



# 5 Considerations After Extending a Conditional Job Offer

**39% of U.S. businesses worry** about attracting and hiring qualified workers

## FIVE COMMON POST-OFFER EMPLOYMENT REQUIREMENTS

1

### Eligibility for employment in the U.S.

Is the candidate legally authorized to work in the United States?



2

### A driver record check, if driving on business

Does the candidate have a valid driver's license? Does his or her driving record meet your established criteria?



3

### Background checks applicable to the position

Is a criminal history check relevant and permitted in your state? Is a financial background investigation relevant and permitted in your state? What reference checks would be needed?



4

### Drug testing

Will you complete a post-offer drug screen? Are post-offer drug screenings permitted in your state?



5

### Medical fitness test per job requirements

Are physical agility tests appropriate for the position (i.e., typically law enforcement, fire and medical services)? Are there restrictions on conducting physical agility tests in your state?



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