

SOLUTIONS

NATIONAL CRIMINAL DATABASE

Performing a national criminal background check is the most comprehensive way to search almost the entire country in one search. A National Criminal Database search draws from over 505 million records from thousands of jurisdictions, including databases with terrorist and sex offender information. Any records returned from our National Criminal Databases Check are matched against information from our SSN Trace + Address History check to verify that the record belongs to the candidate of employee you're screening.

COUNTY CRIMINAL RECORDS

County searches are advantageous due to the depth of its search. It is the most precise search, managed and administered by a local researcher physically. County searches are recommended along with Multi-State Criminal Searches to get the most comprehensive search available.

STATEWIDE CRIMINAL RECORD SEARCH

Statewide Criminal Record Searches broaden the geographic coverage limits of County Criminal Record Checks. They extend the geographical area being searched for potential criminal history records from the county level to the state level. They are an excellent research tool since they cast a wider net for possible criminal records.

PAST ADDRESS & SOCIAL SECURITY TRACE

The past address and social security trace is a search that pulls a list of past addresses based on a person's name and Social Security Number (SSN). If there are alternate names (aliases or also known as [AKA]) these are also reported.



NATIONAL SEX OFFENDER REGISTRY

Avoid putting other employees at risk and let SappHire provide records from the national registry of sex offenders.

STATE DRIVING RECORDS

Driving records are necessary for future prospects whose jobs demand driving. SappHire attains information from the Motor Vehicle Registry. It provides driving records, noteworthy traffic violations; suspensions, points assessed, and court results.

DRUG SCREENINGS

An addict in the workplace can reduce or halt productivity. We work in partnership with nationally drug screening companies LabCorp Solutions and Quest Diagnostics, to provide extensive drug testing. Drug tests available identify use of illegal drugs, addictive prescription drugs, opiates, amphetamines and more! SappHire also offers in-house drug testing cups for instant results.

VERIFICATIONS

Not all applicants are 100% honest on their resume, and can be misrepresenting their education and professional background. SappHire verifications include checking past employment references, and professional license to ensure the applicant has the qualifications you require for the position they are seeking.

HEALTH SCREENINGS

All types of health care organizations, use background checks to promote patient and employee safety. We check to verify that the health care worker has the qualifications and does not have a criminal history of disciplinary actions that would exclude the individual.



SAPPHIRE
BACKGROUND CHECK

PROTECTING YOUR WORKPLACE



Allegiant Risk



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WHAT IS A BACKGROUND CHECK? WHY SHOULD MY COMPANY CONDUCT THEM?

Background checks help employers minimize risk for their company and their employees. They provide varying levels of information, depending on the type of position and job duties. As emphasis on security & safety in the workplace heightens, numbers of employment background checks dramatically increases, Employers and HR professionals should make it their policy never to hire a candidate without an employment background check. Your organization could be held liable for “negligent hiring” or “failure to warn” should an employee turn violent on the job. Some points to consider when weighing the need for a background check include the following circumstances:

- ▶ **CRIMINAL RECORDS**
- ▶ **SEX OFFENDERS**
- ▶ **CHILD AND ELDER ABUSE**
- ▶ **CORPORATE SCANDAL**
- ▶ **RESUME FRAUD**
- ▶ **DRUG ABUSE**



WHY CHOOSE SAPPHIRE

Sapphire protects your company, ensuring that decisions are made with confidence. We work with companies from various industries all over the country, as we reassure you that providing your company with crucial information that helps you make sound and rational judgments when hiring Human Resources managers should be fully aware of a potential employee’s employment history, social security number verification information, driving record and more. When conducting a job background check, make sure you comply with the Fair Credit Reporting Act. Our knowledgeable team can help you understand the FCRA Law.

TRUST SAPPHIRE BACKGROUND CHECK TO HELP PROTECT YOUR WORKPLACE

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SAPPHIRE
BACKGROUND CHECK

**Quick Access to Criminal
Records
Making Candidate Selections
More Efficient and Safe**