Background Checks Revealed

**58% of employers have caught a lie on a candidate’s résumé.**

A résumé 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.

### Potential Résumé Lies

1. **Fake name or stolen identity to cover up a criminal past**
   - Benefits of a Criminal Record Check:
     - Searches the RCMP National Repository of Criminal Records
     - Requires two pieces of identification with third-party verification
     - Add value with an Enhanced Police Information Check (E-PIC) to retrieve conviction and non-conviction information
     - Conduct a Positions of Trust Check to accommodate vulnerable sector screening

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

3. **Gaps in employment that are unaccounted for or the dates of other positions have been stretched to hide a former employer**
   - Benefits of Employment Verification:
     - Fact-based employment details are obtained directly from Human Resources or Payroll
     - Verifies the title, dates of employment, reason for leaving, eligibility for rehire
     - Uncovers any exaggerated employment claims such as inflated titles or incorrect dates that may be covering up a termination

4. **Candidate claims to have been a perfect employee and exceeded all performance objectives**
   - Benefits of Reference Interviews:
     - As an unbiased third-party, interviewers elicit more candid responses relating to your candidate
     - Interviewers are experienced in knowing when to probe for more information
     - Overly positive interviews and details that don’t add up are documented to help identify fake references

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

6. **Candidate claims to have a degree, but is actually a few credits short of graduation**
   - Benefits of 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 SterlingBackcheck, additional investigation is conducted to rule it out as a diploma mill

7. **Degree was purchased from a diploma mill**

8. **Candidate does not have the professional designation or license that they claim to, or they are not in good standing**
   - Benefits of 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

### Benefits of Various Checks

<table>
<thead>
<tr>
<th>Checks</th>
<th>Red Flag Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>CRIMINAL RECORD CHECK</td>
<td>24%</td>
</tr>
<tr>
<td>EMPLOYMENT VERIFICATIONS</td>
<td>30%</td>
</tr>
<tr>
<td>EDUCATION VERIFICATIONS</td>
<td>10%</td>
</tr>
<tr>
<td>CREDENTIAL VERIFICATIONS</td>
<td>10%</td>
</tr>
<tr>
<td>REFERENCE INTERVIEWS</td>
<td>25%</td>
</tr>
</tbody>
</table>

**WWW.STERLINGBACKCHECK.CA**