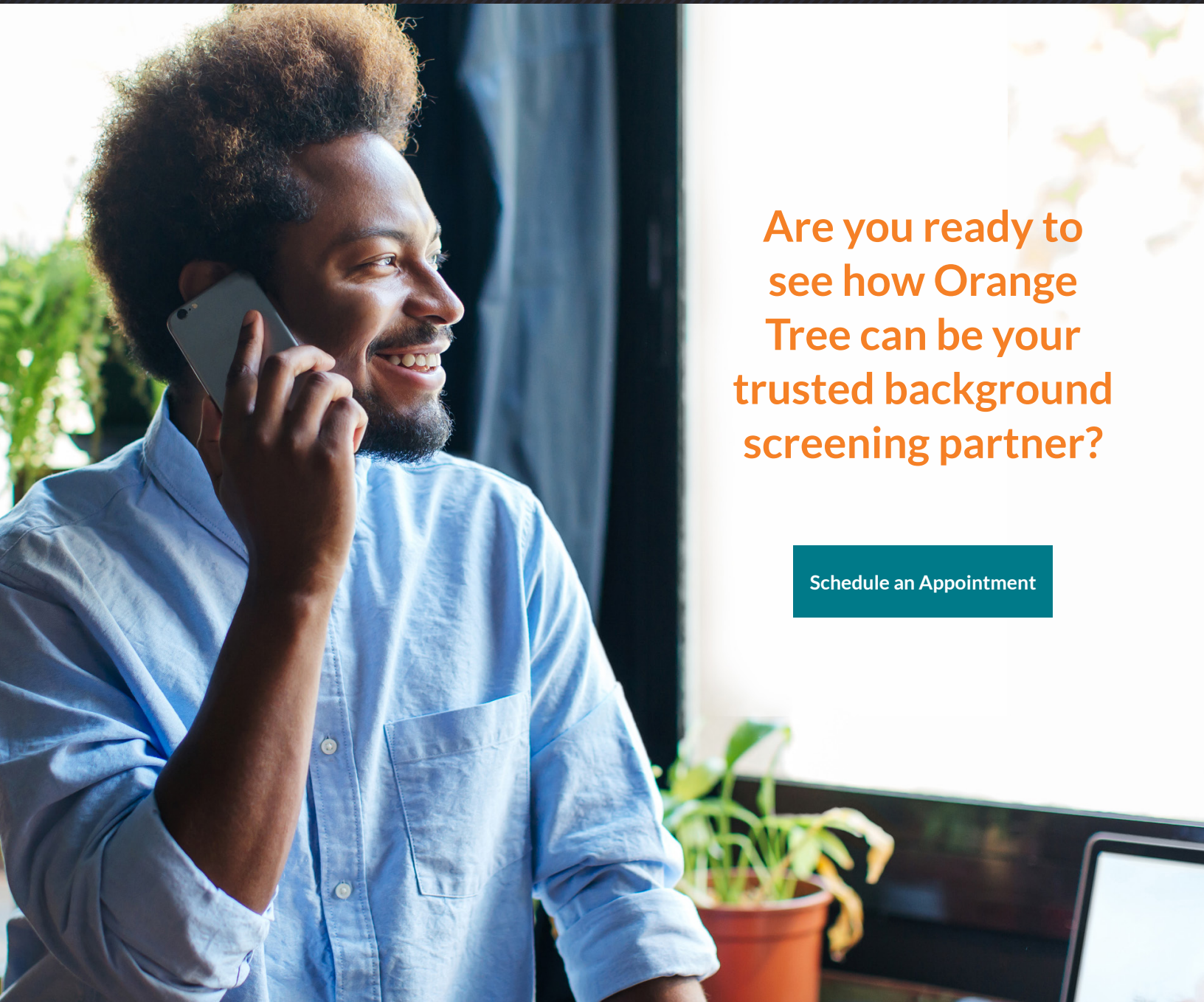
We believe you need the flexibility to do what’s best for your long-term success.

Before signing with your background screening partner, make sure you are clear on the terms of your contract. Reach an agreement that gives you more control, allowing you to make the best possible decisions for your company.

After all, it’s too late to find this out three months into a 36-month contract!

DON'T RISK GETTING RIPPED OFF!

Now, more than ever, people are looking to you to get positions filled. You deserve a partner who is clear, effective and helps you hire quickly.



Are you ready to
see how Orange
Tree can be your
trusted background
screening partner?

[Schedule an Appointment](#)