



CAREGIVER &
HOUSEHOLD
SCREENING
AN IMPERATIVE BRAND



2X More Criminal Records



Imperative helps risk-averse employers make better people decisions.

Our robust research and reporting practices mean we report twice as many criminal records as most background screening firms.

Where We Research

All of our criminal records are sourced directly with the originating courts' records. In most jurisdictions, that still means pulling records at the courthouse itself.

We don't rely on stale third-party databases, which our tests show miss as many as 70% of the records we find in courthouse files. We also don't use bots to scrape court websites — our tolerance for error is too small for either method.

We search the courts in every jurisdiction associated with an applicant over the past ten years. Many screening firms search only seven years of jurisdictions, or less. A longer window means more places searched, and more records found.



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What We Report

Imperative delivers all criminal cases that we can legally report and that our clients can legally consider under applicable state or federal law.

This means that in most states we don't limit our reporting to just criminal convictions.

For instance, many states have deferred adjudication arrangements—where an individual pleads guilty to a criminal offense, receives probation and, upon completion of the probation, the case is dismissed. We report those cases while many background screening companies do not.

Additionally, most screening companies restrict their reporting of criminal convictions to those in the past seven years.

That restriction means that a prospective employer would never know about:

- ✓ An eight-year-old embezzlement conviction.
- ✓ A ten-year-old sexual assault of a child conviction.
- ✓ A fifteen-year-old bank robbery.
- ✓ A twenty-year-old murder conviction.

While a specific criminal offense may not suggest a risk for a given role, an employer can't make that determination if they don't know about the offense. Our clients benefit from the most robust reporting allowed under the law.

Imperative's robust research and reporting procedures are one way we help risk-averse clients make better people decisions.