WHAT KIND OF CRIMINAL BACKGROUND RESEARCH DO YOU NEED TO DO ON YOUR APPLICANTS?

When it comes to criminal background screens, it can be confusing! You hear all sorts of things, like:

You need to do a National Criminal Report!

You need to do County Criminal Checks, because that's the only thing that gets information directly from the source of the courthouses!

You need to do a State-Wide Search!

Anyone that provides you with information in less than a day is using "canned" information that can't be trusted because it comes from outdated databases!

It can be overwhelming! Cedalius can help.

National Criminal / Multi-Jurisdictional Databases

Let's start with the big question – Is there a "national criminal report"? The answer is **NO**! However, multi-jurisdictional searches are often referred to as a national criminal search.

So, just what is a multi-jurisdictional database? Though it sounds self-explanatory, there is more than meets the eye. A multijurisdictional database compiles information from many different jurisdictional sources, including county courthouses, ... agencies, state and local corrections departments, other government agencies, state sex offender registries, and federal security agencies. The purpose of this kind of database is to get as broad a look as possible into an applicant's criminal history. This database is updated regularly and is not a "canned" report. It is live, current information.

These databases are created and operated by two main groups: the federal government and private firms.

The federal government, through the FBI, maintains the NCIC, which is an electronic clearinghouse of crime data compiled from throughout the United States and its territories. It is accessible by law enforcement and criminal justice agencies nationwide but is not accessible by others.

There are MANY companies and organizations that also maintain multi-jurisdictional data and provide it for background research. It is important to focus on just what the research includes and – equally importantly – how up-to-date it is.

PeopleTrac Pro

Cedalius is very proud of our multi-jurisdictional search. Because of our relationships with our researchers and information providers, we are able to conduct powerful, high-speed, multi-jurisdictional searches, all combined into our PeopleTrac Pro product. PeopleTrac Pro includes multi-jurisdictional criminal records, databases compiled from multiple sources consisting of court records, incarceration records, prison/inmate records, probation/parole/release information, arrest data, wants and warrants and/or other proprietary sources. But it doesn't stop there! It also includes sex offender databases from all 50 states, social security number trace, Global Sanctions research that includes data from roughly 130 international agencies including FBI's Top Ten Most Wanted, Interpol's Most Wanted, and OFAC's Specially Designated Nationals (SDN) List, among many others. Also included in PeopleTrac Pro are Financial Sanctions research reviews from over 100 data sources including the FDIC, Federal Reserve, OFAC, U. S. Office of the Comptroller of Currency, European Union, and many others.

Confidential   FCRA   Arrests   Criminal Records   OFAC   Record Expunged   Rap Sheet   Authorizations   NOLO   FBI

Timely

Accurate
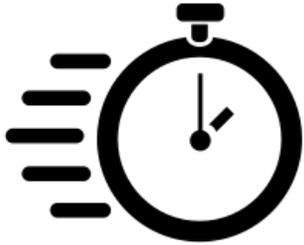
But it doesn't stop there! Just as important as how thorough the information is, is how timely it is. By utilizing advanced technology called Near Time Data Insertion™, our system goes straight to the sources to give you access to new records every day – up to 60 days faster than competing solutions.

In other words, there is no "outdated" or "canned" data with Cedalius! This is critical for you. You cannot rely on systems that update every 30 days or every 60 days. That type of reporting runs the risk of reporting information that has been corrected or expunged – and that leaves you vulnerable!

There's still more! PeopleTrac Pro incorporates our unique, proprietary similarity and probability scoring methodologies, overcoming obstacles such as misspellings and punctuation, transposition and applicant fraud. The end result is enhanced clarity and increased precision, which saves you time and strengthens the quality of your overall background screening.

PeopleTrac Pro

Detailed

Thorough

**Fast**

Secure

Compliant

Cost Effective

But that's just the beginning!
There's more to think about.....

What About County Level Searches?

County Criminal Search

County criminal searches are an important component for criminal research. Many companies doing "pre-employment checks" will include a county search for the county where the applicant lives. Others will include a county search for *every* county that the applicant has lived in, worked in, and/or had their social security number used in (as evidenced by a social security trace). As you can imagine, if the applicant has moved often, these searches can become quite expensive.
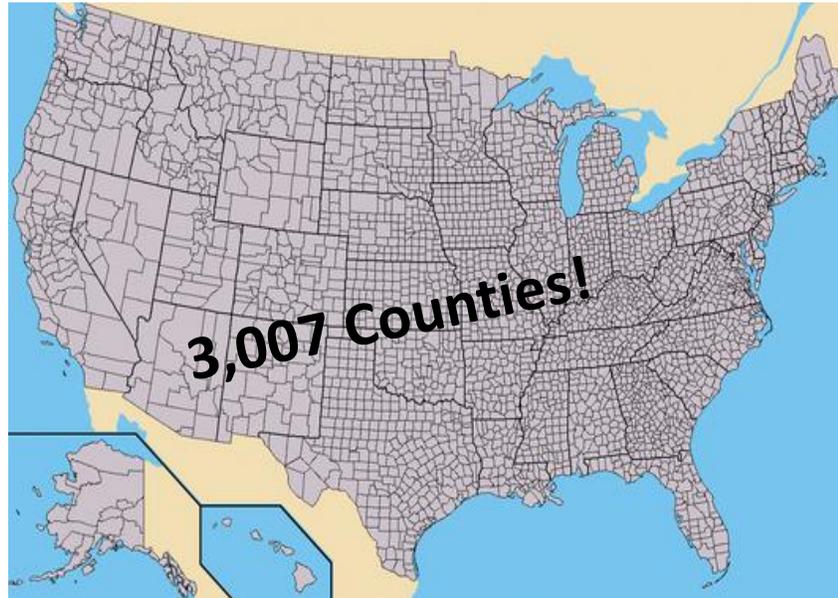
So, exactly what are you accomplishing with county criminal? A county criminal search goes directly to the courthouse of the county to see if there have been any county convictions. Many people consider this to be critical, since you are going directly to the primary source of information closest to the offense.

3,007 Counties!

County searches *may* also be quite time-consuming. This is because they are, of course, dependent upon the individual county where the search is being conducted. There are 3,007 counties in the United States and there is no consistent reporting requirement for them. As far as criminal and court record searches go, they can write their own rules. Some counties have all of their records computerized and easily researched. Others do not. Some counties require researchers to appear in person in the county office and use the county's own computers. Some counties will accept a records request and take days, or even weeks, to process it. It just depends on the county, its manpower, its sophistication, and its regulations!
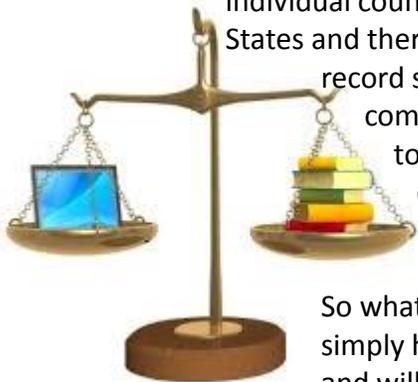
So what do you do? There is no easy answer, and no answer is right for everyone. You simply have to look at your organization and its risks and decide what is most cost effective and will work best for you! The most important thing is to make an educated decision that addresses your needs, your risks, and your requirements.

County Civil Search

You can also do a search for cases in county civil courts. Rather than criminal, these cases cover civil matters. They include such things as probate, bankruptcy, contracts, adoption, and family court cases.

Some companies do county civil searches based on the position for which the applicant is applying. For example, they may consider it critical for a CFO or Executive, but not for an entry-level employee.

Once again, the important thing is to make an educated decision based on your organization's needs, risks, and requirements.

What Do Federal Court Searches Show?

Federal Criminal & Civil Courts

This type of research can include Federal Criminal, Federal Civil, or both. Federal level crimes include such things as organized crime, tax evasion, tax fraud, fraudulently applying for or receiving welfare benefits, using the US Mail for any criminal purpose, internet child pornography, organized crime, bank robbery, bankruptcy, and many others.

Similar to the County Civil searches, many organizations do federal level searches based on the position for which the applicant is applying. For example, they may consider it critical for a CFO or Executive, but not for an entry-level employee.

Are There State-Wide Searches?

Statewide criminal searches vary widely from state to state. Our statewide criminal research accesses information provided through the State Office of Court administration (AOC) and the State Criminal Repositories. It is available for 46 authorized states, with availability dependent upon the state.

If your organization is going to utilize a Statewide Criminal Search, it is important that you understand just what you are getting. Statewide criminal record repositories are collections of records reported from the counties within a given state. Some states provide extensive, complete criminal record information while others are much more limited. State records may not cover all counties in the state, and some state record systems contain only felony information. They typically contain less information than county court records, and it generally takes longer for the records to be recorded in the state systems. Some states only provide information about current prison inmates, not all convictions. Other states report what is, in essence, a "rap" sheet. These identify any time the individual came in contact with law enforcement, regardless of whether it resulted in a conviction or even a court case or fine.

Information provided by a statewide record system may be incomplete due to limited date ranges or the limited number of courts and offenses for which records are maintained. "Offender" or "inmate" searches are generally limited to individuals who were sentenced to state prison. As with all record searches, it is critical to understand what information your requested search has the capacity to generate.

Cedalius works with its clients to identify their risks, their needs, and the best components to fit their needs in a cost-effective manner.

Besides Courts & Criminal Research,
Is There Other Research We Can Do?

Yes! Depending on your organization's needs and the industry it is in, there are other research components you may need to include. Here are just some of the options available:

Identity Research
Social Security Trace
Consent-Based SS # Verification
And much more!

Verifications
MVR/Driving Records
Employment
Professional Reference
And much more!

DOT/FTA/FMCSA Compliance
Background Screening
Compliant Drug Testing
Compliant Randoms
Compliant Physicals
PSP Reports
And much more!

Safe Volunteers
For volunteers
For Nonprofits
And much more!

Credentials
Education Degree
Professional Certification
Health Care Certifications
IT/Cyber Security
Financial Certifications
Accounting Certifications
And much more!

Social Intelligence
Social Media Hiring Report
And much more!

Drug Testing
Instant Testing
5, 7, 9, 10 Panels
Random Tests
Post-Accident Tests
And much more!

Healthcare
Verifies medical Professional license.
Searches for disciplinary actions, disqualifications, and sanctions.
Utilizes multiple state and federal healthcare sources, including OIG, GSA, DEA, FDA, ORI, PHS, Tri-Care, SAM, State Medicaid Data, all state licensing boards.
And much more!

International
Credit Check
Global ID Verification
Education
Employment
And much more!

TM

At Cedalius, we conduct a wide range of services – both domestic and international – inclusive of identity-related services such as fingerprinting, employee & contractor identification, and social media intelligence reports.

At Cedalius,
we realize that it's not just a background check

It's someone's ability to get a job, to provide for their family, to have a livelihood.

It's a company's ability to have the right person for the job – someone who is capable and meets the company's standards.

We are your professional source for streamlined research solutions. We provide strict adherences that help with your compliance and assist in minimizing your risk.

™

Our services feature robust technology and deep industry knowledge, allowing for research that can be customized for your needs to help insure you make informed decisions.

Give us a call. We can help!
404-963-9772

www.thecedaliusgroup.com