

Profiles International partners with ClearStar to provide background screening solutions to its clients. Below is a brief overview of ClearStar. Your Profiles International Representative can introduce you to ClearStar to learn more or to engage ClearStar to meet your background screening objectives.

Factors to Consider When You Determine Who the Right People Are For Your Organization

- The need to hire the most qualified candidate, and the inherent risk in hiring the wrong candidate, has never been greater. Workplace crime, unethical business practices and misleading resumes are on the rise. The costs of fraud, embezzlement, theft and violence are a multi-billion dollar drain on the US economy.
- The Workplace Violence Research Institute estimates the annual cost of workplace violence at \$36 billion. Substance Abuse and Mental Health Services Administration says that alcohol and drug abuse costs US businesses about \$81 billion each year.
- Negative publicity associated with negligent hiring - especially as the result of a less than thorough background check - can impact a firm's reputation and profitability.
- From The 25th Annual Retail Theft Survey by Jack L. Hayes International – "...one out of every 40 employees stole from their retail employer in 2012, and on average, dishonest employees steal approximately 5.5 times the amount of retail goods than true shoplifters." and "Anytime statistics show that one out of 40 employees is actually caught stealing by their employer, there has to be a breakdown in the pre-employment screening process."
- In an article from the Pittsburgh Post-Gazette, August 12, 2012, after sharing results from an ADP study that 46% of background checks revealed resume discrepancies, reported findings from Marquet International, an investigative services firm, that the most commonly told resume lies involve length of employment, enhanced job titles or inflated past accomplishments, omissions of past employment, false credentials or education experience, false references and inaccurate military records, unexplained lapses in employment and lying about why previous employment ended.
- The number of class action lawsuits filed against companies and/or their background screening providers for job disqualification based on an FCRA violation is rising.
- Knowing that a background check based on a "national" database means the database includes sources from across the US and not every source in the US or that ¾ of the US population moves an average of once every five years might be a reason to explore background checks encompassing state or county criminal searches about applicants to increase the comprehensiveness of the diligence being conducted.
- Negligent hiring means that the employer knew or should have known that the employee was unfit for a particular job, hires him anyway, and the employee engages in an act damaging to the company.
- Advertising that background checks are performed on employees informs potential clients and employees you are taking steps to ensure a safe, honest and trustworthy workforce.
- In addition to workplace safety, background screening is an essential tool to determining that an applicant is the good fit for your company in your quest to "let the right people in."
- Your insurance provider may discount your liability insurance for conducting background checks on all of your employees.

Let your Profiles International representative know when you are ready to discuss your background screening strategy with ClearStar and they'll arrange an introduction.

CONTACT:

