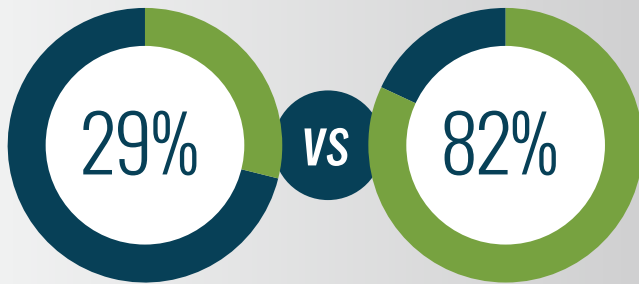


ALL ABOUT Credit Checks for

• EMPLOYERS •



of employers use credit checks

SOURCE:
CareerBuilder

use criminal background checks

SOURCE:
CareerBuilder

- ✓ Check for **financial responsibility**
- ✓ **Restricted** in some states

- ✓ **Standard** for jobs in finance
- ✓ **Required** if employee controls \$10,000+

Which States Restrict Employer Credit Checks?

CALIFORNIA

EXCEPTIONS FOR:

- Managers
- Law enforcement
- Sensitive personal info access
- Confidential info access

COLORADO

EXCEPTIONS FOR:

- Managers
- Financial firms

HAWAII

EXCEPTIONS FOR:

- Managers
- Financial firms

CONNECTICUT

EXCEPTIONS FOR:

- Access to company funds
- Confidential info access
- Financial firms

MARYLAND

EXCEPTIONS FOR:

- Access to company funds
- Confidential info access
- Sensitive personal info access
- Financial firms

ILLINOIS

EXCEPTIONS FOR:

- Managers
- Confidential info access

OREGON

EXCEPTIONS FOR:

- Law enforcement
- Financial firms

NEVADA

NO EXCEPTIONS

WASHINGTON

NO EXCEPTIONS

VERMONT

EXCEPTIONS FOR:

- Law enforcement
- Confidential info access
- Financial firms

WASHINGTON, D.C.

EXCEPTIONS FOR:

- Law enforcement
- Financial firms

Which Regions Restrict Employer Credit Checks?



NYC



PHILADELPHIA



COOK COUNTY, IL

What Does the Federal Government Say?

THERE ARE NO FEDERAL LAWS AGAINST CREDIT CHECKS.

✓ Legislation pending (Jan 2020) to ban credit checks not required by law or national security



OPPOSED BY



OPPOSED BY

EEOC

- ✓ Credit checks disparately impact minorities
- ✓ Must be relevant to position

FCRA

- ✓ Applies to all employee background checking

What Is the Debate Over Credit Checks?

For

- Peace of mind
- Protect company/client funds
- Prevent embezzlement
- Protect sensitive data

Due diligence

Against

- Private information
- Personal finances don't predict job competency

Credit issues are common

41% of households have credit card debt

\$1.64 trillion

U.S. student loan debt

69%

of 2019
graduating
class

Relevant?

Legally Permitted?

Legally Required?

Get help using credit checks responsibly.

Start at www.backgroundchecks.com