



## About BackCheck

BackCheck is Canada's leading provider of pre-employment background checks. We specialize in fast turnarounds on Criminal Record Checks, Credit Bureau Inquiries, Education Verifications, Reference Interviews, Employment Verifications and Driver Abstracts. Canadian-owned and operated, BackCheck serves thousands of corporate clients from coast-to-coast in both official languages.

Our client services team includes university-educated criminologists and researchers trained in investigative interviewing techniques. Each component of a 'Complete BackCheck' is cross-referenced, and inconsistencies or omissions that raise 'red flags' are investigated further.

### BackCheck is the industry leader in:

- Disclosure and consent practices
- Physical and data security
- Secure online report delivery
- Human rights and privacy compliancy

BackCheck stands behind all services with a guarantee of 100% satisfaction. Our own references will be happy to take your calls regarding our services and performance.

### The measurable benefits of performing background checks include the following:

- Fewer bad hires
- Significant reduction in costs associated with employee theft
- Reduction in employee turnover and related costs
- Assurance that thorough references are taken prior to every hire
- Faster recruiting times
- Safer work place
- Selection of a more honest, productive and efficient team

## FAQ

### Q. How can my company begin using BackCheck's services?

**A.** Simply have your candidate complete our consent forms and fax them to us. We will do the rest.

### Q. What is the average turnaround time?

**A.** 1 business day for Criminal Record Checks and Credit Bureau Inquiries, 2-3 business days for Investigative References and Education Verifications.

### Q. What is a Complete BackCheck?

**A.** Our Complete BackCheck package consists of a Criminal Record Check, Credit Bureau Inquiry with Identity Cross-Check, 3 Investigative Reference Interviews, 2 Employment Verifications and an Education Verification.



## Know Who You're Hiring!

For more details contact:

**Allen Scott**

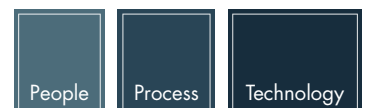
Mobile: 403.803.6566

Email: [ascott@backcheck.net](mailto:ascott@backcheck.net)

**Brian Ward-Hall**

Mobile: 604.309.5454

Email: [brian@backcheck.net](mailto:brian@backcheck.net)



# Each filter raises **different** flags. You never really know which type of flag may be in a given candidate's background.

**RELIABLE. SECURE. UNBIASED.**

## A Complete BackCheck™ includes:

% Red Flagged by BackCheck



### Criminal Record Check

- The same CPIC database used by Police.
- Protect your employees, customers and shareholders.
- Fully compliant with Privacy, Human Rights and Freedom of Information legislation.
- 24 hours or less.

6%



### Identity Cross-Check

- Over time, credit bureaus collect name, address, employment and alias information about candidates. Cross-reference this data with details provided by candidates on BackCheck consent forms.
- Reveal more criminal histories by inserting aliases into the criminal record search. 24 hours or less.

15%



### Employment Verifications

- Verify dates of employment, position held, and reason(s) for leaving directly from payroll and Human Resources records.
- All information obtained is cross-referenced with the candidate's resumé claims.
- We know how, when, and who to contact for timely results.

30%



### Education Verification

- Verify the candidate's highest level of education directly with listed institutions.
- Is the candidate honest?
- We know how, when and who to contact for timely results.

10%



### Reference Interviews

- Eliminate the chance of 'phone tag' with professional reference interviewers available during extended business hours.
- As a third party, we objectively conduct references without the bias from having observed the candidate's personality during an interview.
- Consistent, auditable, high quality process.

20%



### Credit Bureau Inquiry

- Reveal financial pressures - "Desperate people may do desperate things".
- Poor payment history or collections may indicate irresponsibility.
- Uncover banking violations, such as feeding empty envelopes into an ATM. 24 hours or less.

24%



### Cross-Referencing & Analysis

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

% Red Flagged by BackCheck