SafestHires

OWNED BY NAVY VETERANS

Capabilities Deck

Background Screening, Engineered for Busy HR Teams

Fast Results | Accurate Reporting | Compliant by Design | Veteran-Owned



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Why SafestHires

The speed of technology.
The accountability of a real partner.

Direct connections to the courts that issue the record, a platform HR teams and candidates move through quickly, and a U.S.-based, compliance-certified team.

89%
Same-day clear
Median report under four hours

3,000+
Digital courts
County, state and federal

.02%
Dispute rate
Corroborated at the source

<12s
Avg phone pickup
U.S.-based, FCRA-certified



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Executive Team: U.S. Navy Veterans



Founded by U.S. Navy veterans who bring mission discipline and accountability to every order.



Andrew Andersen

ESWS

Disabled Navy veteran who has co-founded five companies in twenty years, including two background screening firms. Passionate about client success and helping veterans start businesses.



Jake Taylor

SEAL

Former Navy SEAL and disabled veteran with twenty years of service. Held leadership positions in safety roles supervising background screening and onboarding programs.



Mark Lingo

NCIS

Disabled Navy veteran and former NCIS undercover agent. With more than twenty years in the background screening industry, he is a trusted advisor to clients and team members.

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Speed. Price. Accuracy.

The three things hiring teams actually measure a screening partner on.

1



Speed

89% of searches clear the same business day, with a median report time under four hours.

- Insta-Clear in 49 states
- Direct digital court access

2



Price

Per-check pricing that scales with volume — only pay for the screens you run.

- No platform or seat fees
- Court fees passed through at cost

3



Accuracy

If a hit cannot be corroborated at the source, it does not go on the report.

- Named verifier and timestamp
- Dispute rate .02%

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Built for HR and Candidates

Mobile-first intake, built-in eConsent, and status everyone can see.

Mobile-first intake
Candidates finish consent and information from any device, in minutes.

Built-in eConsent
FCRA-compliant disclosure and authorization captured electronically.

Status you can see
Per-row search status and time-to-clear, visible at a glance.

Clean, audit-ready reports
One status pill, one case file, and a tamper-evident audit trail.



01 **Invite**

02 **eConsent**

03 **Candidate info**

04 **Screening**

05 **Status**

06 **Results**

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Speed Has a Source

Same-day clears come from direct digital connections to the courts that issue the original record.

3,000+

direct digital court connections

- Direct court access — the source of truth, not an aggregator
- County-level depth across all 50 states
- Federal criminal, civil and sex-offender registry coverage
- Fewer manual delays and fewer false positives



3,024 of 3,142 county jurisdictions

49 states with Insta-Clear coverage

89% clear the same business day

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Compliance by Design

FCRA, fair chance, and jurisdictional rules are engineered into the workflow — not bolted on.



FCRA, end to end

§604(b)(2) disclosure, §613 public-record procedures, §611 reinvestigation.

Two-step adverse action

Pre-adverse and final notices with the current CFPB Summary of Rights.

Fair chance & ban-the-box

State, county and city rules applied by jurisdiction, automatically.

State & local overlays

California ICRAA, NYC Fair Chance, LA County and Philadelphia FCRSA.

Candidate rights & disputes

The dispute workflow pauses the file and resumes only on resolution.

Data privacy & security

SOC 2 Type II hosted infrastructure. FCRA, GLBA and DPPA compliant.

General compliance information. Employers should consult qualified counsel regarding their specific legal obligations. SafestHires does not provide legal advice.

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One Platform. Every Screen.

One intake, one case file, one point of contact — across every screen you run.

Criminal history

National, state, county and federal records with direct court access.

Work history & education

Documented verifications of employers, schools and licenses.

Drug & occ-health

5-, 10- and 12-panel screens through 12,000+ collection sites.

MVR & DOT screening

FMCSA Clearinghouse, MVRs, Part 40 pools and driver files.

I-9 & E-Verify

Electronic I-9 with integrated E-Verify and identity authentication.

Continuous monitoring

Post-hire criminal, sanction and license-expiration tracking.

ATS integrations

Order, status and results sync without leaving your ATS.

Automated adverse action

Pre-adverse and adverse letters with an FCRA-defensible audit trail.

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ATS Integrations

Keep your workflow. Upgrade your screening.

- SafestHires connects to 70+ ATS, HRIS, lab, MVR and verification platforms.
- 50+ pre-built ATS and HRIS connectors — order, status and results sync in place.
- No platform fees, seat licenses or integration fees. API specs are free to any vendor.
- Most new connections go live in two to four weeks once API access is confirmed.



SOME INTEGRATED SYSTEMS

Workday	iCIMS	Bullhorn	JobDiva	Avionté
ADP	UKG	Greenhouse	BambooHR	Dayforce

Partner names and trademarks are the property of their respective owners; listing does not imply endorsement.

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Ask HR AI

More than background checks — a free, practitioner-grade AI assistant for U.S. HR questions.

Advisor Mode returns a case-style memo with applicable law, recommended steps, documentation tips and citations. Investigator Mode walks you through an incident intake and produces a clean memo you can hand to counsel.

TOPICS HR LEADERS ASK ABOUT MOST

- FCRA adverse action
- Workplace investigations
- Ban-the-box & fair chance
- Wage & hour
- Leaves & accommodations
- Drug testing & marijuana
- Pay transparency
- Employee handbooks



safesthires.com/ask-hr-ai

Ask HR AI provides educational HR guidance and is not legal advice.

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Transparent Pricing

Pay only for the screens you run.

- No platform fees
- No seat licenses
- No minimums
- No setup fees
- Per-check pricing
- Volume discounts



Court access fees and third-party costs (drug labs, MVR, international) are passed through at cost and itemized on every invoice. Month-to-month agreement — no annual commitment.

$

Build your package with our live-quote pricing calculator ›

safesthires.com/pricing

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Credentials

Trusted certifications that demonstrate our commitment to compliance, security and accuracy.



NCRA Enterprise Certified

Enterprise-level CRA Compliance Certification — the highest NCRA tier.

NBSAB Accredited

A seal of approval for background check firms in the USA.

HR Tech Outlook Top 10

Named a Top 10 Pre-Employment Screening Company.

PBSA member since 2012

Members in good standing; our support team is FCRA Certified.

SOC 2 Type II

Hosted infrastructure attested annually by an independent CPA firm.

FCRA aligned end to end — dispute and adverse-action procedures reviewed each year by outside counsel. Full attestation pack available on request.

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Real Clients. Real Results.

Nonprofit youth services, consumer packaged goods, and automotive retail.



Greater Wichita YMCA

NONPROFIT / YOUTH SERVICES

CHALLENGE

Constant re-screening for youth-serving roles, plus custom references.

RESULTS

One to three days instead of weeks — references customized, at no cost.



Newman's Own

CONSUMER PACKAGED GOODS

CHALLENGE

A slow, off-shored vendor taking up to two weeks per report.

RESULTS

Faster reports, U.S.-based service, free references and verifications.



Bev Smith Automotive Group

AUTOMOTIVE RETAIL

CHALLENGE

A cumbersome system that missed records with a database-only search.

RESULTS

County criminal searches added for accuracy, with no price increase.

> *"SafestHires really turned things around for us. We get our reference questions fully customized and they come back so much faster now. Getting them free is nice too."*



Brandy Weber
Associate VP of HR, Greater Wichita YMCA

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Customer Support

Technology when you want it.
A real person when you need one.

U.S.-based specialists
No offshore queues, ever. The team that answers knows your account.

FCRA-certified team
Support staff hold FCRA certification through PBSA.

Named, dedicated support
One point of contact across every case file you open.

Live escalation
Reach a person on the phone — not a ticket queue.



<12s Average phone pickup

98.4% Customer retention

4.9/5 CSAT, trailing 12 months

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Ready to Make Your Next Safest Hire?



Send us your current vendor invoice and one week of role volume. We'll come back with an apples-to-apples quote inside one business day.

Request a written quote
admin@safesthires.com

Try the pricing calculator
safesthires.com/pricing

Start a free trial
safesthires.com/sign-up

Talk to an advisor
safesthires.com/contact

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