

Project Description - Checkr

The goal of this project is to develop a comprehensive and efficient background check application designed to automate and streamline the process of conducting background checks for individuals. This application will be primarily used by employers and other entities that require detailed information on individuals for security, employment.

About Checkr application:

The Checkr application process begins when a user initiates a background check by submitting the applicant's details. Checkr then collects data from multiple sources, including court records, to verify the applicant's history. Once the data is gathered, Checkr compiles it into a detailed report that is accessible through the candidate details page. If the report reveals any issues like if the candidate has CONSIDER status instead of CLEAR, a pre-adverse action notice should be sent to the applicant, informing them of the findings and their right to dispute any inaccuracies. This ensures transparency and compliance with legal standards before any final adverse action is taken.

Technologies used:

Frontend : React

Reasons for Using React:

Component-Based Architecture:

- React promotes a modular approach to building user interfaces, making it easier to manage and reuse code. This helps in creating a scalable and maintainable application.

Virtual DOM:

- React uses a virtual DOM to efficiently update and render only the components that have changed, resulting in better performance compared to traditional full-page reloads.

Rich Ecosystem:

- React has a vast ecosystem of libraries and tools that can enhance development. This includes state management libraries like Redux, form handling libraries, routing solutions, and more.

Backend: Spring boot

Reasons for Using Spring Boot:

1. Ease of Development:

- Spring Boot simplifies the setup and development of new Spring applications. It provides a wide range of out-of-the-box configurations, reducing the need for boilerplate code and allowing developers to focus on business logic.


2. Microservices Architecture:

- Spring Boot is well-suited for building microservices. Its lightweight nature and ability to create stand-alone applications make it ideal for deploying individual services that communicate with each other.

Application Running Screenshots:

1) Sign up/Sign in system for users:Users/Employers should be able to create an account and log in using a unique gmail id and password.

Sign in page:



Sign in

Please enter your login credentials


Email


Password

☐ Remember me [Forgot password?](#)

Sign in

or

 Sign in with Google

 Sign in with GitHub

Dont have an account? [Sign up](#)

Sign in

Please enter your login credentials

Email

divya.gariga369@gmail.com

Password

••••••••

☐

Remember me

[Forgot password?](#)

Sign in

or



Sign in with Google



Sign in with GitHub

Dont have an account? [Sign up](#)

Sign in with invalid credentials:

The image shows a web form for signing in. At the top, it says "Sign in" followed by "Please enter your login credentials". Below this, there is a red error message "Invalid Credentials". The form has two input fields: "Email" with the value "gariga@gmail.com" and "Password" with masked characters ".....". There is a "Remember me" checkbox and a "Forgot password?" link. A large blue "Sign in" button is centered. Below the button, there is an "or" separator and two buttons for "Sign in with Google" and "Sign in with GitHub". At the bottom, there is a link "Dont have an account? Sign up".

Signin with google:

When clicked on sign in with google button it shows accounts like shown below:

The image shows a Google account selection screen. At the top, it says "Sign in with Google". Below this, it says "Choose an account" and "to continue to auth0.com". There are two account options listed: "Divya Gariga" with email "divdiya20@gmail.com" and "Divya Gariga" with email "divya.gariga369@gmail.com". There is also a "Use another account" option. At the bottom, there is a disclaimer: "To continue, Google will share your name, email address, language preference, and profile picture with auth0.com. Before using this app, you can review auth0.com's privacy policy and terms of service." The footer shows "English (United States)" and links for "Help", "Privacy", and "Terms".

Signup page:



Sign up

Please sign up to start exploring the platform

Email

abc@gmail.com

Password



Confirm Password



☐ I agree to the Privacy Policy

Sign up

Already a member? [Sign in](#)

Sign up

Please sign up to start exploring the platform

Email

divya.gariga369@gmail.com

Password



Confirm Password



☒ I agree to the Privacy Policy

Sign up

Already a member? [Sign in](#)

Sign up

Please sign up to start exploring the platform

User With Email: Divdiya20@Gmail.Com Already Exists.

Email

divdiya20@gmail.com

Password

••••••••



Confirm Password

••••••••

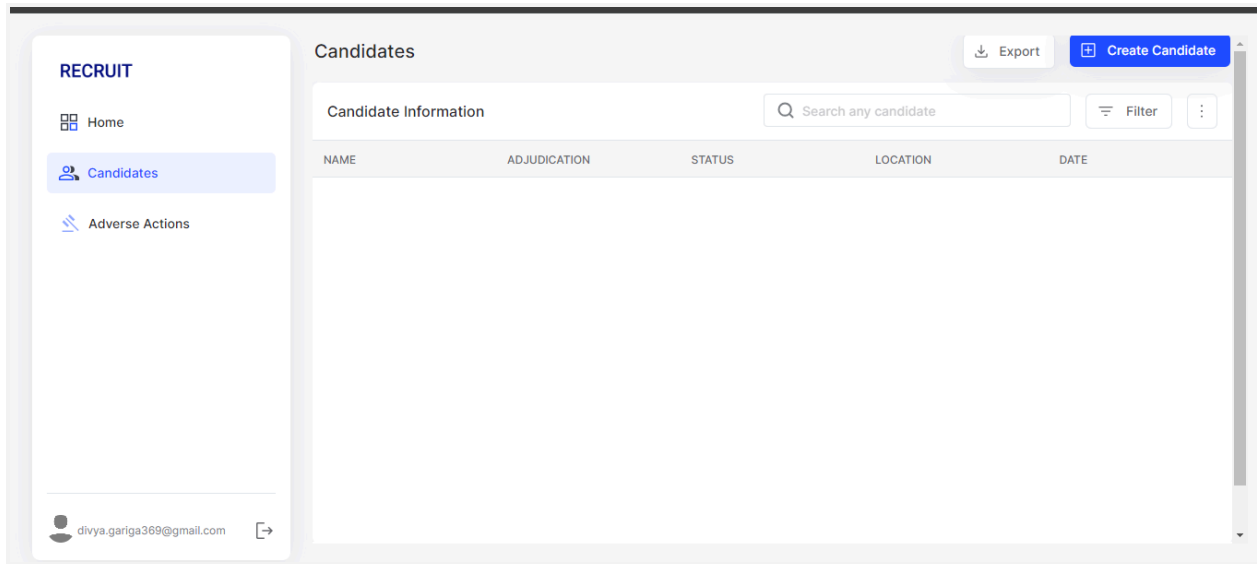
☐

I agree to the Privacy Policy

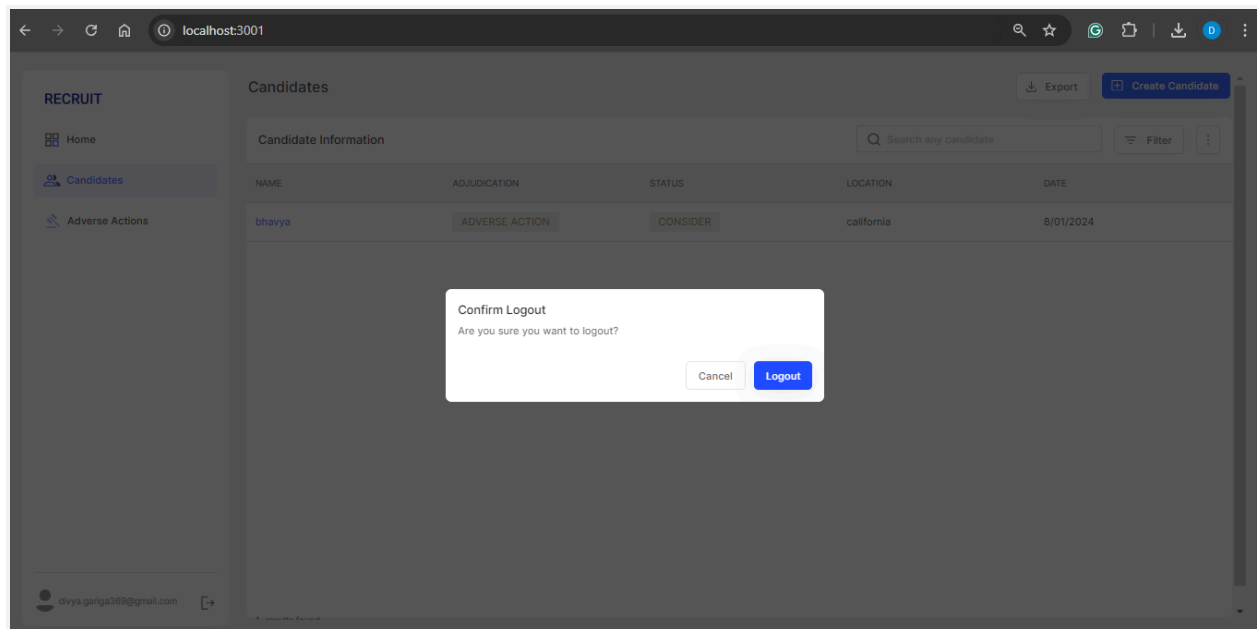
Sign up

Already a member? [Sign in](#)

Home page :




Logout page:



2) User can use forgot password:

Forgot password flow: an otp will be sent to user gmail account



Forgot password?

No worries, we'll send you reset instructions

Email

Example@gmail.com

Reset Password

OTP has been sent to your email

OTP has been sent to your email!

Please enter OTP

OTP has been sent to your email

Continue

3) User can see all the candidates:

User can see all his candidates for background check (such as personal information, Like first name, last name, dob etc., his criminal records etc..)

RECRUIT

Home

Candidates

Adverse Actions

divya.gariga369@gmail.com

Candidates

Export

Create Candidate

Candidate Information

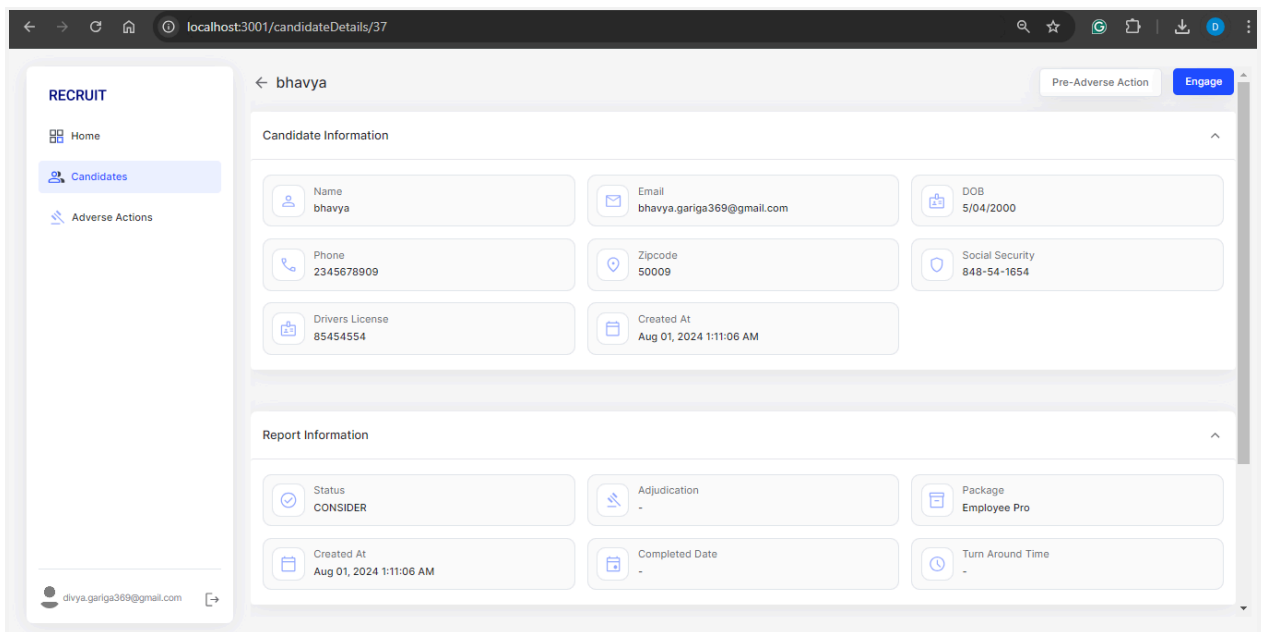
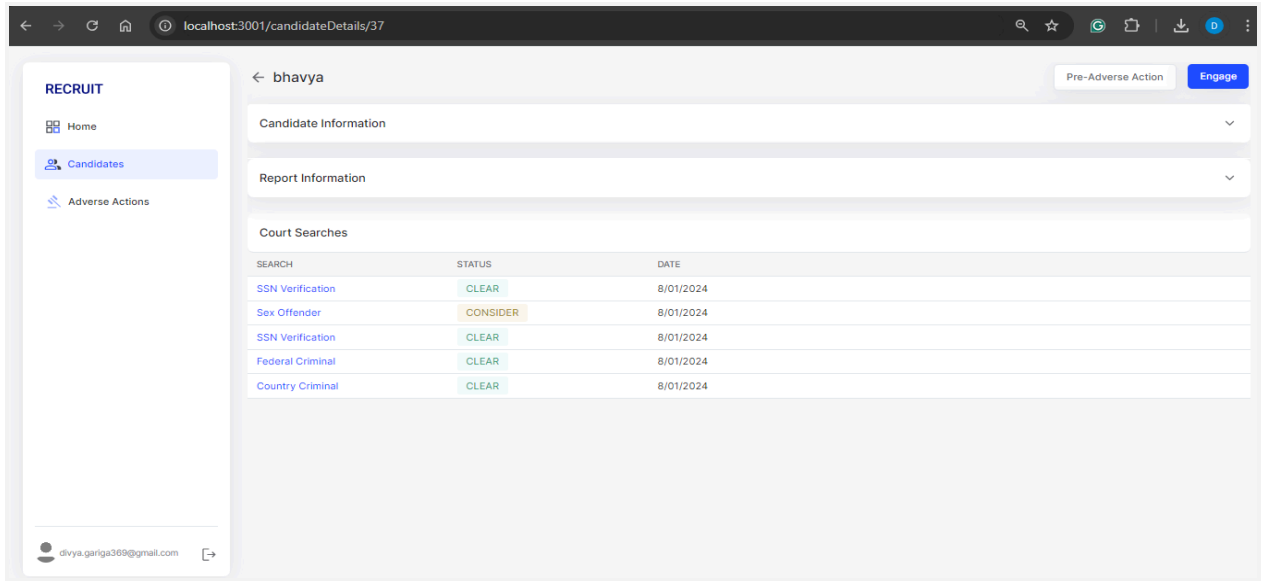
Search any candidate

Filter

NAME	ADJUDICATION	STATUS	LOCATION	DATE
bhavya	-	CONSIDER	california	8/01/2024
shreya	-	CONSIDER	texas	8/01/2024
manasa	-	CONSIDER	alabama	8/01/2024

Click on any candidate name to view candidate details page:

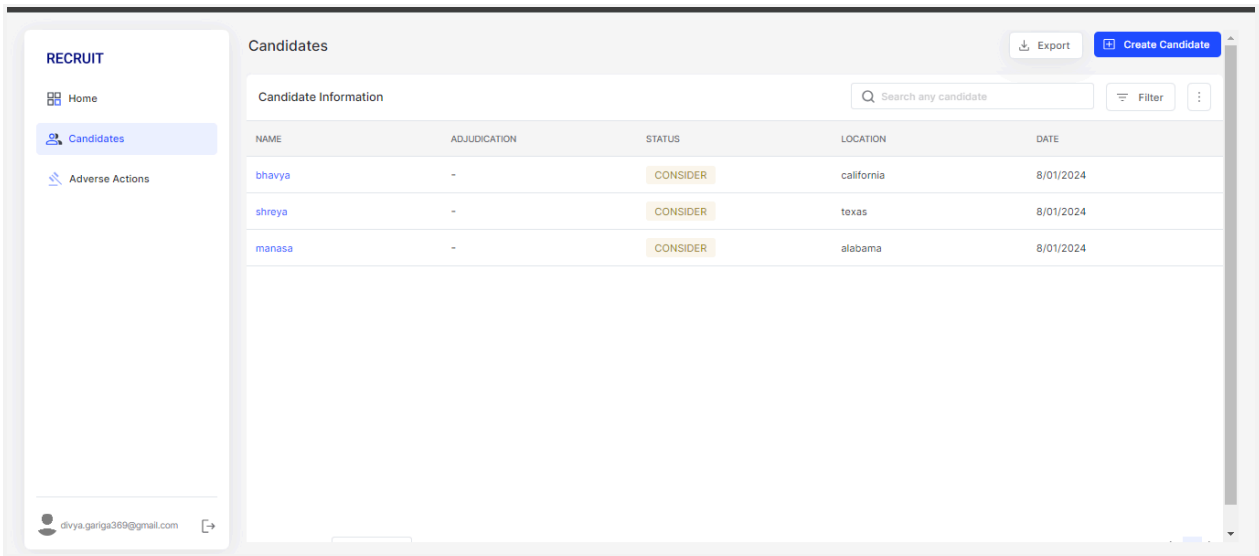
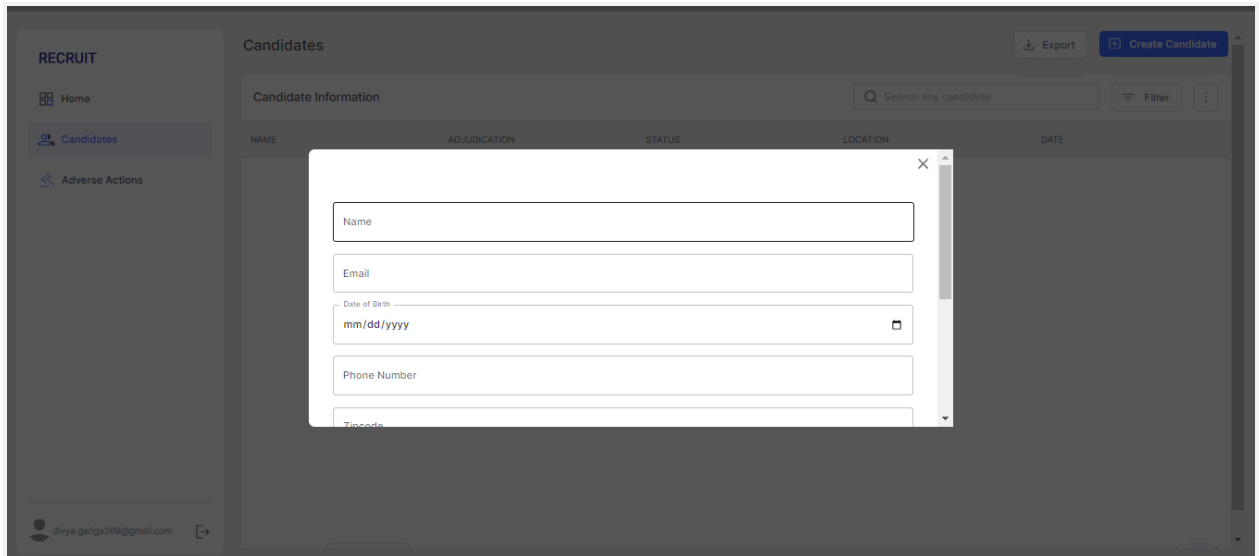
In candidate details page we can view candidate person details, candidate report details and his court searches(Court searches data is mock)



4) User can create a new candidate

User can create a new candidate for doing background check.

Click on create candidate button in the home screen:



5) User can search the candidate

User can search the candidates from the list of candidates.

Before search:

RECRUIT

Home

Candidates

Adverse Actions

divya.gariga369@gmail.com

Candidates

Export

Create Candidate

Candidate Information

Search any candidate

Filter

NAME	ADJUDICATION	STATUS	LOCATION	DATE
bhavya	-	CONSIDER	california	8/01/2024
shreya	-	CONSIDER	texas	8/01/2024
manasa	-	CONSIDER	alabama	8/01/2024

After search:

RECRUIT

Home

Candidates

Adverse Actions

divya.gariga369@gmail.com

Candidates

Export

Create Candidate

Candidate Information

Search any candidate

Filter

NAME	ADJUDICATION	STATUS	LOCATION	DATE
bhavya	-	CONSIDER	california	8/01/2024

7) Based on his court searches/criminal records a user can send a pre-adverse Action mail to the candidate or can engage with the candidate:

Pre adverse action flow:

Based on the candidate court search initially the candidate's status is CONSIDER as He has some violations:

Candidates					Export	Create Candidate
Candidate Information					Search any candidate	Filter
NAME	ADJUDICATION	STATUS	LOCATION	DATE		
bhavya	-	CONSIDER	california	8/01/2024		
shreya	-	CONSIDER	texas	8/01/2024		
manasa	-	CONSIDER	alabama	8/01/2024		

When we click on candidate, we can see candidate details page and click on pre adverse Action button, to raise pre adverse action against candidate,
Here is the email format that candidate receives on raising pre adverse action.

RECRUIT

Home

Candidates

Adverse Actions

← Pre-Adverse Action Notice

From: Divya.Gariga369@Gmail.Com

To: Bhavya.Gariga369@Gmail.Com

Subject: Pre-Adverse Action Notice - Checkr-Bpo

Dear bhavya,

You recently authorized checkr-bpo ("the company") to obtain consumer reports and/or investigate consumer reports about you from a consumer reporting agency. The Company is considering taking action in whole or in part on information in such report(s) including the following specific items identified in the report prepared by Checkr, Inc.

Select The Charges For The Pre Adverse Action

☒ Driving while license suspended

☐ Assault Domestic Violence

☐ Unable to verify employment history at Dunder Mifflin

If you wish to dispute the accuracy of the information in the report directly with the consumer reporting agency (i.e., the source of the information contained in the report), you should contact the agency identified above directly.

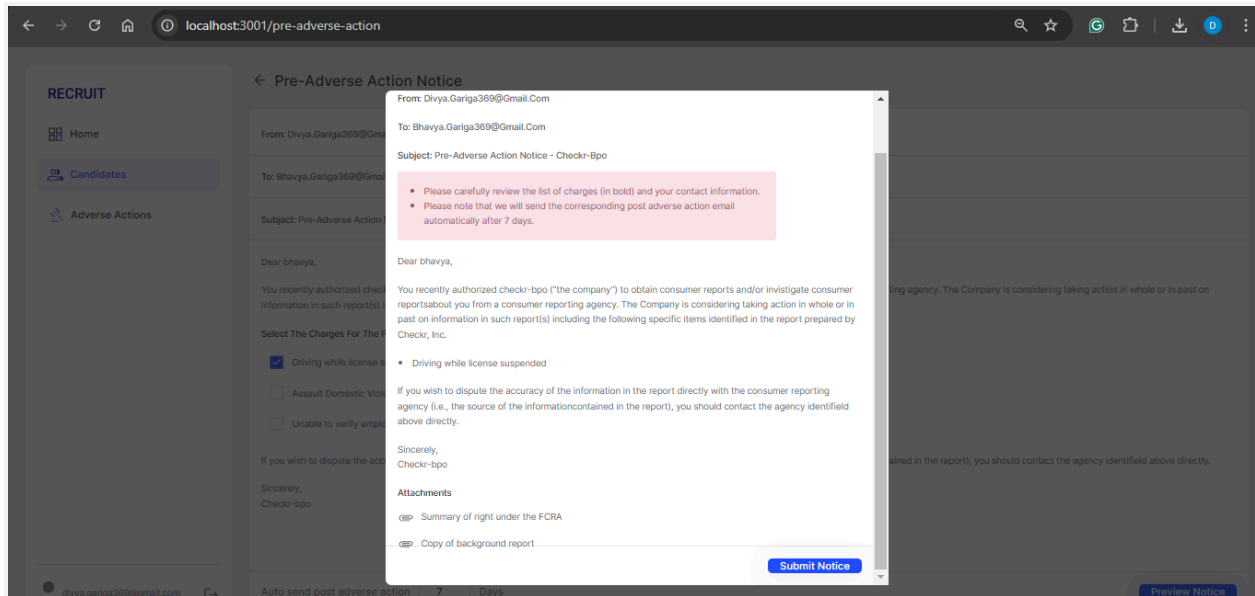
Sincerely,
Checkr-bpo

Auto send post adverse action

7

Days

Preview Notice



Once we have raised pre adverse action notice for candidate the candidate ADJUDICATION Will change to ADVERSE ACTION and candidate report completion date And turn around time will be updated.

NAME	ADJUDICATION	STATUS	LOCATION	DATE
bhavya	ADVERSE ACTION	CONSIDER	california	8/01/2024
shreya	-	CONSIDER	texas	8/01/2024
manasa	-	CONSIDER	alabama	8/01/2024

RECRUIT

Home

Candidates

Adverse Actions

divya.gariga369@gmail.com

← bhavya

Pre-Adverse Action Engage

Candidate Information

Report Information

Status

CONSIDER

Adjudication

ADVERSE ACTION

Package

Employee Pro

Created At

Aug 01, 2024 1:11:06 AM

Completed Date

Aug 01, 2024 1:27:41 AM

Turn Around Time

0 days, 0 hours, 16 minutes

Court Searches

SEARCH	STATUS	DATE
SSN Verification	CLEAR	8/01/2024
Sex Offender	CONSIDER	8/01/2024
SSN Verification	CLEAR	8/01/2024
Federal Criminal	CLEAR	8/01/2024
Country Criminal	CLEAR	8/01/2024

Engage with Candidate:

If the candidate has no violations, then we can click on candidate engage button so that ADJUDICATION will change to ENGAGE and report completion date and turn around time Will be updated.

RECRUIT

Home

Candidates

Adverse Actions

divya.gariga369@gmail.com

← shreya

Pre-Adverse Action Engage

Candidate Information

Report Information

Name

shreya

Email

shreya@gmail.com

DOB

4/04/2000

Phone

2548941654

Zipcode

35205

Social Security

445-55-4544

Drivers License

545454668dsf

Created At

Aug 01, 2024 1:13:28 AM

Report Information

Status

CONSIDER

Adjudication

-

Package

Employee Pro

Created At

Aug 01, 2024 1:13:28 AM

Completed Date

-

Turn Around Time

-

RECRUIT

Home

Candidates

Adverse Actions

Candidates

Export

Create Candidate

Candidate Information

Search any candidate

Filter

NAME	ADJUDICATION	STATUS	LOCATION	DATE
bhavya	ADVERSE ACTION	CONSIDER	california	8/01/2024
shreya	ENGAGE	CONSIDER	texas	8/01/2024
manasa	-	CONSIDER	alabama	8/01/2024

RECRUIT

Home

Candidates

Adverse Actions

← shreya

Pre-Adverse Action

Engage

Candidate Information

Name

shreya

Email

shreya@gmail.com

DOB

4/04/2000

Phone

2548941654

Zipcode

35205

Social Security

445-55-4544

Drivers License

545454668dsf

Created At

Aug 01, 2024 1:13:28 AM

Report Information

Status

CLEAR

Adjudication

ENGAGE

Package

Employee Pro

Created At

Aug 01, 2024 1:13:28 AM

Completed Date

Aug 01, 2024 1:28:58 AM

Turn Around Time

0 days, 0 hours, 15 minutes

divya.gariga360@gmail.com

Filter candidates: filter candidates based on status and adjudication

RECRUIT

Home

Candidates

Adverse Actions

divya.gariga369@gmail.com

Candidates

Export

Create Candidate

Candidate Information

Search any candidate

NAME	ADJUDICATION	STATUS	LOCATION
bhavya	ADVERSE ACTION	CONSIDER	california
shreya	ENGAGE	CONSIDER	texas
manasa	-	CONSIDER	alabama

2 out of 3 results

Filters

Status

☒ All Status

☐ Clear

☐ Consider

Adjudication

☒ All

☐ Engage

☐ Pre adverse action

RECRUIT

Home

Candidates

Adverse Actions

Candidates

Export

Create Candidate

Candidate Information

Search any candidate

NAME	ADJUDICATION	STATUS	LOCATION
shreya	ENGAGE	CONSIDER	texas

Filters

Status

☐ All Status

☐ Clear

☒ Consider

Adjudication

☐ All

☒ Engage

☐ Pre adverse action



RECRUIT

Home

Candidates

Adverse Actions

Candidates

Export

Create Candidate

Candidate Information

Search any candidate

NAME	ADJUDICATION	STATUS	LOCATION
bhavya	ADVERSE ACTION	CONSIDER	california

Filters

Status

☐ All Status

☐ Clear

☒ Consider

Adjudication

☐ All

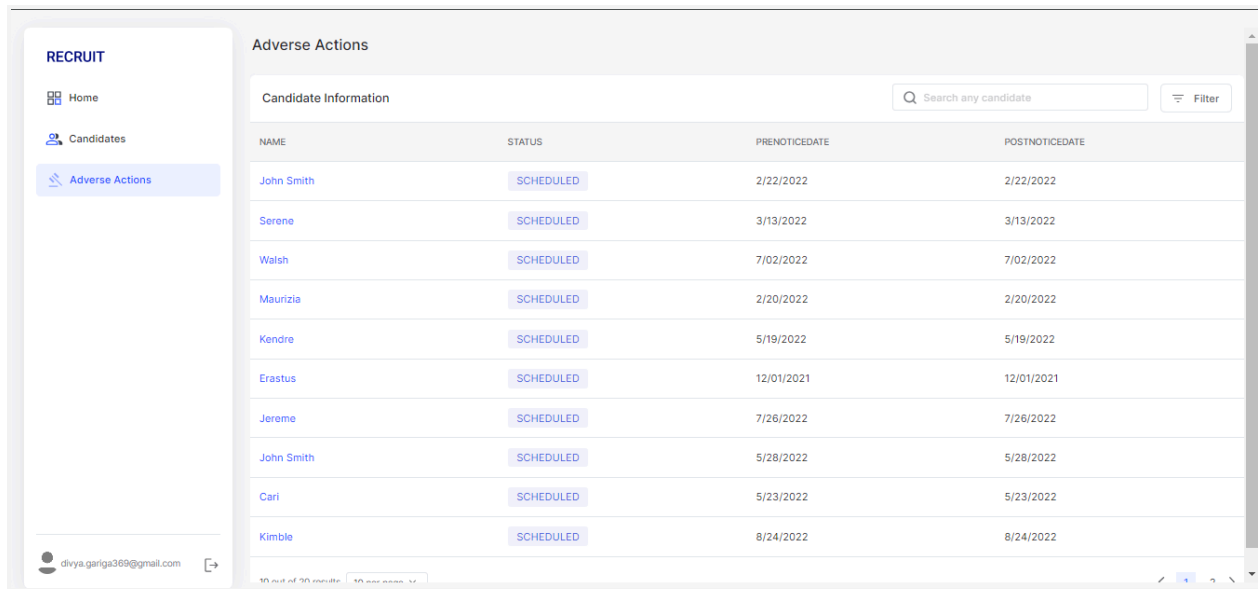
☐ Engage

☒ Pre adverse action

Future Enhancements:

New functionality: Adverse Action Notification Process:

Once a pre adverse action mail is sent to candidate, we need to wait for minimum 5-7 days to auto send the final adverse action notice to candidate and add an entry in the Adverse action tab.



The screenshot displays the 'Adverse Actions' section of the RECRUIT application. On the left is a sidebar with navigation links: Home, Candidates, and Adverse Actions (which is highlighted). The main area shows a table titled 'Candidate Information' with a search bar and a 'Filter' button. The table contains the following data:

NAME	STATUS	PRENOTICEDATE	POSTNOTICEDATE
John Smith	SCHEDULED	2/22/2022	2/22/2022
Serene	SCHEDULED	3/13/2022	3/13/2022
Walsh	SCHEDULED	7/02/2022	7/02/2022
Maurizia	SCHEDULED	2/20/2022	2/20/2022
Kendre	SCHEDULED	5/19/2022	5/19/2022
Erastus	SCHEDULED	12/01/2021	12/01/2021
Jerome	SCHEDULED	7/26/2022	7/26/2022
John Smith	SCHEDULED	5/28/2022	5/28/2022
Carl	SCHEDULED	5/23/2022	5/23/2022
Kimble	SCHEDULED	8/24/2022	8/24/2022

At the bottom of the table, it indicates '10 out of 10 results' and '10 rows shown'.

User Interface Enhancements: Continuously improve the user interface for better usability and accessibility, including mobile responsiveness and integration of user feedback.

Profile management: Allow users to view and edit their personal information, including name, email address, phone number, profile picture, and other relevant details.

Court searches data: The current court searches data used in the application is mock data. Future enhancements will focus on integrating real data to improve accuracy and relevance. This transition aims to provide more reliable and up-to-date information in the reports.