

Background Screening Hit Ratio Report 2007

Gathering the Facts.

Kroll's 2007 Hit Ratio Report provides key statistics for the seven most common employment screening criteria, plus detailed analysis of industry-specific hit ratios for 13 industries. It is derived from a sample of Kroll's Background Screening clients across a variety of industries and company sizes.

%	Criminal Records	DMV Info.	Credit History	Drug Testing	Employment Verification	Education Verification	Workers' Comp.
<i>Client Average</i>	9.5	47.5	42.9	3.3	48.1	22.6	6.8
Automotive	13.9	53.5	56.3	4.7	32.6	*	5.4
Construction	15.4	55.4	44.4	2.1	51.1	27.6	6.1
Education	3.6	39.1	29.9	8.5	46.3	16.8	8.4
Food Services	13.4	51.7	37.5	3.3	49.7	25.9	8.5
Hospitality	10.1	53.8	48.1	5.8	47.3	*	*
Manufacturing	12.6	47.4	39.0	2.3	51.4	29.2	8.7
Non-Profit	9.7	46.3	33.0	4.1	55.8	26.0	*
Professional Services	10.7	50.0	47.4	6.0	46.3	24.3	6.8
Real Estate	10.0	49.7	51.2	2.6	46.9	24.7	*
Retail	13.7	52.8	43.4	2.4	46.3	20.0	6.4
Staffing	8.1	47.0	50.4	3.1	51.6	21.0	4.6
Technology	6.9	42.8	34.7	2.2	51.4	22.4	1.1
Transportation	11.2	50.5	40.1	2.7	59.9	16.0	5.9



What Do These Statistics Mean?

The 2007 annual report reveals several trends originally recognized in the 2006 report which continue to gain ground, perhaps the foremost of which is the continued year-over-year increase in criminal record convictions, from 9.1 to 9.5 percent. This trend, along with the following factors make having an effective background screening program more important today than ever before:

- Companies are looking to overseas job markets, which makes pre-employment screening more complex.

“It is now common for a job applicant to have been raised in Japan, educated in the UK, and now seeking employment in the U.S.,” said Michael Rosen, president of Kroll’s Background Screening division.
- Employers are now conducting more thorough multi-jurisdictional background checks on the individuals they hire.
- Organizations are screening a greater population of their staff, temporary employees, vendors, and consultants.

“With data security top of mind these days, it is especially important to conduct thorough background checks on employees with access to sensitive personal data,” said Mr. Rosen. For example, Kroll’s Fraud Solutions practice assisted two employers after organizational data breaches were caused by employees who had not undergone background checks.

- Organizations are increasingly seeking a single source solution for background screening services.

These trends have resulted in more organizations turning to Kroll for our broad capabilities, which include domestic and international background checks, executive-level screening, drug screening, and physical exams, and Form I-9 process solutions.



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