

BACKGROUND CHECK PRICE TRANSPARENCY REPORT

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Acknowledgements

INTRODUCTION

The background check industry needs more price transparency.

We launched the Background Check Price Transparency Report because we recognized that most vendors in the industry charge widely different prices to each customer and fail to publicly publish their pricing.

Most vendors have variable pricing, offering discounts to customers that order in higher volumes. Unless a person or business has worked with a number of background check vendors in the past, many people and businesses won't know if they're quoted price is fair.

In order to address the secretive nature of pricing, our goal is to collect user submissions and aggregate the results into a report that gives folks more insights than were previously available.

There's more to vendor selection than just price, but we hope this report provides you with valuable information that you can use as you search for the vendor that is best-suited to your needs.

HOW TO USE THIS REPORT

This report has three primary insights that we believe will be useful to someone evaluating background check vendors:

1. How Company Size Impacts Price
2. Potential Coverage Gaps In Your Current Package
3. Average Price For Your Industry

Overall

How Company Size Impacts Price

Our survey data reveals how much of a discount large companies receive compared to small and medium-sized companies.

By Industry

Potential Coverage Gaps In Your Current Package

This section is intended to reveal possible gaps in your package by highlighting searches that are popular with industry peers. If your business isn't using those popular industry searches, you may want to review why.

Note: Risk mitigation factors can vary from organization to organization, so even companies in the same industry may have different background check needs. It's important to consult with your legal counsel about what's appropriate for your business.

Average Price For Your Industry.

This is the overall average and does not control for what is included in the search package, so both lean packages and comprehensive packages are included in the average. This means you can't compare directly against this number, but it could help you understand whether you may need to go price shopping. If you have a lean package compared to the search popularity results but you're still paying close to or more than the average, it may be time to get some quotes.

METHODOLOGY NOTES & DISCLOSURE

This market survey and resulting report was funded and conducted by Perfect Fit Background Checks LLC.

This report is based on user-submitted data and includes both customers and non-customers of Perfect Fit Background Checks.

All users reported to be located in the United States and reported information for background checks used on US-based applicants.

Data was collected from two surveys: one located on PerfectFitBackgroundChecks.com and the other managed by a third party paneling company.

The total number of submissions collected for this survey was 229.

Users were self-selected, but had to pass qualifying questions to confirm that they did in-fact utilize a background check vendor as part of their hiring responsibilities.




Data was reviewed manually to ensure answers were reasonable, with incomplete and invalid submissions removed to improve data integrity. In addition to suspicious submissions, we also removed statistical outliers ($\alpha = 0.05$).

MOST COMMON SEARCH PACKAGE



Survey respondents reported a wide variety of unique search combinations in their packages, and the below package was the most popular combination.

Package needs will vary by industry; refer to the industry breakdowns starting on page 9 for more info.



Criminal Searches

- SSN Trace & Address History 
- Nationwide Sex Offender Registry 
- Global Watchlists 
- Nationwide Criminal Records 
- County Criminal Search 
- Statewide Criminal Search 
- Federal Criminal Search 

Verifications

- Employment Verification 
- Education Verification 

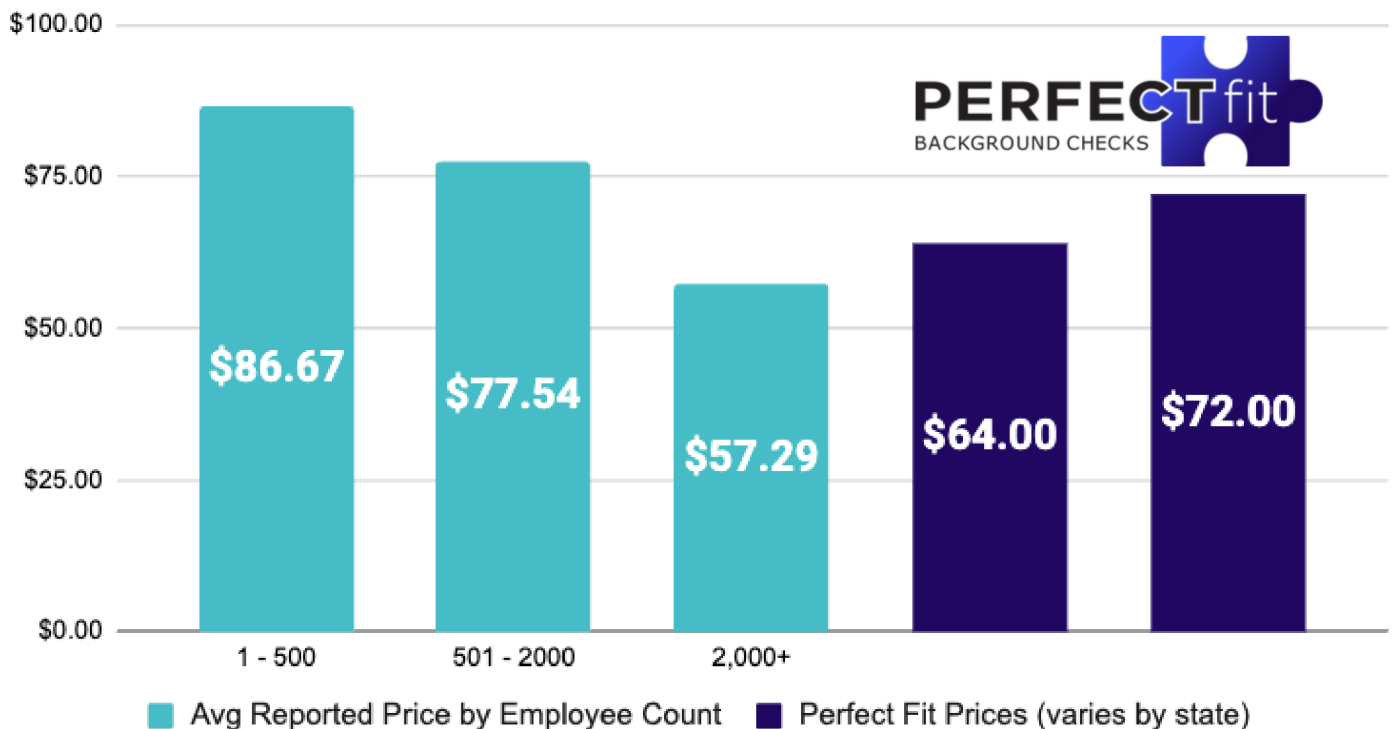
Other

- Driving History (MVR) 
- Social Media Search 
- Credit Report 

AVERAGE PRICE PAID BY COMPANY SIZE

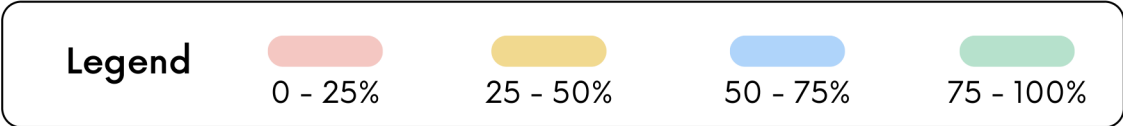
This section shows the highest level of price comparison, based on the most common search package (pg 6). We analyzed the average package price within small, medium, and large businesses, using employee count as the proxy for company size. Small businesses reported paying 53.6% more for their packages than did large businesses. At Perfect Fit we don't charge different prices for different sized companies, but our prices do vary by state reflecting the different costs of acquiring data in different states.

Average Reported Price by Company Size vs. Perfect Fit Prices

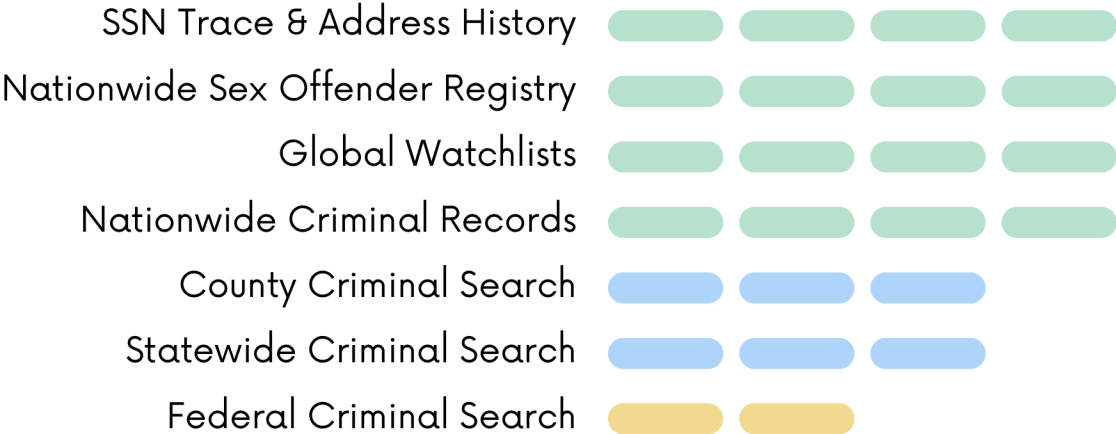


SEARCH POPULARITY: OVERALL

The chart below outlines which searches are most popular across survey respondents. Pages 9-17 detail the most popular searches by industry. Every background check package includes a handful of individual searches. You should consult with your employment law specialist to discuss what's most appropriate for your business.



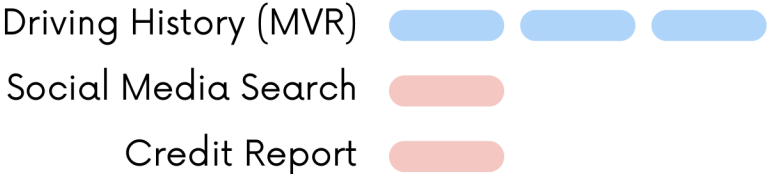
Criminal Searches



Verifications



Other

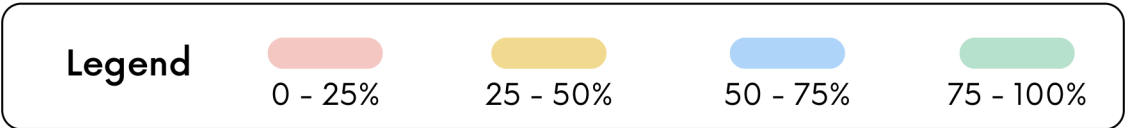


INDUSTRY FOCUS: MANUFACTURING

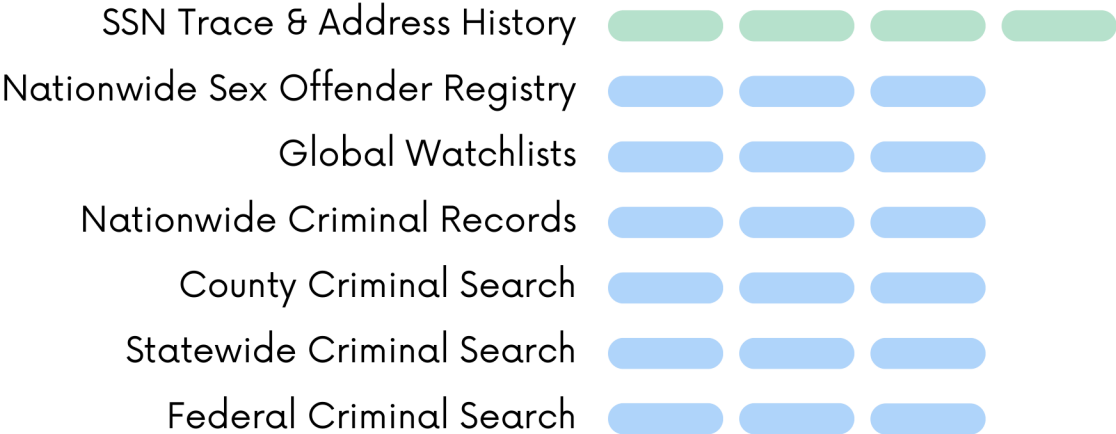
Every background check package includes a handful of individual searches. You should consult with your employment law specialist to discuss what's most appropriate for your business.

Avg Package Price

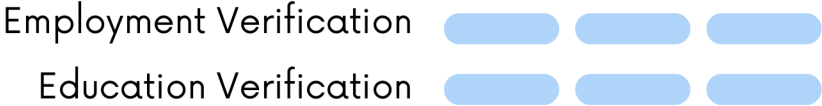
\$50.58



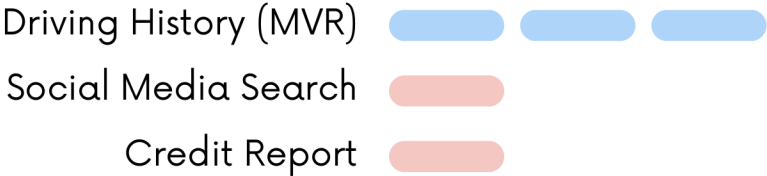
Criminal Searches



Verifications



Other

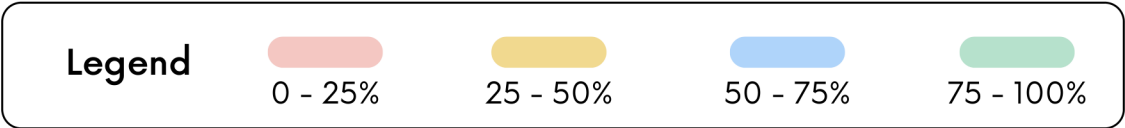


INDUSTRY FOCUS: CONSTRUCTION & HOME SERVICES

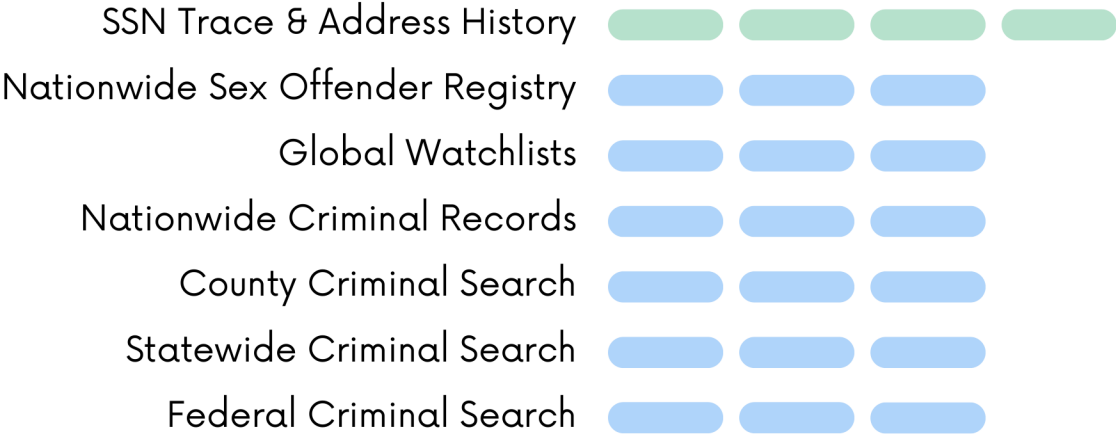
Every background check package includes a handful of individual searches. You should consult with your employment law specialist to discuss what's most appropriate for your business.

Avg Package Price

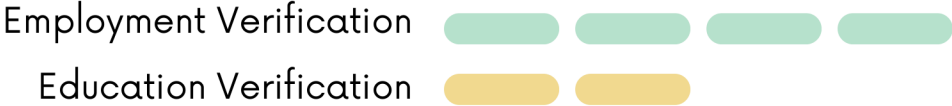
\$66.22



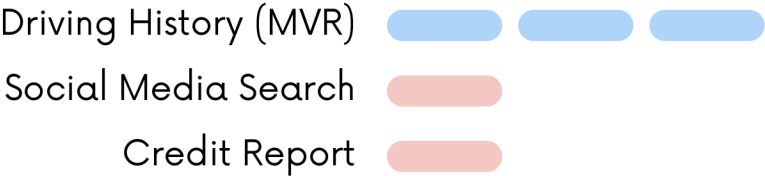
Criminal Searches



Verifications



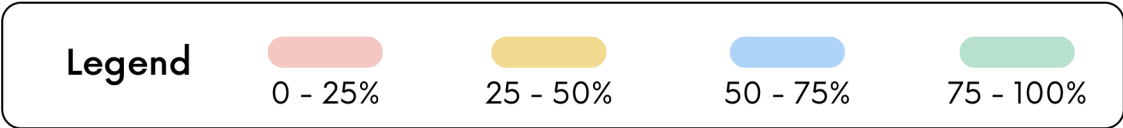
Other



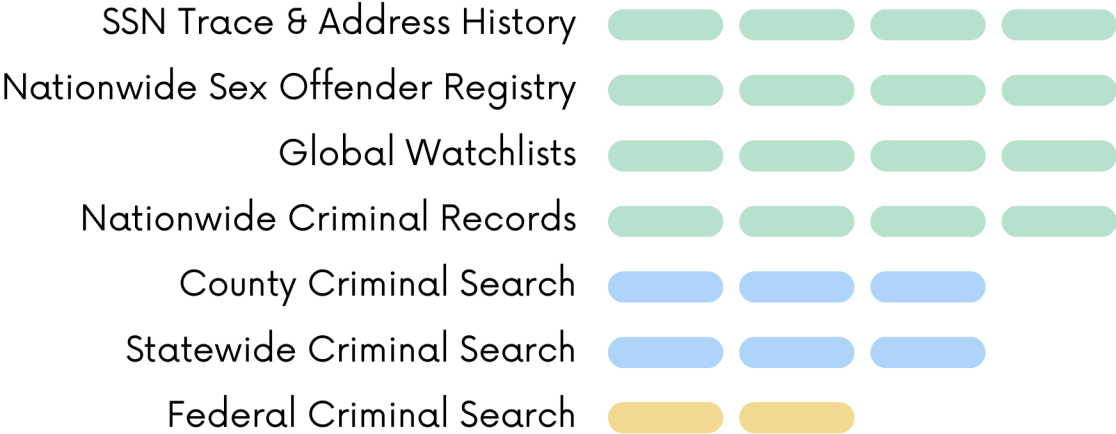
INDUSTRY FOCUS: FINANCE, INSURANCE, AND REAL ESTATE

Every background check package includes a handful of individual searches. You should consult with your employment law specialist to discuss what's most appropriate for your business.

Avg Package Price
\$48.20



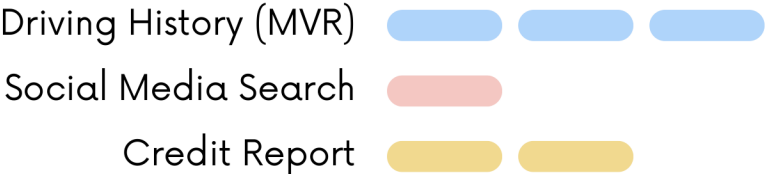
Criminal Searches



Verifications



Other

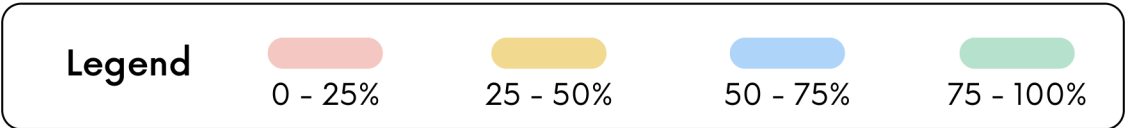


INDUSTRY FOCUS: RETAIL

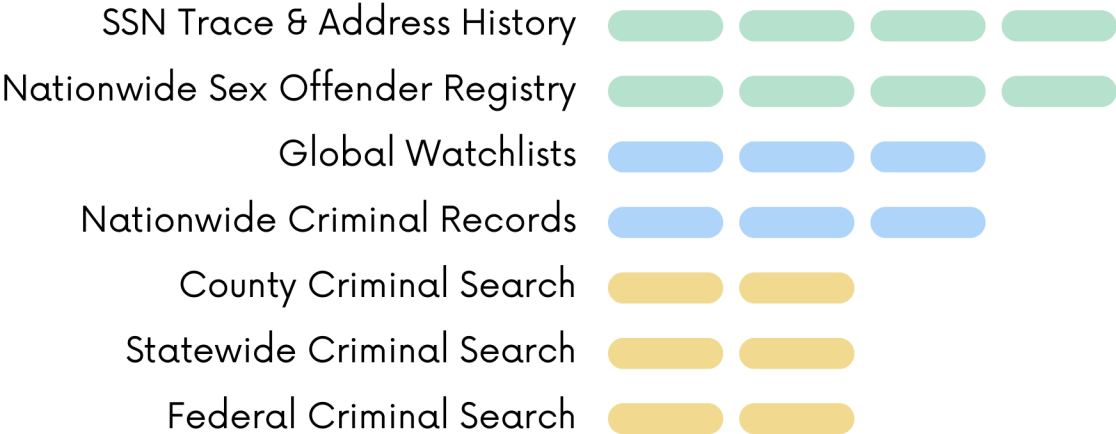
Every background check package includes a handful of individual searches. You should consult with your employment law specialist to discuss what's most appropriate for your business.

Avg Package Price

\$65.00



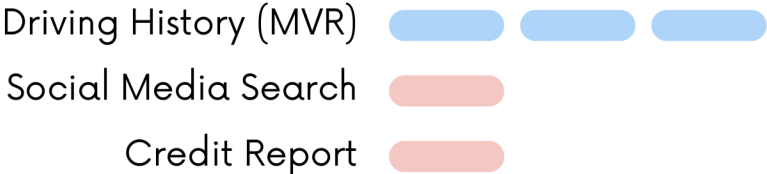
Criminal Searches



Verifications



Other

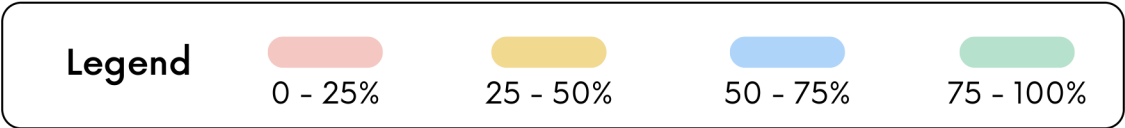


INDUSTRY FOCUS: HEALTHCARE & SOCIAL ASSISTANCE

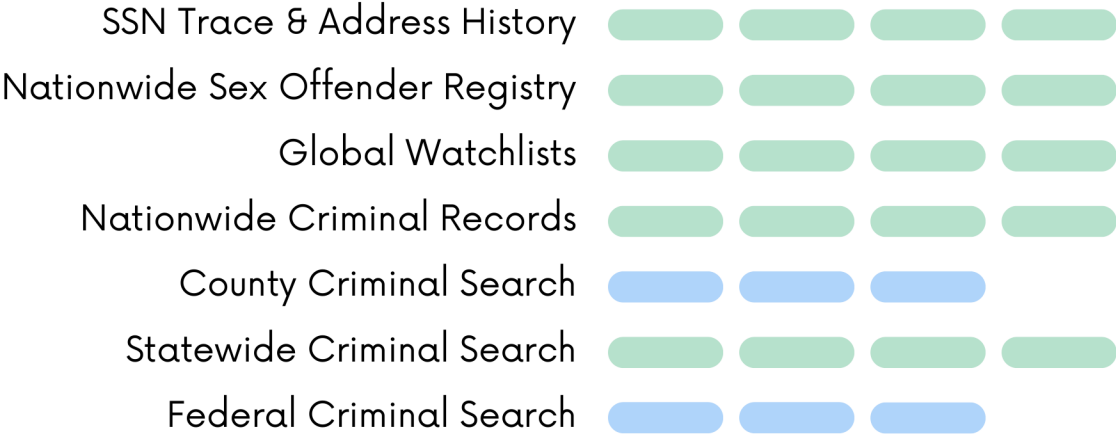
Every background check package includes a handful of individual searches. You should consult with your employment law specialist to discuss what's most appropriate for your business.

Avg Package Price

\$64.23



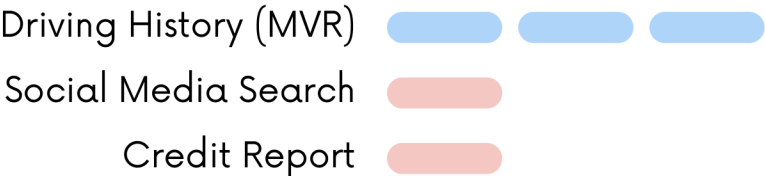
Criminal Searches



Verifications



Other

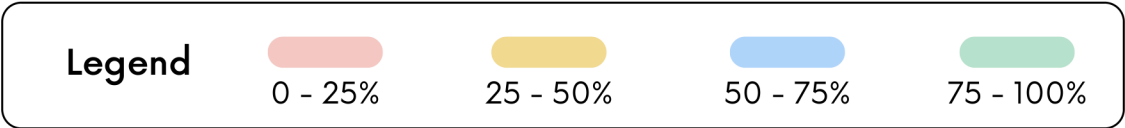


INDUSTRY FOCUS: ACCOMMODATION, FOOD SERVICES, AND HOSPITALITY

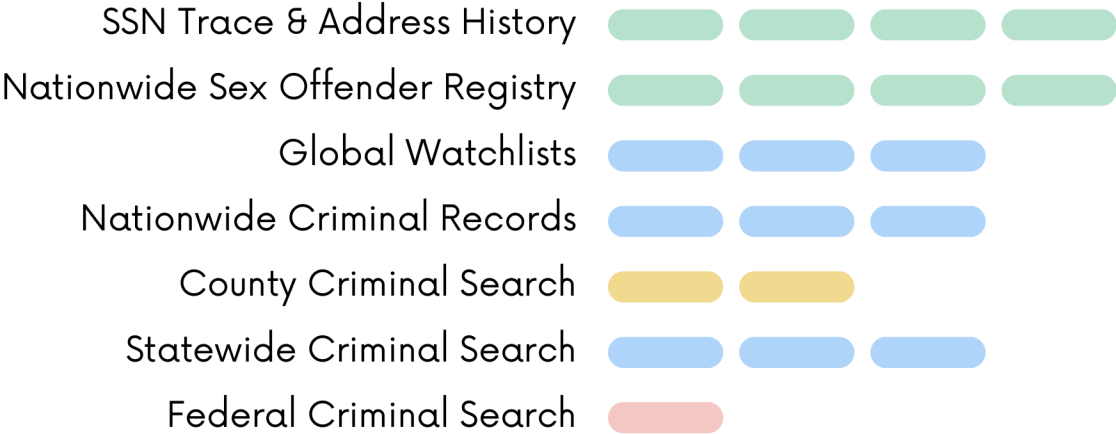
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Avg Package Price

\$43.33



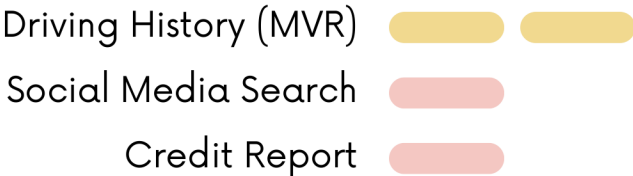
Criminal Searches



Verifications



Other

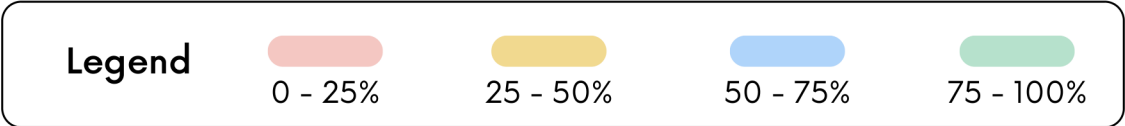


INDUSTRY FOCUS: SERVICES

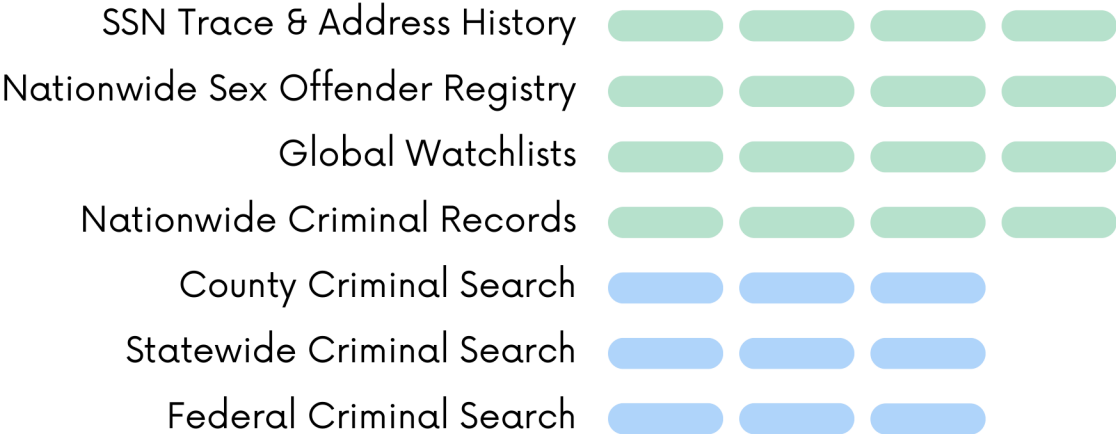
Every background check package includes a handful of individual searches. You should consult with your employment law specialist to discuss what's most appropriate for your business.

Avg Package Price

\$66.88



Criminal Searches



Verifications



Other

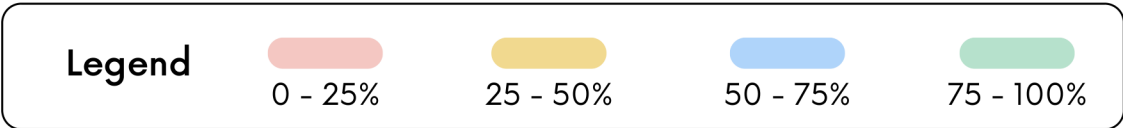


INDUSTRY FOCUS: SOFTWARE & TECHNOLOGY

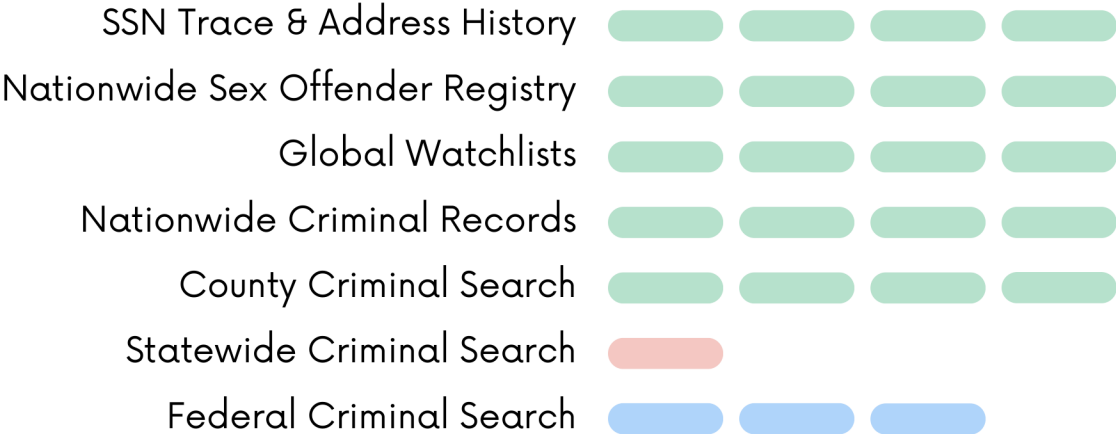
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Avg Package Price

\$44.72



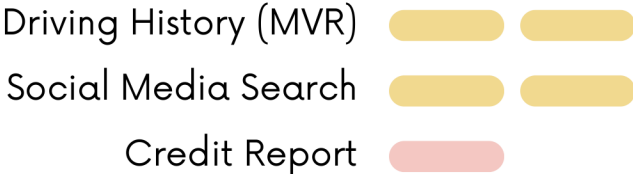
Criminal Searches



Verifications



Other

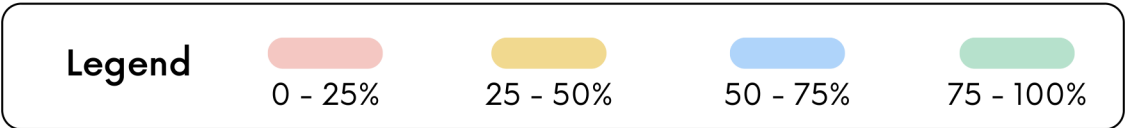


INDUSTRY FOCUS: OTHER

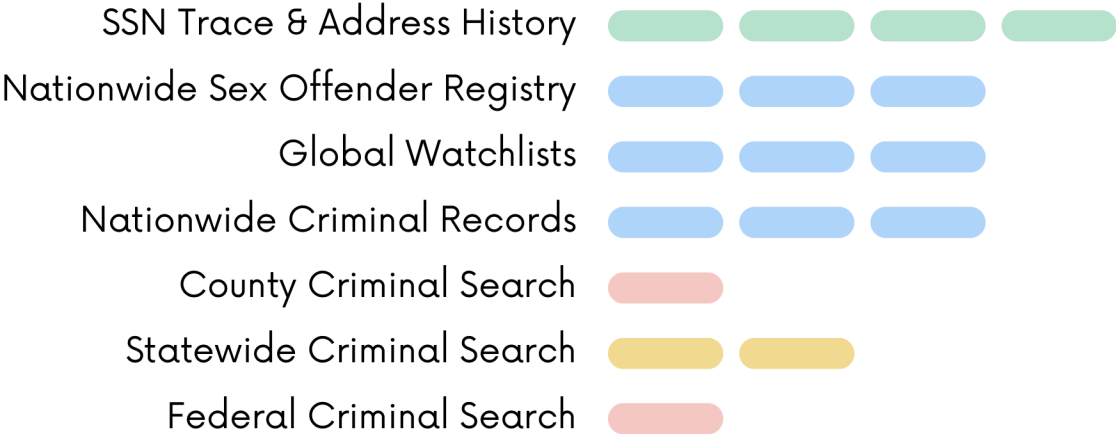
Every background check package includes a handful of individual searches. You should consult with your employment law specialist to discuss what's most appropriate for your business.

Avg Package Price

\$44.88



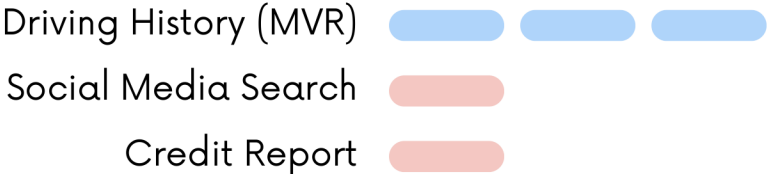
Criminal Searches



Verifications



Other



ACKNOWLEDGEMENTS

This report would not be possible without the hundreds of people that took the time to contribute their data to the survey.

Thank you for your continued support!

Questions?

If you have questions about background checks, we're happy to help! You can schedule a meeting with us on our website or send us an email.

Perfect Fit Background Checks

[Schedule a chat](#)

<https://PerfectFitBackgroundChecks.com>

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