

**I'm getting backgrounds back in two to three days versus six to twelve days.**

- Gary Michael, Vice President of People  
Shift4

### Challenges

- ▶ Long turnaround times and delays in filling positions
- ▶ Inconsistent client service
- ▶ Complicated pricing that kept increasing

### How Orange Tree Helped

When Shift4 decided to change background screening vendors, they researched the top companies with the best customer experiences. They looked at pricing, account services, and turnaround time. According to Gary Michael, the company's VP of People, "Partnering with Orange Tree was definitely the right decision."

Today, Orange Tree has helped Shift4 implement an easy platform that is accessible and intuitive for candidates and internal team members. Orange Tree's background screening process makes it easy for the company to conduct background checks, get necessary information from candidates, and be able to onboard new employees quickly. Integrating Shift4's Applicant Tracking System (ATS), iCIMS, was essential and Orange Tree made it straightforward for Shift4 by doing "the heavy lifting."

**The biggest thing for us was that there was an immediate level of partnership right away. We knew we would be able to trust Orange Tree to help us integrate our new solution and get results fast. That spirit of cooperation has been true all the way through our engagement, and we appreciate it.**

-- Gary Michael, Vice President of People  
Shift4

### Background

Shift4 is a payment processing company that connects vendors, banks, and customers. The company provides a complete end-to-end commerce ecosystem and handles every aspect of the process to deliver a seamless, streamlined payments experience. Shift4 powers businesses in nearly every sector, including travel and hospitality, food and beverage, retail, sports and entertainment, casinos and online gaming, ecommerce, and specialty retail.

Shift4 had experienced inconsistent service, long turnaround times, and ever-rising prices with its former background check vendor. The company's HR leadership decided it was time for a change. Shift4 needed a partner to take the company to a new level of background screening efficiency, and Orange Tree was the perfect fit.

### Solutions

- ▶ Rapid onboarding
- ▶ Proprietary platform and software development team
- ▶ Integration with the iCIMS ATS platform

### Results

- ▶ Faster turnaround times: 2-3 days vs. 6-12 days with their previous vendor
- ▶ Saving between 15% and 20% per year on the cost of background screening
- ▶ Dedicated account management streamlining everyday processes

Orange Tree provides technology-enabled background screening, drug testing, and occupational health services. Enabled by its proprietary technology platform, Orange Tree's services and solutions help companies focus on their business while empowering them to fill their open positions.

Learn more at [orangetreescreening.com](https://www.orangetreescreening.com).