



Tired of a *Painful* background screening process?



# Our researchers provide the personalized service you have been waiting for

Onboarding delays?

Lack of information, or worse, inaccurate information?

Little if any customer service or support?

Criminal records reported that do not belong to your candidate?

Vendor lacks an emergency contingency plan to stay in operation?



Direct accountability is the solution and our mission.

Unique to this industry, only one researcher is assigned to each background check we conduct. The researcher's phone number and email is in every report. One phone call is all it will take to request special handling or discuss any aspect of your candidate's report.

***Now that's accountability***



**INFO@TABB.NET : 800-887-8222 ext 505**





When was the last time you benchmarked your current vendor?

We offer a free trial program so that you may test our services without cost or obligation.

**We do not outsource overseas.**

**Your candidate's PII is safe and never leaves the U.S.**

**We are here working for you.**

**Why does a U.S. based workforce matter?**

**0% downtime. While overseas call centers closed operations during COVID, TABB INC. implemented emergency protocol that allows our researchers to work from home, stay safe, and keep the onboarding process moving.**

## **Reduce Your Screening Pain Points**

We understand this critical juncture in the recruiting process.

Find out how our dedicated Account Managers and experienced researchers will reduce your pain points, and have a positive impact on your hiring processes.

Had enough of a painful background investigation process?

Please visit [tabb.net/contact-us.html](http://tabb.net/contact-us.html) for details





## ***The candidate experience matters***

Background screening should not delay candidate start dates and disrupt their future, or worse, contain inaccurate information that damages the employer-candidate relationship.

Our people-centric approach results in a successful experience central to the screening process.

Candidates often provide limited or inaccurate information that can create a roadblock. Our reporting system manages candidate communications when an issue arises. Rather than indicating in a report that an experience could not be confirmed, our researchers will reach out to the candidate with emails and phone calls to clarify information contained in the application that cannot be verified.

We often receive the candidate's response within hours, allowing us to proceed with the task of confirming their experience.





Telephone tag and faxing delays the recruiting process.

We use cutting edge technology. Our proprietary database of employers and educational institutions contains the procedures and contact information to verify experiences.

Our verification platform will automatically generate form-filler PDFs via email to employers, schools, etc. with the candidate's relevant information and their employment authorization.

Our database streamlines the verification process. Vital information is returned faster and more efficiently.

### **Each candidate has a story to tell.**

Supervisor and professional references are an important part of the evaluation process.

Our reporting system will generate occupation based form-filler PDF questionnaires to references to quickly and easily obtain evaluations of the candidate's experiences and abilities.



## Is your vendor conducting the proper criminal record research? (What you don't know can be **REALLY PAINFUL**)

Justia lists at least 29 federal civil lawsuits filed against Checkr that allege violations of the FCRA due to improper "Artificial Intelligence" (AI) and proprietary database criminal research.

Justia lists at least 19 federal civil lawsuits against HireRight due to the alleged failure to follow FCRA criminal record research guidelines.

Buzzfeed reports- "Around 200 lawsuits have accused Sterling of failures most often attributing criminal records to the wrong person, preventing them from getting a job."

What is the issue?

Most background vendors, large and small, conduct criminal record checks utilizing cheap proprietary databases, often called a National Criminal Record search, or what is euphemistically called "Artificial Intelligence (AI)".

Proprietary databases often have limited personal identifiers that results in a nightmare scenario when criminal records are incorrectly attributed to a candidate **that does not have a record and serious criminal records are often missed.**

TABB INC. only conducts primary source criminal record research through state agencies, the State Police or other state repositories, designated for the purposes of criminal research for employment purposes. Our senior management, with 30 years of industry experience and PBSA Certification, review every criminal record developed through our research to determine if the record is reportable under FCRA and state guidelines.

TABB INC. has never been the subject of an FCRA or any other type of litigation. TABB will work with you to implement an FCRA compliant program that meets due diligence guidelines.





## **Additional Pain Point Solutions**

### **Imagine obtaining reference evaluations in just hours**

As technology evolves, we are exploring new services that will improve recruiting processes, reduce the time-to-hire, cost, and highlight candidates with the experience you need.

Our E-Reference Check (ERC) platform will obtain an evaluation of the candidate's experience and skills prior to time-consuming recruiter and hiring manager interviews, and the expense of a full background investigation that includes criminal record research fees.

How does it work?

Recruiters have two options from which to choose that will initiate the ERC process. Both options will generate unique occupation-based questionnaires to the candidate's references.

**Option 1-** Recruiters choose an occupational category for the candidate and generate a unique occupation-based PDF form-filler questionnaire directly to the candidate's references via email, and obtain a performance evaluation without the interaction of the candidate.

**Option 2-** Recruiters generate an ERC email to the candidate that will include instructions to engage supervisors, coworkers, and peers. The ERC software platform will direct the candidate to enter information regarding their occupation, employment, and pertinent information about their references. A unique occupation-based PDF form-filler questionnaire will be directed to the candidate's references via email.

Both options will populate responses from references into an easy-to-read ERC report that confirms the candidate's experiences provided on their resume and application. Recruiters monitor results and view candidate evaluations through an account dashboard. Results are typically available in less than forty-eight hours.

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