

Background Checks

It is FirstLight's policy to perform pre-employment background checks consistent with applicable law. Pre-employment background checks are required for all candidates, and job offers are conditioned upon satisfactory completion of the background check. All candidates will be required to sign appropriate authorizations and consents prior to the performing of any pre-employment background checks.

The purpose of performing these checks is to determine, and or confirm, within appropriate legal and professional limits, the qualifications and suitability of a job candidate for the position for which the candidate is being considered. The background check may include verification of social security numbers, prior employment, and criminal record. Employees authorized to drive a company vehicle will also have a motor vehicle background check performed.