

Credit Reports

Information You Trust

A credit report is a valuable tool for employers who are hiring for someone who may occupy a position of finance within their company.

Employment credit is an instant search pulled directly from one of the three (3) bureaus.

Information includes:

- The number of current accounts
- The number of delinquent accounts
- Suits
- Judgments
- Liens
- Bankruptcies

An Employment Credit report helps determine whether an employee is suitable for a position that involves handling cash or exercising financial discretion as well as a way to measure trustworthiness and reliability.

An Employment Credit report differs from a traditional credit report. It is tailored for use in an employment situation, so it does not include account numbers and when requested, only counts as a soft pull on the applicant's report, so it doesn't count as heavily against their credit score.

Limitations of this service:

A credit report should only be requested when it is relevant to the job function and the employer has policies and procedures in place to ensure that the use of credit reports are fair and relevant. Recently some states have imposed limitations or are in the process of regulating the use of credit reports for employment purposes. The primary requirement is that there must be a business justification for the report.

Even in states without such laws, employers need to ensure that the use of credit reports do not have a disparate impact amounting to discrimination. Employers need to be aware of the laws pertaining to credit use for employment purposes in their state.

www.datafacts.com // info@datafacts.com // 800.264.8806

