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**Free Background Checks – Do They Work?**

**By Saso V.**

Free Background Checks – Do They Work?

Yes, some of them maybe. But will you be satisfied with the information found?

Most searchers prefer quality information and they are willing to pay for it. If they find can't find what they're looking for, they always have a chance to look somewhere else. Many informations, such as background checks, criminal background checks, history records, can be found on the Internet. Most of these informations are now made available to anyone. A background check can be accomplished in a variety of ways depending what the searcher wants to find. There are several reasons why anyone would perform background check. An employment verification, education verification, drug screening, credit checks, background checks, payment history, criminal records, vehicle records etc...

I.e. You can check motor vehicle records when this information involve the operation of company vehicles etc..

Someone may verify the accuracy of the information provided on the employment application, including what is listed as a recent salary etc...

Background checks are available to cover a wide variety of areas. Drivers license, character references, personal acquaintances, education records, criminal records, court records, credit records and much more. It is also important to note that much of this is public information. In addition, employers should understand that according to the Fair Credit Reporting Act, some information cannot be used in conjunction with a background check. Bankruptcies after 10 years and many other types of consumer information that is older than 7 years may not be reported. Criminal background, credit reporting, worker?s compensation claims and character references are just a few among a long list of types of background checks that are widely available. Employers should know the laws in their specific state regarding what information is available for their specific needs.

Background checks serve many purposes: to enhance security in the workforce, to reduce turnover, to minimize the occurrence of employee theft and to leave you with the peace of mind that you have made the right decision in the hiring process. As a business owner, it is imperative to know who is

## Free Background Checks – Do They Work?

working for you and what their background is. Employers should also include notice of the types of background checks performed, in their pre–employment literature. Most employers do not have the time, resources or authority to complete such thorough investigations. In order to gain this peace of mind, it is necessary to hire a background investigation firm.

Background Checks tells us that several types of firms conduct background checks. They can range from a company who verifies employment history only, to an online data broker to a private investigator. Though background check prices can vary widely depending on need, the average cost of an intermediate investigation seems to be in the \$50 range. Business owners should consider this good practice and an inexpensive form of insurance for their company. Skimping on something as vitally important as a background investigation could possibly cost the company much more in the long

run.

FBC Team provides info on background check,

<http://www.internetlajf.com/criminalbackgroundcheck/free-background-check.htm>

free background

check, criminal records and other sorts of background checks. It provides the information with an accessible interface where anyone can determine what background check service is best to satisfy their needs.

A

free background check

information can be found on many sites online, but only a few of them really

work. Check out this background check website to start using a professional service online.

### **12 Things You Might Not Know About Background Checks**

**By Jan Maxwell**

If you're applying for a job today, the chances are excellent that you will have to pass a background check to get hired. In fact, over 90% of companies now run background checks on all applicants. Before you sit down to fill out that very important job application, here are 12 facts you might not know about background checks:

\* According to Workforce Management, over 45 million background checks were run during the past year.

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- \* Most companies use a candidate's job application, not resume, when running a background check.
- \* 86% of businesses say that inaccuracies on a job application can take a job candidate out of consideration.
- \* Half of all job applications contain discrepancies.
- \* Well-known people who were caught lying on their resumes and job applications:
  - o Dave Edmondson - Chief executive of Radio Shack
  - o George Deutsch - Bush appointee at NASA
  - o Alan Seman - Mayor of Rancho Mirage
  - o George O'Leary - Notre Dame Football Coach
  - o Kenneth Lonchar - CFO at Veritas Software
- \* Companies generally don't tell applicants what types of information they are going to look at during a background check.
- \* Although many hiring companies do call references, they don't always call the ones supplied by the applicant.
- \* Most companies don't give an applicant a chance to correct negative information on a background report.
- \* The Federal Credit Reporting Act (FCRA) is the federal law that deals with background checks. In addition, each state can pass its own laws that cover pre-employment screening.
- \* Many states have passed laws that allow a former employer to speak candidly about previous employees.
- \* A recent study showed that over 40% of employers revealed more information about previous employees than what was required by law.
- \* There is no such thing as a national criminal database. There are databases that contain partial information, but there is no database that contains information on every crime committed in the U.S.

One of the most important things you can do is prepare for your background check. Make sure that your hire and termination dates are right. Explain any gaps in your employment history. Confirm that

your records are available. Many people lose job opportunities because prospective employers can't verify their background.

Remember, no matter how qualified you are, you won't get hired if you don't pass the background check.

Jan Maxwell is the author of "A Job Hunter's Secret Weapon: How to Survive a Background Check and Get the Job You Really Want"

<http://www.jobhunterssecretweapon.com>

It's the first book that takes job

applicants inside a real background check, explains how information gets verified.



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