

## **Four Examples Where Background Investigation Due Diligence Paid Off**

Pre-employment background investigations are critical to ensure your new hire fits your corporate culture, doesn't have a serious criminal history, and will be a hard worker who is loyal and honest. Failure to conduct thorough background checks can cause more problems than you might think. Read on for recent examples of actual scenarios across multiple industries in which background checks made a huge difference for our clients.

### **1. Cleaning Service Applicant with an Alias**

A client who runs a cleaning service ordered a background investigation on an applicant. Alliance Worldwide Investigative Group determined an alias name for the applicant through our Social Security Number and Address History search. This alias was different by only one letter from the applicant's legal name, but in the court system's records, it made all the difference. Because court records are filed by the 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. In this case, we found that a second-degree misdemeanor had been committed by the applicant under his alias name. Our background investigation coordinators always send possible aliases to our clients and suggest they be searched.

### **2. Technology Company Applicant with an Out-of-State Criminal Record**

Upon conducting a background investigation on an applicant for a technology company, our initial search was in New York State. However, a Multi-State Criminal search revealed that the applicant had possible criminal records in New Jersey and Kansas. Additional research uncovered convictions of numerous felony charges, including Attempted Murder, Aggravated Assault with a Firearm, and Aggravated Robbery! 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 Fair Credit Reporting Act to also conduct more in-depth research on applicants when conducting this search.

### **3. Applicant is a Level 1 Sex Offender**

For many employers, it is vital to conduct Sexual Offender Registry Searches on applicants. Any person who interacts with children, cares for vulnerable individuals, or works in the hospitality industry should undergo a Sex Offender Registry Search. The Registry has 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). Most states only release Level 2 or Level 3 Sexual Offender information, but we go a step further and submit requests for each state to search Level 1 Sexual Offender Registry information. 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.

### **4. False Positives in Drug Testing**

Recently, a client who runs a tech company had an applicant who claimed that they tested false positive for marijuana because of a tea they drink each day. (It is true that certain products, like some teas and energy drinks, can produce a false positive result.) As a matter of procedure, we conduct a second more thorough test when applicable called a gas chromatography-mass spectrometry (GC-MS) test. This test is considered the "gold standard" of confirmatory tests due to its ability to detect small quantities and confirm the presence of a specific drug. Advantages include high accuracy and sensitivity. The result of the GC-MS test showed that the applicant did indeed test positive for marijuana use. Want to learn more about other case studies or how you should best structure your organization's background investigations? Email [sales@allianceriskgroup.com](mailto:sales@allianceriskgroup.com) for more information or check out our [website](#).