

CheckBACKInternational.com



*“ Risk management
solutions to
Pre-employment
screening”*



Between 30% and 40% of job applicants are estimated to mislead potential employers about their education record, their professional qualifications and previous employment record.

Over 25% of all job applicants admit they are willing to commit fraud to get the job they want.

85% of serious fraud is carried out on the inside by a company's own staff.



CheckBACK international

Pre-employment Screening Services

CBI offers Multi National and indigenous organisations a service that indemnifies their Human Resource departments in the pre-employment screening of their potential employees.

FACT: Pre-screening your employees will

- ✓ **protect** your company from negligent hiring lawsuits
- ✓ **reduce** workplace violence and accidents
- ✓ **discourage** prior criminals from applying with your company
- ✓ **reduce** employee turn over and recruitment costs



"Risk management
solutions to
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CheckBACK international (CBI)

Pre-employment Screening Services

With researchers in Dublin (Ireland), London (UK), Warsaw (Poland), Santander (Spain) and IASI (Rumania), in response to the overwhelming and pressing demand for an official and effective process to verify the background of potential employees CBI has developed a quality driven pre-employment and background screening service

CBI ranked as one of four best service providers in the EMEA region. We screen thousands of international applicants each year, and as such are not only familiar to potential employees but also to Human Resource departments *throughout EMEA region*. We also have access to many official data-bases independently verifying the authenticity of the information forwarded by any third parties.

It is estimated that as much as 30% of potential employees misrepresent themselves on their CV by claiming false qualifications and experience. Further statistics on typical fraudulent cases are available from CBI upon request.

CheckBack International is a wholly owned subsidiary of the Freight Watch Group (FWG). Founded in 1998, FWG has now become world leaders in Aviation Security, Manned Guarding and Cargo Escort.

SERVICES

CV Verification

- ✓ Personal references
- ✓ Employment gaps
- ✓ Reference checking
- ✓ Qualification Verification
- ✓ Previous Employment History
- ✓ Professional Association
- ✓ Criminal Records *
- ✓ Screening Storage on Line
- ✓ Address and Driving licence verifications
- ✓ Educational verifications through out the EMEA region

Recruitment

- ✓ Pre-screened, fully trained and licensed security guards
- ✓ Criminal Records *

Security Industry

- ✓ IS999: 2004 section 4.2 10/5/7 year timed checkbacks
- ✓ BS7858 Standard compliant 10 year timed checkbacks
- ✓ SSAIB Standard compliant 10 year timed checkbacks

Other

- ✓ Company records
- ✓ Foreign Nationals
- ✓ Media search
- ✓ Personality Profiling and analysis
- ✓ Credit/negative search checks
- ✓ Denied parties list,
- ✓ European financial sanctions checkback

* Where legislation supports



Easy Access Online Applications



CheckBack International's screening software gives clients control over their account and hiring processes from its convenient web-based interface. Clients can manage accounts online and monitor the hiring process in real time. Job applicants can carry out self-assessment using the screening software and complete specific applications on-line.

Managing accounts online means that each client has a unique account number that can be used to log into CheckBack to upload or download forms and obtain full account details. On monitoring, clients can follow the progress of individual screenings and track outstanding work from their own password protected account on CheckBack's client website.

For a demo on how to use our friendly online software please access

www.checkbackinternational.com/demo

To apply through our online service please access

www.checkbackinternational.com/applyonline

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CV Verification



CBI's sample CV Verification Report

All our checkBACKS may be customised to client specific requirements

Silver
C.V.

- ✓ Highest educational verification
- ✓ 2 Verifications of Employment dates and Position

Gold
C.V.

- ✓ Highest educational verification
- ✓ 2 Verifications of Employment dates and Position
- ✓ 2 Full professional character references *
- ✓ Credit check (registered and unregistered judgments) or
- ✓ Drivers licence verification

Platinum
C.V.

- ✓ Highest educational verification
- ✓ 2 Verifications of Employment dates and Position
- ✓ Professional associations
- ✓ 2 Full professional character references *
- ✓ Credit check (registered and unregistered judgments, bankruptcies, disqualified directors)
- ✓ Criminal record check * or
- ✓ Media search

* where policy allows

SAMPLES AVAILABLE ON WEB

Security Industry Specialists

We specialise in screening to standards IS999:2004 (4.2), SR40 and BS7858, and guarantee that all our reports will be audit compliant.

IS999:2004 (4.2) & SR40

Set by the National standards Authority of Ireland, Our researchers checkback a full 10 year (without gaps) background screening conforming to all local legislative requirements including IS999:2004 and SR40 standards.

BS7858

This new standard came into effect on 1st January 2007 and supersedes BS7858:2004 which has been withdrawn. British Standard 7858:2006 sets the relevant screening period at *not less than 5 years* with no unverified gaps greater than 28 days.



CBI'S SAMPLE SECURITY 10 YEAR CHECKBACK
 * full report sample available on our web

Security Recruitment

CBI
Pre-employment screening
Security Industry Recruitment Specialists

CANDIDATE'S REPORT

GENERAL INFORMATION

Name	Top Dariusz
Age	24
Level of English	Excellent
Nationality	Polish
Residence	Poland
Currently employed	No
Proof of ID	Yes
Proof of Address	Yes
Criminality check	Completed
Clearing Status	Completed
IS99 Compliant	Yes

Work Experience

Type of employment	Position	Country	Length of employment
Military	Name		
Police	Name		
Security			
Other			
Logistics			1.5 years

BA of Statistics of Warsaw School of Economics

EDUCATION AND QUALIFICATIONS

CANDIDATE'S COMMENTS

"I would like to work in security industry because I feel comfortable in a role of Security Officer. I have the necessary predisposition to do the job. Additionally my English, both oral and written is fluent, what lets me communicate very well in both environment."

Strengths

- ✓ Excellent level of verbal and written English
- ✓ Physical and intellectual efficiency
- ✓ Good manners and presentable appearance
- ✓ Attention to detail
- ✓ Highly developed communication and interpersonal skills
- ✓ Responsible and willing to work flexible hours
- ✓ Full access of office devices
- ✓ Holder of a clean driving licence
- ✓ Height - 173 cm, weight - 103kg
- ✓ Available to work and live permanently in Dublin

MANAGER'S COMMENTS

Excellent English skills, communicative and very motivated to obtain position in the security industry in Ireland. Currently staying in Poland and looking for work in UK or Ireland through recruitment agencies and individually. Enthusiastic personality and target driven character. He was the most interested candidate of all we recruited. Called our office on a regular basis to make sure there is a progress in his security screening. I believe Dariusz will stand for a longer and loyal employee. He has the work experience, however this should be backed more as an asset, as Dariusz is well educated and just starting his professional career.



CBI'S SAMPLE CANDIDATE'S REPORT

HIGHLY QUALIFIED, FULLY TRAINED SECURITY PROFESSIONALS

SCREENED (IS999:2004 /4.2 & BS7858 standards) LICENSED (applied) with CHECKED CRIMINAL RECORDS

Checkback International has created a database of ready to go security officers, which will be accessible through our website ([www. Checkbackinternational.com](http://www.Checkbackinternational.com)).

From this web site, employers within the security industry can review available candidates via their Checkback profile reports (profile, work history, clearance level (IS999:2004(4.2)/SR40, BS7858, Criminal records) etc.

All candidates will have completed :

- ✓ a successful 5/10 year background check relevant to both UK and Irish standards
- ✓ training to relevant standards (e.g. Irish Fetac level)
- ✓ Interviews passed by CBI management
- ✓ language proficiency test
- ✓ Criminal records check

From as little as €450 ready-to-go security officers are available for immediate recruitment, if you are interested in finding out more, visit our web site or simply contact

joey.lyons@checkbackinternational.com