



COMPLIANT, CUSTOM SCREENING FOR YOUR ON-DEMAND START-UP

An enduring brand requires the right approach to human capital.



For on-demand marketplaces,
the days of operating under the
radar are over.

Today, cautionary tales from ride-sharing, hospitality, dating, and other app-driven services dominate the headlines. These incidents threaten to erode the trust that ignites peer-to-peer interactions – and they’ve prompted increasing scrutiny from state and federal agencies.

If you’re wondering how to keep your company from becoming the latest clickbait headline or political target, GoodHire can help.

We’ve embedded our years of expertise in background screening and public records into advanced, customized solutions to help on-demand economy companies like yours reduce risks while fueling high-velocity business growth.

GOODHIRE'S COMPLIANCE ADVANTAGE

Only GoodHire provides on-demand economy companies with **individualized context for criminal records**, making it less likely the EEOC will find your policies to be overly broad and unrelated to business necessity.

Criminal Record

Offense Details

County	San Mateo
State	California
County Code	13856
Sentence Date	6/13/2015
Description	Fraud
Offense Severity	Misdemeanor
Sentence Length	6 Months Prison
Record Date	4/27/2015

Context for this record. Provided by Irina.

The record that appears on my background check isn't an accurate representation of me. I was charged with a misdemeanor for fraud last year and am currently in a deferral program that will result in this case being dismissed. I'm working to ensure this record will be expunged once the deferral program is completed, but I'd like to express that I do not currently have a conviction for this offense.

Federal and state laws discourage employers from screening out applicants based on a criminal record alone.

One way to avoid discrimination is to consider the relevance of the record to the role, along with other factors.

GoodHire Comments for Context lets candidates add the details that help you make fair, individualized hiring decisions.

Background check results offer limited details, making it hard to create the individualized assessment that can provide a defense to Title VII claims.

GoodHire provides guidelines to keep the information fact-based and insights-focused.

Comments stay with a candidate's GoodHire results forever, so any business who uses GoodHire will see them.

We handle the intricacies of state and federal laws so you can focus on growing your business.

For more information contact sales@goodhire.com

CUSTOMIZED FOR YOUR BUSINESS

GoodHire delivers speed and scale for on-demand businesses of any stage. Our flexible options mean you can integrate directly through our API, run background checks from your favorite HR Tech app, or start today with our straightforward web and mobile interfaces.



Smart, simple web and mobile UIs for plug-n-play onboarding.



Custom-defined screening defaults for specific roles you're hiring.



Bulk upload and flexible options to fit your favorite, alternate workflows.



Compliance flexibility so you can use your forms, or leave it to us.



Zero delay from industry-leading API response times.



Webhook notifications that deliver real-time status alerts.

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GoodHire is the trusted leader for background screening solutions, whose mission to re-humanize online background checks builds trust, safety and fairness into individual, employment and community screening. More than 30,000 customers rely on GoodHire's proven compliance expertise, industry-leading security infrastructure and years aggregating and organizing hundreds of millions of public records. GoodHire is a Trusted Inflection Company. © 2016 GoodHire. All Rights Reserved.