

If Your Company Operates in a **Single Location** with No Application Restrictions:

If Your Company Operates **Multiple Locations** with No Application Restrictions:

If Your Company **Operates Single or Multiple Locations** with Background Check Restrictions:

**If You're Uncertain** about the Permitted Approach for Your Area:

**If You Encounter One or More Of These Issues:**

- Lead Time to Hire is Short
- High-Demand Candidates Require Fast Action
- Company Serves Vulnerable Populations
- Position is High Level/Sensitive/Public Trust

Best Practice Is to **Screen Early.**

Consult a **Professional.**

Err on the Safe Side and **Delay Screening!**

Early Screening may Be Defensible.  
**Contact a professional** for review of applicable, current laws.