

October 31, 2017



HireRight Empowers Employers Embracing Pay Equity Principles

HireRight leads the charge for pay equity by enabling customers to remove salary verification from screening processes

IRVINE, Calif.--(BUSINESS WIRE)-- [HireRight](#), a leading provider of global employment background checks, drug and health screening, and electronic Form I-9 and E-Verify solutions, announced that the capabilities of its background screening platform have been enhanced for employers with tools that provide support to comply with emerging pay equity legislation. While HireRight will continue to support the verification of compensation information where permissible, HireRight has found that many of its customers have taken the initiative to eliminate as a matter of company policy inquiries into a candidate's compensation history, even in jurisdictions that have not adopted pay equity laws. As a result, HireRight has decided to change its default screening offering to exclude inquiries and verifications of a candidate's compensation history. Those employers choosing to continue to verify salary history can still opt to use HireRight for this purpose.

"We're excited to see the legislative progress in advancing the conversation and taking steps toward pay equity," said Dawn Hirsch, chief human resources officer at HireRight.

"Removing past salary inquiries from the background check process affords our customers the opportunity to focus on other position-related factors, including relevant skills and capabilities, experience that aligns with the role, and organizational and culture fit. We believe that removing the issue of compensation history will make for better hiring decisions while at the same time closing any pay gaps that may exist."

HireRight believes eliminating the required disclosure of previous salary information is a best practice, which human resource professionals should consider adopting. Asking for this information can put candidates at a disadvantage, particularly if they do not respond with a salary that falls directly within the prospective employer's anticipated range. A past salary that is viewed to be "too high" may bar the candidate from further consideration for the open position, while a low salary response may result in another low offer for the candidate – perpetuating wage disparity from employer to employer.

This year, many U.S. cities, states and territories are considering measures that would bar employers from asking job candidates about their prior salary. Delaware, New York City, Puerto Rico, Oregon, San Francisco, Massachusetts and California are among the jurisdictions that already have taken steps to support this initiative. As the 2017 legislative season comes to a close, more than a dozen pay equity laws are still under consideration in other jurisdictions.

More information can be found in HireRight's free eBook, Equal Pay Legislation 2017: www.hireright.com/pay-equity

About HireRight

HireRight delivers global background checks, drug testing, education verification services, and electronic Form I-9 and E-Verify solutions through an innovative platform to help companies hire the right candidates, so they can grow successfully, and efficiently—no matter their size or where they operate. HireRight offers extensive screening solutions that can be tailored to the unique needs of the organization, giving employers additional peace of mind about their people and vetting processes. HireRight's platform can be integrated with existing HR platforms, making it easy to use and giving candidates the best possible experience.

HireRight is headquartered in Irvine, CA, with offices across the globe. Learn more at www.HireRight.com.

View source version on businesswire.com:

<http://www.businesswire.com/news/home/20171031006627/en/>

Infinite Global

Kelsey Eidbo, 415-732-7804

KelseyE@infiniteglobal.com

Source: HireRight