



Consulting & Employment Services LLC  
www.605services.com 605services@gmail.com 605-351-6092

Taking a 'bite' out of the hiring process.

## Frequently Asked Questions

***Do I have to purchase a package option?*** No, we are happy to customize services for employers or applicants. Everyone is unique and we wish to provide what you need during your employment/staffing venture.

***How long does a background investigation take?*** That depends. What services you are requesting and the life experience of your applicant. A basic package consisting of criminal, credit and employment verification can be turned around in as little as 24 hours, a comprehensive public safety background may take several weeks. You can customize your request to meet your employment deadlines.

***How much does a background investigation cost?*** Pre-employment checks range based on the service provides. A basic review can be as little as \$150 and a comprehensive review up to \$1,500. All reviews consist of reporting costs plus the investigators hourly fee and travel if the employer requests.

***What will disqualify me/my applicant in the background process?*** 605 does not disqualify, recommend or not recommend hire. 605 reviews relevant applicant information to the position applied for in accordance with the requesting businesses standards and applicable laws/certifications/licensing for the position. For example, law enforcement applicants who have a felony conviction would be reported and not eligible for certification per State of South Dakota Basic Officer Certification Standards.

***What types of applicants do you have experience assisting?*** A little bit of everyone! Medical professionals, law enforcement officers, teachers, counselors, administrative professionals, skilled workers, new graduates and those looking to either enter the workforce or advance professionally.

***Can you assist my business in hiring?*** Yes, we can. We can recommend recruiting activities, recruit directly, advertise, screen, and court your next employee through the entire pre-employment process.

***How do you charge for recruiting services?*** We charge an hourly rate based on services rendered along with passing through any associated advertising/sourcing costs. We do not



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provide employees as a staffing service or charge percentages of annual salaries for the positions recruited.

***What makes 605 different from other services I can use?*** We treat you as an individual, we are not a web-based service that will email you over and over and require you do everything online, we want to meet you where you are in your career journey and remove barriers that are keeping you from being successful/happy in your work/life balance. We understand employment law and Midwest employer needs.

***Do I have to sign a contract?*** Applicants and employers are only committed to payment for services rendered. We do not require any other contracted service agreements.

***Does 605 comply with local, state, and federal pre-employment laws?*** Absolutely. 605 provides all required waivers, notices, and restricts requests for information prohibited by law. 605 carries liability and cyber security insurance to protect its customers.