

# 1 in 5 retail applicants

have 'Red Flags' associated with their background check. BackCheck can assist your organization hire only the best, most qualified candidates.

BackCheck executes over two million transactions annually for thousands of organizations, including hundreds in the retail industry. We specialize in providing timely results for all services, including our Criminal Record Checks, Credit Bureau Inquiries, Reference Interviews, Employment Verifications and Education Verifications.

## Standard Retail Package



### Criminal Record Check

- BackCheck has found through experience that, when given the opportunity to disclose prior criminal convictions, over 90% of candidates with criminal records are untruthful regarding their prior history.
- Fully compliant with Privacy, Human Rights and Freedom of Information legislation.
- Results available online, and in real-time.



### Identity Cross-Check

- Over time credit bureaus collect name, address, employment and alias information about candidates. Cross-reference this data with details provided by candidates on BackCheck consent forms.
- Reveal more criminal histories by inserting aliases into the criminal history search.
- 24 hours or less.



### Basic References

- A consistent, auditable, high quality process.
- Eliminate the chance of 'telephone tag' as professional reference interviewers are available during extended business hours.
- As a third party, we can objectively conduct references without bias from having met the candidate.



# A few reasons why a well-implemented pre-employment screening program is critical in the retail industry...

## Uncover Fraudulent Activity

BackCheck's HR Interviewers are experts in identifying nuances of speech during the reference interviews and employment verifications they conduct.

## Here's the proof:

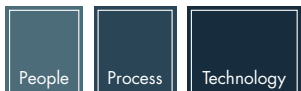
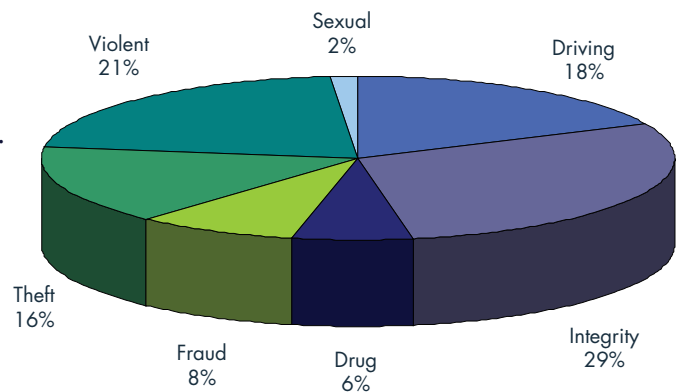
A recent retail applicant claimed on their consent form that they resigned to return to school. When BackCheck contacted the regional sales director to verify employment, he was hesitant to discuss the applicant's reason for leaving. BackCheck's HR Interviewer pursued additional details and discovered that the applicant was dismissed for allegedly selling products under the table and pocketing the cash. BackCheck's investigative techniques frequently uncover fraudulent activity in all sectors of employment.



With the largest Canadian-based operations team and highly reliable criminal record checks for over 192 countries, BackCheck is the global leader in pre-employment screening.

As one of the world's largest background checking companies, BackCheck has implemented pre-employment screening programs for hundreds of retail sector clients. BackCheck combines world-class people, process and technology solutions to gather, assemble and deliver information that enables our retail clients to hire with confidence.

**Retail Candidate Criminal History Offences**



**Know Who You're Hiring!**

Phone: **1.877.308.4663** | Email: [info@backcheck.net](mailto:info@backcheck.net) | Web: [www.backcheck.net](http://www.backcheck.net)