

## Future-Proof Partnership: The Lasting Impact of Agile Background Screening on Onboarding & Culture

Discover how one of the nation's largest distributing companies leveraged Mitrataech's AssureHire to reduce churn, create a safer work environment for all, and hire the best talent available.



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### The Company

Operating as one of the largest distributing companies in the U.S., this long-established enterprise services over 26,000 retailers and partners with over 700 suppliers.

In addition to a robust sustainability strategy and deep focus on philanthropy, employee well-being plays a centric role in the day-to-day operations at all of their office locations nationwide.

### The Challenge

Tasked with leading the charge in Human Capital Management, the distributing enterprise's HR team recognized the importance of a new hire's first impression.

And unfortunately, the company's previous vendor wasn't meeting expectations when it came to responsiveness and security. In some cases, the

***“If that experience doesn't go well, they're not going to accept that position or move forward. So, it's huge to ensure that they feel comfortable and welcome throughout the whole process — nobody wants a bad onboarding experience.”***

**ANONYMOUS**

Director of Associate Benefits

team waited as long as 3 weeks for a background check, received inaccurate MVR checks, and did not see flags on duplicate candidate names/birthdates. The company was ready to make a change because hiring one uninsured or ineligible driver due to these oversights — or losing talent because a background check took too long to come back — could be costly.

Leveraging internal expertise of their current tech stack, need for a quality Paycor integration, budget, and cybersecurity requirements, the team sought a new background screening partner to help reduce churn, hire the best talent available, and create a safer work environment for all.

## The Solution

By sitting down with the company's end users to identify what each wanted from a new background screening solution, the team discovered that nearly everyone expressed the need for a platform that would prioritize both the candidate and employee experience. And to that end, the enterprise sought a technology partner that could remain responsive to their needs throughout the entire hiring process – and beyond.

### Their decision to deploy AssureHire came down to four key differentiators:

- 1. Screening Optionality:** AssureHire built a custom process that fit the company's needs. By packaging specific checks and screens together depending on the role being hired, the platform empowers hiring managers with the ability to run appropriate checks based on specific role requirements – all with the click of a button.
- 2. Process Optimization:** Across industries, leaders are feeling the need to do more with less. The AssureHire team saw this as an opportunity to partner with this client's hiring team and adjust their workflows, ensuring certain checks were only ordered if the applicant met specific criteria or reached a certain milestone in the hiring/interviewing process to save significant time and cost.



- 3. True Partnership:** AssureHire's process of assigning every client a dedicated account manager finds its roots in the premise that good business is about moving past transactional relationships. For this distributing enterprise – and for clients of all sizes – AssureHire's seamless implementation and hands-on support ensures optimized adoption, consistent turnaround times, and elevated results.

4. **The Paycor Integration:** AssureHire's Paycor integration was a deciding factor in this organization's selection process for two reasons:

- ✓ Syncing Paycor and AssureHire empowered its team to remove cybersecurity risk from the equation and submit a check through their ATS with the click of a button. As the company's Director of Associate Benefits put it, "The entire connection process was easy and seamless."
- ✓ Paycor trusts AssureHire to provide world-class customer service for every client, including a dedicated account manager to help navigate the implementation process and answer any and all questions they may have.

*"AssureHire is always the first background check partner I send my clients to – in my seven years of doing this, I've never once had a customer come back unsatisfied."*

**ROB KOORS**

Principle Client Sales Executive  
Paycor



# The Results

Since implementing AssureHire in Spring of 2021, **the distributing enterprise has streamlined its hiring process and decreased turnaround time by up to 95% for some checks while drastically improving accuracy.**

Along with enhanced compliance and faster turnaround time, the company has leveraged AssureHire's intelligent automation and comprehensive verifications to augment its priorities, which include:

1. **Significant Time Saved:** In the last year alone, the enterprise has run 1,001 background checks. AssureHire's automated process is estimated to have saved its HR team 5-10 minutes per check, indicating that team members have **saved a total of ~83 – 167 hours or ~2 – 4 weeks' worth of time.**

2. **Providing a Safer Work Environment:**

Creating a safe work environment is more than preventing injuries; it's about considering the whole organizational ecosystem and ensuring its overall well-being. The company's focus on hiring the right people has directly impacted its overall retention.

*"The quality of candidates we've been able to attract and hire has greatly improved... you can walk through a warehouse or an office and not be anxious because you know for certain that everyone is driving the same values – that's incredible."*

**ANONYMOUS**

Payroll Manager & Director of Associate Benefits

**3. Doubling Down on Company Culture:** The company has spent significant time and effort investing in its most important asset – its people – by creating an inclusive and trusting company environment. With AssureHire in its HRC tech stack, the organization has doubled down on that investment and elevated its ability to vet and hire candidates that best align with the culture its team is striving to uphold.

**4. Reducing Liability & Risk:** Leveraging the Paycor integration and robust user permissions, AssureHire has helped the nationwide distributor reduce cybersecurity risk and remove liability.

*“Before AssureHire, we had manual forms with personal applicant information to store & take to various departments. Now, they fill it out anonymously and I don’t have their data, so if I don’t hire them, I don’t have a cybersecurity risk to worry about.”*

**ANONYMOUS**

Director of Associate Benefits

**5. Building Relationships With Their Partners:** The company’s hiring & screening practices are important to its partners, who rely on them to keep their distributions safe. By prioritizing hiring the best talent, the team was able to increase trust and boost partner retention.



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## About AssureHire

Accredited by the Professional Background Screening Association (PBSA) and SOC2 certified, AssureHire leverages intelligent automation and a comprehensive verification process to deliver the industry’s fastest, mobile-friendly, and most compliant end-to-end screening experience.

With over 92% of today’s applicants preferring to complete the consent and background check process on their mobile device, AssureHire’s fully-remote technology delivers the sought-after, mobile-friendly candidate experience that will give your company a competitive edge in the ongoing battle for talent.

**Explore the AssureHire Product Brochure Today!**

**Explore Our Tech Today!**

# About Mitrtech

Mitrtech is a proven global technology partner for corporate legal, risk & compliance, and HR professionals seeking to maximize productivity, control expense, and mitigate risk by deepening operational alignment, increasing visibility, and spurring collaboration across their organization.

With Mitrtech's proven portfolio of end-to-end solutions, organizations worldwide are able to implement best practices and standardize processes across all lines of business to manage risk and ensure business continuity.

Mitrtech serves over 10,000 organizations worldwide, including 33% of the Fortune 500 and over 500,000 users in 160 countries.

For more info, visit: [www.mitrtech.com](http://www.mitrtech.com)

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