



## Insight for Better Hiring

### **Inquirehire Advisory: FBI Criminal Background Checks**

Employers have increased the use of background checks to minimize the risk of making a poor hiring decision. But the term 'background check' is broad and often has many interpretations. A basic component of a good background check is an investigation into an applicant's past to find criminal convictions. Unfortunately there is no single data source which is fully comprehensive and contains all conviction data.

The FBI maintains a database which is available to certain regulated industries, and many employers assume this is a comprehensive source of criminal conviction data. In reality, the FBI database is a compilation of state repositories, and does not contain some misdemeanor convictions. In a recent study, the FBI database only contained records on 87 of 120 subjects who had convictions. Accessing the FBI database requires fingerprinting and can require 2 or more weeks for completion.

The most effective method for locating conviction information is a 7 year county court record search in all jurisdictions of residence for the applicant. The county court records have consistently been the most comprehensive source of criminal conviction records. In addition, most county court records can be retrieved and verified in 24 to 72 hours. For additional protection, employers may also choose to search federal courts to identify federal convictions. By choosing a court record search over the FBI database, employers can receive a more complete criminal background check, in less time, and often at a lower overall cost.

Inquirehire provides fast and cost effective county and federal court record searches for all jurisdictions in the US. Inquirehire also features world class service and best in class turnaround times.

To learn more about court record searches or any other element of a comprehensive background check, contact Inquirehire at 563-323-5922 or 800-494-5922.

### **Inquirehire**

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