

LIES ON A RÉSUMÉ

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.

1

CRIMINAL RECORD CHECK

10% RED FLAG RATE

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 3

CREDIT BUREAU INQUIRY

24% RED FLAG RATE

POTENTIAL RÉSUMÉ LIES

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 A CREDIT BUREAU INQUIRY

- Reveals a history of missed payments, bad debt write-offs, collections, or fraudulent banking
- Includes employment history, which may expose past employment that your candidate didn't want you to know about

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REFERENCE INTERVIEWS

25% RED FLAG RATE

POTENTIAL RÉSUMÉ LIES

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

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EMPLOYMENT VERIFICATIONS

30% RED FLAG RATE

POTENTIAL RÉSUMÉ LIES

5. 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 EMPLOYMENT VERIFICATIONS

- 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

6 7

EDUCATION VERIFICATIONS

10% RED FLAG RATE

POTENTIAL RÉSUMÉ LIES

6. Candidate claims to have a degree, but is actually a few credits short of graduation
7. Degree was purchased from a diploma mill

BENEFITS OF EDUCATION VERIFICATIONS

- 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

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CREDENTIAL VERIFICATIONS

10% RED FLAG RATE

POTENTIAL RÉSUMÉ LIES

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

BENEFITS OF CREDENTIAL VERIFICATIONS

- Confirms if the candidate actually holds the designation they claim
- Verifies that the candidate is in good standing with the affiliated regulatory body

QUALIFICATIONS WITH COMPREHENSIVE EXPERIENCE IN:

1 Certified Public Accountant (CPA)

2 General Accounting
Financial Accounting
Planning/Scheduling
Cash Management
Staff Management
GAAP

PROFESSIONAL EXPERIENCE

3 ABC Company, Vancouver, BC
ACCOUNTANT (JANUARY 2012 - PRESENT)

- Prepare monthly division financial reporting using Hyperion and supplemental input.
- Support and process month-end journal entries for the division including weekly backlog and other SNI report
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4 123 Company, Calgary, Alberta
ACCOUNTING SUPERVISOR (JUNE 2008 - DECEMBER 2011)

- Supported and reported prior/current period adjustments and irregularities
- Prepared complex accounting systems and authorized payroll
- Prepare intercompany invoices from affiliate companies for processing by outsourced A/P group.
- Prepare intercompany invoices in a timely manner and on a daily basis.
- Check the accuracy of monthly accruals and inter-company reconciliation to ensure volume allocations and I/C accounts payable accruals for month end close.
- Prepare miscellaneous journal entries for regional offices and reconcile to incoming payments.
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6 Okanagan College, British Columbia (June 2005)
BACHELOR OF BUSINESS ADMINISTRATION, FINANCE

7 Addison State University, Ontario (June 2005)
MASTER OF BUSINESS ADMINISTRATION

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EDUCATION

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