

THE ROMAN CATHOLIC
ARCHDIOCESE OF ATLANTA



Memo

Date: October 13, 2025

To: Safe environment coordinators

From: Jenni Weldin, director of Human Resources and Safe Environment,
Office of Child and Youth Protection

Re: First Advantage – Managed Compliance fee

We were made aware late last week of a new fee that some locations are seeing on their First Advantage bill. It is called “Managed Compliance” and is for \$3.32 per background check.

When a candidate is going through the e-invite process, there is a box the candidate can check if they want a copy of their background screening report sent to them. If you see the “Managed Compliance” fee on a bill, then the person for which the fee is listed checked the box to receive a copy of their background check.

Some states are required by law to let people undergoing a background screening have a copy of the report. **Georgia is not one of the states where it is mandatory for a candidate receive a report.** It is an option left up to the candidate. First Advantage said they are unable to deactivate this box.

When you send out new e-invites to candidates, please let the candidate know about the box and ask them not to check it. Explain the additional fee. Let the candidate know that you can give them a copy of the report for free once the results come in if they would like a copy.

Only the candidate, not third parties or employers, is eligible to receive a free copy of the background screening report. Make sure this is clear in all communications and instructions.

We are updating the language in the e-invite instructions to candidates telling them about the box, explaining the fee and asking the candidate not to check box. We are also letting the candidate know that they can reach out to their location if they would like a copy of the completed report.

