



## Insight for Better Hiring

### **Inquirehire Advisory:**

### **Acquisitions**

Business acquisitions and mergers are becoming a common method for business expansion into new geographies or markets. All acquisitions involve the integration of personnel into a new organization. There may be hidden liabilities in the absorption of unfamiliar staff into a larger organization.

One factor that should not be overlooked is employee compliance with the new company standards and policies. The acquiring company may have comprehensive background screening requirements, but the acquired company may not have met those same standards. This may expose the acquiring company to unanticipated liability.

If the acquired firm is small and private, it is possible that no pre-employment screening has been performed. If that is the case, that firm may be an “employer of choice” for those individuals who could not find employment with companies that have more stringent requirements. Individuals with convictions are often forced to seek out companies who do not screen in order find employment.

A bad hire that is retained can cause significant problems with the integration of teams. Instances of employee misconduct can only complicate the process of integrating organizations and personnel, not to mention the liability associated with workplace violence or dishonesty.

Even if the acquired firm conducted background screening, their process may not have been consistent or thorough. In order to reduce risk, many acquiring firms conduct universal screening of the acquisition population based their standard. This approach helps reduce the risk of unwelcome surprises and unnecessary headaches.

To learn more about universal acquisition background screening, contact Inquirehire at 563-323-5922 or 800-494-5922, or email us at [inbox@inquirehire.com](mailto:inbox@inquirehire.com).

### **Inquirehire**

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