

# Each filter raises different flags. Use a 'Complete BackCheck™' to reveal the red flags in a candidate's background.

RELIABLE. SECURE. UNBIASED.

## A 'Complete BackCheck™' includes:

% Red Flagged by BackCheck



### Criminal Disclosure

- The appropriate choice of a Basic, Standard or Enhanced Criminal Record Disclosure.
- Protect your employees, customers and shareholders.
- Fully compliant with Data Protection, Human Rights and Freedom of Information legislation.
- Online results delivered in real-time upon completion.

5%



### Identity Cross-Check

- Over time, credit bureaus collect name, address, employment and alias information. This data is cross-referenced with the Electoral Roll and the details provided by candidates on BackCheck consent forms.
- Awareness of aliases can reveal more extensive criminal records.

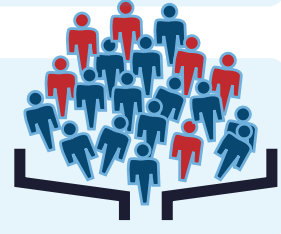
15%



### Employment Verification

- Verify dates of employment, positions held and reasons for leaving directly from payroll and human resources records.
- All information obtained is cross-referenced with the claims on the candidate's consent forms.
- We know how, when, and who to contact for timely, accurate results.

30%



### Education Verification

- Verify the candidate's highest level of education directly with their listed institutions.
- Is the candidate honest?
- Proprietary list of 'false' universities and degree-mills is updated in real-time, ensuring genuine results.

10%



### Reference Interviews

- A consistent, auditable, high quality process.
- Eliminate the chance of 'telephone tennis' as professional reference interviewers are available during extended business hours.
- As an independent third-party, we can objectively conduct references without bias from having met your candidates.

20%



### Credit Enquiry with Electoral Roll and ID Verification

- Reveal financial pressures — 'Desperate people do desperate things.'
- Repossessions may indicate irresponsibility.
- Uncover history of County Court Judgements and bankruptcies.

24%



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### Right to Work Document Verifications

- Verify the authenticity of a document through visual analysis, and compare the document ID number against official algorithms and databases.
- Supplement the right to work document checks that an employer is advised to carry out on all prospective employees.
- Avoid fines of up to £10,000 for employing illegal immigrants



### Cross-Referencing & Analysis

A Complete BackCheck is worth more than the sum of its individual services. Our trained professionals analyse and cross reference each document by looking for inconsistencies, exaggerations, omissions and other red flags.

**BackCheck™**

Know Who You're Hiring!