

# LIES ON A RESUME

## Background Checks Revealed

### 58% OF EMPLOYERS HAVE CAUGHT A LIE ON A CANDIDATE'S RESUME.

A resume might look good on the surface, but there could be a number of lies hiding in the details. Those lies can range from a minor embellishment about previous work experience to a completely bogus degree purchased from a diploma mill. Background checks expose the truth about candidates, good or bad, and help employers make educated hiring decisions.

1

CREDIT BUREAU INQUIRY WITH IDENTITY CROSS-CHECK

POTENTIAL RESUME LIES

1.

Candidate claims to be financially responsible or have experience in asset management.

BENEFITS OF A CREDIT BUREAU INQUIRY WITH IDENTITY CROSS-CHECK

•

Reveals a history of missed payments, bad debt write-offs, collections, or fraudulent banking.

•

Provides insight into whether or not your applicant can responsibly manage your assets.

2

FORM I-9 & E-VERIFY

POTENTIAL RESUME LIES

2.

Candidate claims to be eligible for employment.

BENEFITS OF A DIGITAL I-9 SOLUTION

•

Determines whether or not the individual is eligible for employment in the United States.

•

Facilitates a paperless process for completing Form I-9.

•

Mobile-enabled and remote hiring solutions available for convenience.

3

EMPLOYMENT VERIFICATION & REFERENCE CHECKS

POTENTIAL RESUME LIES

3.

The candidate has embellished their title, extended their employment dates, or conveniently forgot to mention that they were fired from their last job.

BENEFITS OF A EMPLOYMENT VERIFICATION & REFERENCE CHECKS

•

Verifies the title, dates of employment, reason for leaving, and eligibility for rehire.

•

Uncovers any exaggerated employment claims such as inflated titles or incorrect dates that may be covering up a termination.

•

Provides qualitative information relevant to your hiring needs via custom questionnaires.

4

5

EDUCATION VERIFICATIONS

POTENTIAL RESUME LIES

4.

Candidate claims to have a degree, but is actually a few credits short of graduation.

5.

Degree was purchased from a diploma mill.

BENEFITS OF AN EDUCATION VERIFICATION

•

Degree type and date of completed is verified directly with the school registrar.

•

If the post secondary institution is not accredited or known to Sterling Talent Solutions, additional investigation is conducted to rule it out as a diploma mill.

6

7

COMPLETE CRIMINAL LOCATOR

POTENTIAL RESUME LIES

6.

Alias used to cover up a criminal past.

7.

Candidate moved out of the jurisdiction where past criminal activity took place.

BENEFITS OF THE COMPLETE CRIMINAL LOCATOR TOOL

•

Finds 23% more jurisdictions where crimes may have been committed. Employers can then run county, state, and/or federal district court searches to verify records.

•

With the search, up to 15% more criminal records are found.

8

CREDENTIAL VERIFICATIONS

POTENTIAL RESUME LIES

8.

Candidate does not have the professional designation or license that they claim to, or they are not in good standing.

BENEFITS OF A CREDENTIAL VERIFICATION

•

Confirms if the candidate actually holds the designation they claim.

•

Verifies that the candidate is in good standing with the affiliated regulatory body.

