



## Alliance Worldwide Investigative Group Inc. Background Investigative Division E-Newsletter

[www.AllianceInvestigative.com](http://www.AllianceInvestigative.com)

April 2016

**Download White Paper:**

### **"10 Things You Should Know to Limit Liability When it Comes to the Use of Credit Reports in the Hiring Process"**

*Here's a sneak peak:*

One of the most problematic, and at times the most useful consumer reports acquired during the hiring/promotion process is the employee/applicant's credit report. Its "misuse" have led companies towards heavy fines and penalties as class defendants before FCRA. In many states the use of a credit report is becoming illegal for the purposes of making a hiring decision.

Here is a checklist for streamlining your HR processes for hiring and promotions, and limiting your liability during screening, by rigorously incorporating policies for accessing and using credit reports. There are also safe alternatives to Credit Reports, which can provide you with objective results, but without the concern for liability. To learn more about those alternatives, ask your background screening company to tell you about a Bankruptcies, Liens and Judgements Search.

## How to Limit Liability and Avoid Becoming an FCRA Defendant When Using Consumer Reports

### #1 to #7 — Disclosure and Consent of Your Employees

Yes, disclosing your intention for acquiring credit reports for the employee/applicant and taking their consent thereof is that important.

Hence, even before you get a credit report, you are bound to do the following:

1. Inform the candidate or existing employee that you might use the information supplied by the consumer report for making decision about hiring/employment/promotion.
2. Gain written permission from the applicant/employee before proceeding

Additionally, a reputable background screening company will inquire that you *certify* that the credit report you seek is in compliance with FCRA.

### What You Should Do

CLICK [HERE](#) TO READ THE REST OF THIS ARTICLE!

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## ***DID YOU KNOW?***

Mario Pecoraro, CEO of Alliance Worldwide Investigative Group is an experienced presenter on the topics of background investigation screenings and other HR topics? Take a look at this brief video to see what HR Professionals are saying about Mario Pecoraro's presentations:



Click Image Above to View Video!

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**GOING TO THE [SHRM 2016 ANNUAL CONFERENCE AND EXPO IN WASHINGTON, DC - JUNE 19-22?](#)**

**BE SURE TO VISIT OUR BOOTH #3244 TO SAY HELLO TO MARIO PECORARO AND OTHER MEMBERS OF THE ALLIANCE TEAM!**

**Click the Image of our Web Page below to learn more about our booth and to Schedule a One-on-One Consultation with Mario Pecoraro at the event!**

Visit Our Booth at SHRM JUNE 2016 Annual Conference & Expo.



Visit the Alliance Worldwide Investigative Group Booth at the SHRM 2016 Annual Conference and Exposition

**BOOTH #3244**

**Expo Hours:**

Sunday, June 19: 4:00 PM – 7:00 PM

Monday, June 20: 9:30 AM – 4:00 PM

Tuesday, June 21: 9:30 AM – 2:00 PM

**Schedule a One-on-One Complimentary Consultation with CEO Mario Pecoraro at the Conference!**



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To Schedule Your One-on-One Consultation, Please Complete this [Brief Form](#).

(Click above to Visit our Booth Web Page!)

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*Privately owned and founded in January 2005, Alliance Worldwide Investigative Group, Inc. has grown into a national/international investigative firm, specializing in meeting the needs of corporate professionals on a global basis. In addition to our Background Investigation Division, Alliance has an Investigative Division specializing in Surveillance/Insurance Fraud, a Legal Support and Process Service Division through*

*Avvocato Litigation Support International (Powered by Alliance) and a property/casualty adjusting service division through Streamline Claims Service Inc., (powered by Alliance).*



**Alliance Worldwide Investigative Group Inc. is headquartered in Clifton Park, New York with offices located in New York City and West Palm Beach, Florida.**

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