

Integrating HireRight Background Screening with iCIMS Talent Cloud and UKG Pro™ Onboarding

Overview

Greenspoon Marder, LLP is a full-service business law firm with **604 total employees made up of 210 attorneys and 394 non-attorney staff across 25 locations in the United States**. The firm is known for its experience in entertainment law, litigation and real estate. Greenspoon Marder serves Fortune 500, middle-market public and private companies, start-ups, emerging businesses, individuals and entrepreneurs.

Challenge

As a national law firm Greenspoon Marder understands it's critical to hire new attorneys, business advisors, and staff members who are qualified. Prior to partnering with iCIMS, HireRight, and UKG (Ultimate Kronos Group), many aspects of hiring – including recruiting, running background checks, and onboarding new employees – were manual processes.

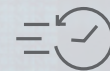
The firm's background checks were handwritten and scanned making them difficult to read and faxes were often delayed or left unsent. As a result, obtaining the right documentation, such as verifying candidates' Social Security Numbers and driver's licenses, was a challenge and Greenspoon Marder's Human Resources (HR) team spent significant time on follow-ups. **This labor-intensive screening process led to lost candidates, time-consuming onboarding paperwork, and a disjointed new hire experience.**

Solution

Greenspoon Marder recognized they needed an automated background screening solution that streamlined its recruiting and onboarding workflows. The firm selected HireRight because of its broad product offerings allowing the firm to create comprehensive screening packages. HireRight provides ongoing education regarding changing laws and regulations and the compliance-driven tools to help Greenspoon Marder meet their compliance obligations.

HireRight's ability to integrate with the firm's iCIMS Talent Cloud recruiting solution and UKG onboarding platform provides a unified candidate experience. The iCIMS Prime connector allows HR Managers to request pre-employment background checks and view the status and results from HireRight directly within iCIMS Talent Cloud. From there, candidate information from iCIMS Talent Cloud is sent to UKG Pro™ Onboarding through a seamless integration, decreasing time-to-hire and improving the candidate experience.

KEY BENEFITS



Decrease in time to initiate screening

99%



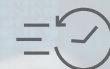
Annual paper expenses saved

\$20,000



Reduction in turnaround time

58%



Decrease in time to onboard

90%

Ali Bendersky, HRIS Manager
with Greenspoon Marder, shares,

“Integrating our recruiting, screening, and onboarding workflows is not only saving our People and Development team time, money, and resources, but has also dramatically improved our candidate experience. We’re no longer losing high-quality talent to time-consuming manual processes. Background checks are initiated in minutes, real-time status updates are available 24/7, and our onboarding process is seamless. It’s a win-win for us and our new hires.”

Results

Greenspoon Marder is now able to initiate a background check directly from iCIMS Talent Cloud in minutes, enabling the firm to improve productivity and efficiency for HR and hire first-rate talent faster. Once a HireRight background check is initiated, employee information from iCIMS Talent Cloud is pre-populated in the form, reducing errors and duplicate data entry.

On average, **HireRight returns background check results in less than 36 hours**. This automated solution saves Greenspoon Marder \$20,000 annually on paper costs and reduces the risk of on-site document storage. Furthermore, with **the iCIMS Talent Cloud – UKG Pro™ Onboarding integration, onboarding is complete in as little as 20 minutes**.

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