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## Proforma Screening Launches Interactive Background Screening Program Builder

Purcellville, VA, September 8, 2010 – Proforma Screening Solutions announced the launch of a new [interactive background screening program builder](#) that enables web visitors to determine the types of background checks that are recommended for a particular role within their company. Visitors answer a series of questions related to the risks and responsibilities of the job and the program builder presents a summary of recommended background checks.

The background screening program builder is designed to help employers easily determine the types of background checks that should be performed on prospective employees. The program is intended to deliver employers with a list of the services they need to make better hiring decisions, reduce hiring risks, and demonstrate their duty of “reasonable care” in the hiring process in order to avoid negligent hiring.

Negligent hiring is a legal theory based on the principle that employers can be liable for the wrongful acts of their employees should the employer fail to use reasonable care in the hiring process. Background screening is a widely-accepted practice used by employers to demonstrate reasonable care.

The program builder consists of four key steps: First, the user selects the role for which the background checks will be used. For example, a hotel employer may wish to run background checks on their room service personnel. Next, the user answers a series of questions that create a picture of the risks and requirements of the job. Factors such as industry type, level of supervision, and job prerequisites are considered. From here, the program builder displays a list of recommended screening services and descriptions of each service. Finally, the user can request a quote from Proforma to obtain costs for their particular set of screening requirements.

Michael Gaul, VP of Proforma Screening Solutions explains, “Many employers fail to take the necessary precautions to protect themselves from the inevitable pitfalls of negligent hiring. Whether stemming from a negligent hiring lawsuit or from the productivity, absenteeism, safety, and turnover issues that are inherent in a workforce that lacks appropriate screening, companies who neglect to check employee backgrounds -- or those who choose the wrong types of background checks -- are setting themselves up for negative consequences.”

Proforma’s interactive employment screening program builder can be accessed at the company’s website [www.proformascreening.com](http://www.proformascreening.com).

**About Proforma Screening Solutions:**

Proforma Screening Solutions offers [employment background checks](#) to help organizations make better hiring decisions. With solutions ranging from [criminal background checks](#) to [FCRA compliance](#), Proforma's comprehensive approach enables employers to understand and manage their human capital risks while building a safer and more qualified workforce. Tap into more than 75 years of experience and leadership in the background screening industry with the experts at Proforma Screening Solutions. Call (866) 276-6161 or visit [www.proformascreening.com](http://www.proformascreening.com).