



Red Brick Background Screening Program Review

A complimentary review of your current background screening program.

You shouldn't change background screening providers just to change providers. You should change when your current program is costing you **time, money, candidates, service, or confidence**.

The Red Brick Background Screening Program Review is designed to identify where your current program is working well—and where there may be opportunities to improve it.

1. Your Hiring Environment

Annual hires: _____

Locations/states: _____

Current provider: _____

ATS/HRIS: _____

1. Approximately how many background checks do you conduct annually?
2. Do different positions require different screening packages?
3. When was your screening program last formally reviewed?

2. Screening Strategy

4. Are you confident you're conducting the **right searches for the right positions**?
5. Are there searches you're purchasing primarily because they've always been part of the package?
6. Are there positions or risk areas where your current screening may be insufficient?

3. Speed & Hiring Impact

7. What is your typical turnaround time?
8. How often do background checks delay start dates?
9. When a search is delayed, can your recruiting/HR team quickly determine **why** and get help resolving it?

4. Service & Support

10. Do you have a dedicated person you can contact when you need help?
11. How would you rate your provider's responsiveness and problem resolution?

1 — Poor | 2 | 3 — Average | 4 | 5 — Excellent

12. Does your provider proactively help you improve your screening program—or primarily process transactions?

5. Candidate Experience

13. Is the candidate process simple, mobile-friendly, and easy to understand?
14. Do candidates contact recruiters or HR for help with background screening?
15. Have screening delays or problems ever affected your ability to hire a candidate?

6. Compliance & Security

16. When were your disclosure, authorization, and adverse-action processes last reviewed?
17. How do you account for state and local screening requirements across your hiring locations?
18. Can your provider demonstrate appropriate compliance, security, and data-protection controls?

This review is intended to identify areas for further evaluation and does not constitute legal advice.

7. Technology & Workflow

19. Is background screening integrated with your ATS/HRIS?
20. Are there manual steps your recruiting or HR team would like to eliminate?
21. Can you easily see screening status, turnaround, volume, and other program data?

8. Cost & Transparency

22. Do you know your **fully loaded cost per background check**, including pass-through and additional fees?
23. Are invoices and pricing easy to understand?
24. When was the last time you compared your pricing and program against alternatives?

Red Brick Program Review

Area	Strong Review Opportunity		
Screening Strategy	☐	☐	☐
Speed & Turnaround	☐	☐	☐
Service & Support	☐	☐	☐
Candidate Experience	☐	☐	☐
Compliance & Security	☐	☐	☐

Area	Strong Review Opportunity		
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Technology & Workflow	☐	☐	☐
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Cost & Transparency	☐	☐	☐
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What's Working

Opportunities

Recommended Next Steps

The Red Brick Standard

Enterprise-level screening capabilities.

Small-business-level attention.

Talent-acquisition expertise behind it.