

# Employee Background Check

*Reduce Your Risk • Protect Your Assets*

*Building and Retaining  
the  
High-Performance  
Company*

Profiles  International  
imagine great people™

# Employee Background Check

## How do you get the information you need to protect your business from liability?

Profiles' **Employee Background Check** service is your convenient source for the information you must have before you can make prudent hiring decisions. According to a number of studies conducted in the human resources industry, inaccurate information or fraudulent claims of competence appear in 80 percent of résumés. Unless you take steps to check references and verify résumé data, you could be deceived.



For your protection, **Employee Background Check** services are confined to careful searches of legally available public records. There is never an invasion of a prospective employee's privacy.

As an employer, you are entitled to know who you are hiring before you tender a job offer. Additionally, you are legally obligated to know the backgrounds of the people you hire. Failure to conduct thorough background checks puts you and your company at risk, creating a negligent hiring liability that can threaten the future of your business.

### Employee Background Check services include:

- A summarized credit history
- Verification of past employment
- Educational credentials verification
- Reference checks
- Criminal history reports
- Driving record reports
- Customized in-depth investigations
- Description of personal injury claims, as allowed by law, in compliance with the Americans with Disabilities Act

Employee Background Check reports can be delivered by any method you specify — email, telephone, fax, courier, etc. Most information can be gathered, put into a convenient report and delivered to clients within 72-hours.

Although you carry business liability insurance, you should be aware many policies do not cover negligent hiring. Before assuming your insurance would protect you, check with your agent. You will likely discover an Employee Background Check service is your best, most economical protection.

### Drug Screening Service

A convenient, cost-effective drug screen service is also provided through the nation's largest clinical and forensic drug testing laboratory with 25 years experience and more than 800 patient service centers nationwide. Ask your Profiles representative for more information.

# Are you an employer at risk?

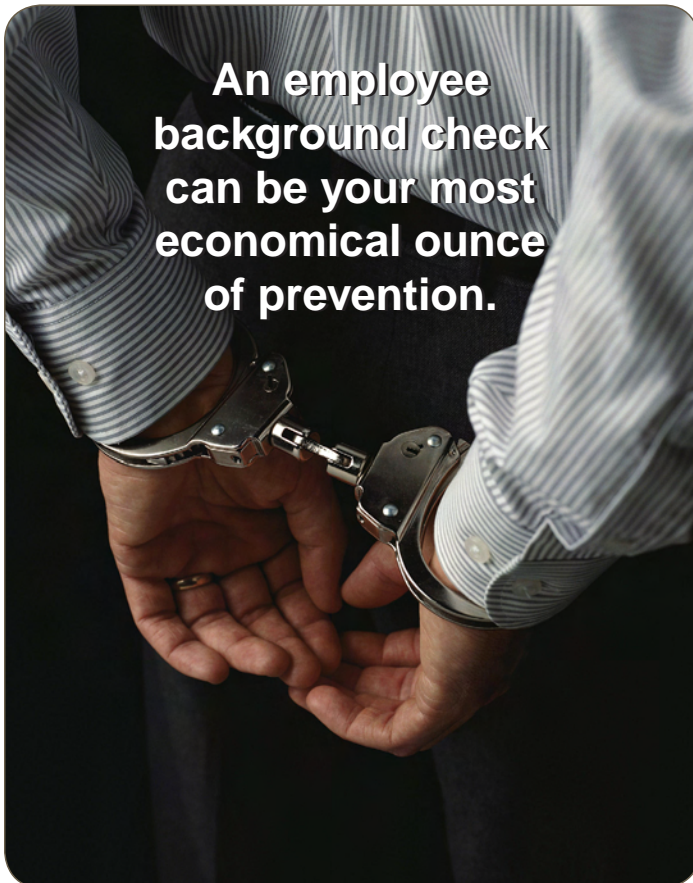
The American Bar Association boasts that there are more than 750,000 lawyers in America who will file over 18 million new lawsuits this year. Have you considered the possibility that these suits be filed against you for negligent hiring?

What is negligent hiring? It is a liability you face every time you hire — unless you conduct a thorough background check. If an employee commits a crime, is involved in an accident or causes damages to a third party, you can be sued. If you failed to examine the public records of the employee which would have revealed a criminal record or a history of driving while intoxicated, a jury may order you to pay millions! It happens all the time!



You must know who you are hiring to prevent incidents like these from happening! Recall the adage, “An ounce of prevention is worth a pound of cure.” When you do a background check on job applicants, you screen out those who could become liabilities. If an employee does cause damage or commit a crime, the fact you took the precaution of a background check before they were hired makes it extremely unlikely you could be held liable for negligent hiring.

For your own protection, you should use the **Employee Background Check** services provided through Profiles International to thoroughly investigate the backgrounds of your prospective employees. In addition to protecting against negligent hiring, background checks reduce the risk of dishonesty, theft and personal injury. With the rising incidence of violence in the workplace, this can be an important issue.



**An employee background check can be your most economical ounce of prevention.**

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# Employee Background Check Serves You

Profiles' Employee Background Check is a professional service provided to employers for their protection in preserving the integrity of their companies. It helps assure them the people they hire will not create liability, but will help preserve the reputations of their firms. The service provides other benefits as well. For example, a major oil company has reduced employee turnover from 145 percent to 60 percent, saving \$3 million a year. The firm reports significant reductions in worker's compensation claims as well.



It is easy to subscribe to Employee Background Check services. Your Profiles representative will provide application forms and all of the necessary materials. You will also receive a call welcoming you as a subscriber, giving you an opportunity to ask any questions you may have. Then, any time you need assistance, help will be just a phone call away.

***Enroll today! Protect the future of your business by reducing unnecessary risks and liability. Profiles' Employee Background Check will help you avoid costly problems and give you a level of security that protects your business and assures peace of mind.***

The Employee Background Check is available from your Profiles representative

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