

Answer These Questions

to help determine if *your business or company* might be a eligible to subscribe to/use the ABC System



1-866-406-8022 or 334-517-2450

To use this tool accurately, you must begin with Question # 1, and follow the directions provided next to the answer which correctly describing your company, business, or agency and how you would use the Alabama Background Check System.

<p>1. Would your business or company use this system to conduct background checks on individuals that your business/company either currently employs and/or seeks to employ?</p>	<p>IF YOUR ANSWER TO QUESTION # 1 is:</p> <p>YES then so far, so good. You can skip Question # 2 and move right on to answering Question # 3. This will help us see if you meet one of the approved ABC System definitions of an employer.</p> <p>NO, then you'll need to answer Question # 2.</p>
<p>2. Would your business or company use this system to conduct background checks on individuals that you <i>would not actually employ</i>, but who may be employed and/or seek to be employed by another company?</p> <p><i>An example includes, but may not be limited to: you or your company /business seek to conduct background checks on the behalf of another company/client for that company/client's employees and/or prospective employees.</i></p>	<p>IF YOUR ANSWER TO QUESTION # 2 is:</p> <p>YES, then your business or company <u>may not be eligible</u> to subscribe to and/or use the ABC System. The <u>only</u> way your business might be able to use the ABC System would be (1) <u>if</u> the actual client or entity for whom you would perform the background checks for was a current ABC System subscriber; <u>and</u> (2) if that company designated you in the manner prescribed by the ABC System with the authority to check the backgrounds of <i>their</i> employees and/or prospective employees. Even then, you could <u>only</u> conduct checks on <u>that company's</u> employees or prospective employees, but <u>could not</u> perform the checks on your own company's and/or those of any other company/client you represent.</p> <p>NO, then we are still moving forward. Now we'll need you to answer Question # 3 to help determine if you meet one of the approved ABC System definitions of an employer.</p>

Unless you answered YES to Question # 2, you will need to answer Questions # 3 - #9 to determine if your company, business or agency meets the approved definitions of an ABC System "employer" :

<p>3. Did your business or company have <u>one or more employee(s) who worked for you on any given day during 20 or more different weeks last year or during this year?</u></p>	<p>IF YOUR ANSWER TO QUESTION # 3 is:</p> <p>YES, then good news! Your company appears to meet the ABC definition of a "NonFarm Business Employer." You don't have to answer any more of these questions, but instead can move on to the <i>Subscribe now</i> portion of this website. NO, then there are still some other employer definitions you might meet. Answer Question # 4 to help determine if you another one of the approved ABC System definitions of an employer.</p>
<p>4. Has your business or company <u>paid wages of at least \$1,500 or more to one or more employee(s) during any quarter last year or this year?</u></p>	<p>IF YOUR ANSWER TO QUESTION # 4 is:</p> <p>YES, then good news! Your company appears to meet the ABC definition of a "Non-Farm Business Employer." You don't have to answer any more of these questions, but instead can move on to the <i>Subscribe now</i> portion of this website. NO, don't give up yet – we have several more options. Move ahead and answer Question # 5 to see if you another one of the approved ABC System definitions of an employer.</p>
<p>5. <u>During any quarter of last year or this year, did your business or company paid one or more domestic workers \$1,000 or more in cash wages to work in a private household, a college club, a fraternity house, or a sorority house ?</u></p>	<p>IF YOUR ANSWER TO QUESTION # 5 is:</p> <p>YES, then good news! Your company appears to meet the ABC definition of a "Household Domestic Employer." You don't have to answer any more of these questions, but instead can move on to the <i>Subscribe now</i> portion of this website.</p> <p>NO, then we have two more employer definitions that you might meet. Answer Questions # 6 and # 7 to see if you meet one of the ABC definitions of an "Agricultural Employer."</p>
<p>6. Has your business or company employed 10 or more agricultural workers <u>on the same day in 20 or more different weeks either last year or this year?</u></p>	<p>IF YOUR ANSWER TO QUESTION # 6 is:</p> <p>YES, then good news! Your company appears to meet the ABC definition of a "Agricultural Employer." You don't have to answer any more of these questions, but instead can move on to the <i>Subscribe now</i> portion of this website.</p> <p>NO, then there is another way you can be an "Agricultural Employer" as defined by this program. To find out, answer Question # 7.</p>
<p>7. Has your business or company paid \$20,000 or more in cash wages to agricultural workers <u>during any quarter of last year or this year?</u></p>	<p>IF YOUR ANSWER TO QUESTION # 7 is:</p> <p>YES, then good news! Your company appears to meet the ABC definition of a "Agricultural Employer." You don't have to answer any more of these questions, but instead can move on to the <i>Subscribe now</i> portion of this website.</p> <p>NO, then we have only one more way that your agency / company / business might qualify to subscribe to/use the ABC System. You can find out by answering Question # 8.</p>

8. Is your agency, business or company a state agency, a federal agency, or a political subdivision of a state?

IF YOUR ANSWER TO QUESTION # 8 is:

YES, then good news! It appears that your agency/business/entity might meet the ABC definition of a “**Government Employer.**” Please call us 1-866-406-8022 or 334-517-2450 so we can confirm that status and provide you with more details about options that may be available to your business or company

NO, then unfortunately it appears that you are not eligible to subscribe to use the ABC System. If you still have questions or wish to speak with us to make sure, please call the Alabama Criminal Justice Information Center at 1-866-406-8022 or 334-517-2450.

Questions? Contact the Alabama Criminal Justice Information Center at 1-866-406-8022 or 334-517-2450, or visit www.background.alabama.gov Revised

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