



Employment Verification

30% of candidates misrepresent their Employment History

BackCheck's Employment Verifications deliver objective information directly from Human Resources or Payroll records. Employment Verifications assist our clients in evaluating their candidate's honesty and overall suitability for prospective employment positions.

Our Employment Verifications verify information such as dates of employment and job title, and then cross-references the information obtained with the claims made on your candidate's résumé.

Our Employment Verification benefits offer:

- Unbiased information directly from Payroll or Human Resources
- Identification of gaps in a résumé or job application.
- An excellent double-check to compare with information obtained through reference interviews.
- Compliance with industry requirements and guidelines

Employment Verifications are a relatively inexpensive check with a great deal of investigative value. BackCheck provides a consistent, auditable process, delivered on average within 2 to 3 business days.

Employment Verification Areas of Inquiry:

Identification of Representative

- **Representative's position with the company?
- **Confirmation of candidate's employment?

Dates of Employment

- **When did the candidate start?
- **When was the candidate's last day?

Job Title

- **What was the candidate's job title?
- **If the job title does not match, is the title claimed similar?

Verification of Employment Claims

- **Does the candidate's resume match the employment record information?
- **Are there any inaccuracies? Embellishments?
- **Are there any contradicting claims on the applicant forms?

Reason for Leaving

- **Why did the candidate leave?

Eligibility for Rehire

- **Would the candidate be rehired? Why or why not?
- **Can this candidate be recommended for employment with another company?



Global Provider with Local Knowledge
Multilingual Support through 4 operation centres – in the UK, North America and Asia.



BackCheckTM

Know Who You're Hiring!

Phone: **1.877.308.4663** | Email: **info@backcheck.net** | Web: **www.backcheck.net**

Discover the value in conducting Employment Verifications by...

Uncovering theft

"BackCheck contacted a security company to verify the employment of Mr. Smith. During the interview, the employer stated 'he stole from our company and is definitely not eligible for rehire."

Cross-referencing

"After the reference was taken, Backcheck contacted human resources to verify employment. During the interview, it was discovered that the applicant's starting date and job title were way off. BackCheck told HR the name of the manager that the applicant listed as a reference. HR informed BackCheck that the reference was not a manager, but a co-worker of the applicant's."

Exposing reason for leaving

"When BackCheck contacted the general manager at the company to verify employment, it was discovered that Sue lied about her dates of employment. She claims she was there for two to three years, when she was only employed for three months. The manager also informed BackCheck that Sue was let go due to job abandonment. Apparently, Sue abandoned her post during a shift. "She didn't even close the store properly and she went for lunch."

Revealing the truth

"During an Employment Verification, Backcheck was informed by the regional sales director that the applicant resigned. However, he added that the applicant was told to resign or the police would be called. It turns out that the applicant had been selling products under the table and was pocketing the cash. He had been with the company for almost a year!"

Know Who You're Hiring!