

## BACKGROUND CHECKS & PRE-EMPLOYMENT SCREENING PROGRAMS

- Rank and File Level Entry
- Mid-Management Level Entry
- Senior Management Level Entry
- Comprehensive Investigation and Reporting

### The Threat to Your Business

Whether your company is large or small, hiring and inter-company promotions are probably the most important decisions a company makes. Giving a person access to proprietary information, resources, and the ability to commit the company to agreements are issues that could expose the company to serious liabilities and effect the company's reputation.

With the emergence of social media and the rise of the internet as a main focal point of peoples' information, a hiring decisions, and even referrals, for the departing employee, could expose companies to lawsuits and time in court that may ultimately lead to bad press coverage and a damaging market reputation.

Statistics show that many people inflate their past performances and accomplishments. Many also omit past brushes with the law, civil judgment, and criminal convictions, misrepresentation and fabrications of academic achievements and credentials, conflicts of interest, domestic abuse, workplace violence, credit history issues, fabrications of employment dates or fraudulent reasons for leaving the previous job. Screening programs will often identify these issues.

**Background checks & screening are absolutely vital if your company is:**

- Involved in technology
- Has proprietary information
- Deals with confidential documents
- Hiring people at a high-level position
- Hiring any position involving financial records, accounts payable, receivables or payroll
- Hiring employees in IT position
- Hiring employees who have contact with children or the elderly
- Rank and File Level Entry
- Mid-Management Level Entry
- Senior Management Level Entry

The difference in levels offer a range of information requirements that is designed to provide more information for higher entry levels (the higher the level, the greater the access and potential liability).

**Area of Concern can vary but in general terms the issues revolve around the following:**

- Personal Information and Identity Verification
- Financial Information
- Educational Verification
- Professional Information
- Criminal Records
- Developed Source Information



### Why ARC?

ARC is a pure risk consulting firm, our solutions are developed to serve only the best interests of the client. ARC consultants have been providing risk mitigation services for large corporations, small businesses, and various governments throughout the Asia-Pacific region for more than twenty-five years.

ARC always works discretely within the legal framework of the country in which the services are being provided. Customer confidentiality, tact and diplomacy are assured.