

Look *Closer*

Social Media Screening



Traditional background checks protect employers by revealing an applicant's past behavior. Social media screening provides additional protection by revealing an applicant's current behavior. The Inquirehire social media screen can identify several areas of concern for employers including violent activity, illegal activity, racist or intolerant speech, and sexually explicit material that is posted on the internet by job applicants. This information can be embarrassing and damage an organization's reputation. In extreme situations, it may cause charges of negligent hiring.

Studies indicate that many employers already conduct their own social media checks on employment candidates with internal resources. But the use of internal resources is not efficient, and may put the employer at risk if their process is not consistent and the information found is not kept confidential.

The Inquirehire social media screening service utilizes advanced technology to search the internet for job-relevant information about job applicants. The social media screen is compliant with all federal and state regulations for employment screening. We recommend employers conduct the social media screen post-offer and in conjunction with the pre-employment background check. When ordered in this manner, the social media information will be included in the pre-employment background check report.

By outsourcing the social media screening to Inquirehire, the employer will receive a more comprehensive social media screen, gain efficiency, insure process consistency, and maintain control over confidential information.

Look *Closer* Look *Faster* Look *Deeper* Look *Smarter* Look *Better*

www.inquirehire.com