

## **Alliance Worldwide Investigative Group Employment Background Investigation Case Studies**

Pre-employment background investigations are critical to ensure your new hire fits your corporate culture, doesn't have a serious criminal history and will most likely be a hard worker who is loyal and honest. It sounds good on paper but there are many pitfalls to watch out for to be sure you are conducting a legal background investigation that will garner the kind of employees you are looking to hire.

We've compiled some recent examples of actual case studies where erring on the side of caution (and conducting a thorough background investigation) proved very advantageous for our clients.

### **Case Study #1 CLEANING SERVICE ALMOST TAKEN TO THE CLEANERS**

Upon the inception of a pre-employment background screening for an applicant of a cleaning service, Alliance Worldwide Investigative Group determined an alias name through our Social Security Number and Address History search that the applicant had used. The name was just a one letter variation of his legal name, however, in the court system, it made all the difference. Because court records are filed by exact name and date of birth given at the time of arrest or arraignment, it is imperative that searches be conducted in the same manner. Therefore, not searching the slightest variation of a name, or even a nickname, can mean criminal records are missed. In this case, we found a second-degree misdemeanor committed by the applicant, under his alias name. This could have easily been missed and not reported had we not done our due-diligence. Imagine if this had been a felony! Alliance Worldwide Investigative Group will always send any other names we find as a possible alias to our clients, suggesting additional research, in our commitment to due diligence.

### **Case Study #2 TECHNOLOGY COMPANY'S EXPANDED SCAN PROVES CONDUCIVE TO A THOROUGH SEARCH**

Upon conducting a background investigation on an applicant for a technology company, our initial search was in New York State, however, in conducting a Multi-State Criminal search, we found the applicant had possible criminal records in New Jersey and Kansas. Upon learning this information, we suggested to the client a full search of each of those areas. The additional research uncovered convictions of numerous felony charges, including Attempted Murder, Aggravated Assault with a Firearm, and Aggravated Robbery! Alliance Worldwide Investigative Group uses the Multi-State Criminal search which is a great investigative tool to determine other areas individuals may have lived or visited - *areas where they may have committed a crime*. It is important to keep in mind that the Multi-State Criminal Search database relies on the voluntary reporting of agencies in various jurisdictions and is not always completely accurate. It also requires that additional due-diligence be conducted when an adverse finding is returned, due to its potential for inaccuracies. As a result, it is not only a good idea but a requirement under the FCRA to also conduct more in-depth research on applicants when conducting this search.

### **Cast Study #3 DON'T BE FOOLED...CONDUCT A LEVEL 1 SEXUAL OFFENDER REGISTRY SEARCH**

For many employers, it is vital to conduct Sexual Offender Registry Searches. Any person who interacts with children, cares for vulnerable people or even works in the hospitality industry dealing with the public daily should have a background investigation that includes a Sexual Offender Registry Search. A registered sex offender is a person who has been convicted of a crime involving a sexual act where the federal, state or local laws require them to be placed on the Sexual Offender Registry after they have served their criminal sentences or when they have been released on parole. These acts can range anywhere from misdemeanors to felonies, and ***the definition of a sex crime can differ from jurisdiction to jurisdiction.***

For example, the New York State Division of Criminal Justice Service website provides the following information:

*There are three levels, based upon an offender's risk of committing another sex crime and harm to the community: **Level 1 (low), Level 2 (moderate), and Level 3 (high).** As a general rule, the sentencing court will determine an offender's risk level at the time of sentencing (in probation cases) or at the time of release from custody (in jail or prison cases). When an incarcerated offender is set to be released into the community, the Board of Examiners of Sex Offenders will evaluate the case and provide a risk level recommendation to the court. The court will hold a risk level hearing and assign a level to the offender prior to release. The risk level determines how much information can be provided to the community. There are also three designations that may be assigned to a sex offender: **sexual predator, sexually violent offender, or predicate sex offender.** These designations, along with risk level, govern the length of time that an offender must register.*

Most states only release Level 2 or Level 3 Sexual Offender information but that may not be the whole story. At Alliance Worldwide Investigative Group, we go a step further and submit requests for each State to search Level 1 Sexual Offender Registry information. Level 1 types of sexual offender crimes can include public indecency, voyeurism, possession of child pornography and sexual contact without consent. These are very serious offenses that many employers would want to know about in advance. Another reason it is vital to check Level 1 Sexual Registry Offenders is that sometimes more serious offenders end up categorized as Level 1 because levels are assigned based on the plea or conviction to which the offender was sentenced. Therefore, if a person pled down their more serious acts, he or she may have ended up registered as a Level 1 Sex Offender (even though the actual crime was Level 2 or higher!) It is also important to keep in mind that a criminal conviction search may not reveal a Sex Offender unless the crime occurred in the jurisdiction searched. As a result, it is imperative that a Sex Offender Registry Search is conducted in addition to a standard background investigation. In a recent example of a background investigation we conducted for a firm in the Northeast, it wasn't until we conducted the additional Level 1 Sex Offender Registry Search that we were able to locate and confirm that the applicant was a registered sex offender.

In summary, when conducting background investigations, being thorough is key to obtaining complete and accurate results. Be sure your background investigation service provider is committed to due diligence so that you can avoid hiring pitfalls and staff your team with the type of employees that meet your expectations.

Want to learn more about other Case Studies or how you should best structure a Background Investigation Process in your organization? Visit our [Employment Background Investigations Page](#) on our new website or email [sales@allianceinvestigative.com](mailto:sales@allianceinvestigative.com)