

A REPORT ON

Why Background Checks are Important for Businessmen?

Corporate Bridge of Risk Management (Pvt.) Ltd.



Corporate Bridge of Risk Management
Protecting Today's Building Tomorrow's

About Us

Corporate Bridge of Risk Management. Pakistani Employees background screening services provider.

Corporate Bridge of Risk Management (Pvt.) Limited. Registered office at the Islamabad Capital of Pakistan.

“Risk is like a fire if controlled it will help you if uncontrolled it will rise up and destroy you.”

There may be many events and happenings in business life to take place in future, some good and some bad, which can affect your goals and objectives. Managing risk is the very essence of business survival and growth. We have a proactive approach that attempts to prioritize the risks that can be happen so that you can improve the likelihood of achieving your goals.

Approximately 53% of resumes/CVs contain fabrications or lies. Find out if your job candidates really are all they claim to be. CBRM is a privately-held company providing leading services of pre and post-employment screening, background screening, due diligence investigation, national and international registrations, Public record documents verification, litigation matters and financial services indifferent countries.

We Conduct highly competent investigative interviews and thoroughly versed and vetted in all types of workplace investigations concerning fraud, white-collar crimes, theft, substance abuse and other forms of workplace misconduct. This enables us to provide you, the employer, with comprehensive analysis. Our Management team is highly skilled in solving complex business problems, reducing risk and improving employee morale.

CBRM is committed to providing long-term solutions with uncompromising ethics, trust, excellence, accuracy, and passion for protecting today's building tomorrow's.

It is composed of five specialized core business Pillars.



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Core Approach

We are in the business of making business itself possible. We are a vital part of the most productive economic system. We help through highly skilled professionals to guide all type of companies within country and worldwide. We help entrepreneurs start new enterprises. We facilitate and investigate already registered business entities.

Our clients are our assets so we take outmost care in dealing with their business. We are absolutely committed to error-free work. We treat the business of our clients with the same urgency, care, attention and with same sense of responsibility that we observe for our own business. By meeting these standards, we earned, the trust of many our clients all over the Globe.

We as a team, working interdependently for the benefit of our clients. We are committed to help every individual till satisfaction and achievement of success. This is our commitment on which our company has been and will continue to build your tomorrows

We are promising with clients to provide valuable services based on :

Ethics -	Do the right thing
Trust -	Provide transparency and protection
Excellence -	Provide the highest quality
Can do Attitude -	Face and overcome challenges
Passion -	Love what we do

Vision

Protecting Today's Building Tomorrow's



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Mission

Our mission is to serve companies everywhere with superior risk mitigation services while acting as a trusted partner and taking pride in continually building our company.

We accomplish our mission by focusing on unwavering adherence principles of, Accuracy, ethics, trust, along with the passionate pursuit of excellence that can make attitude, and passion for providing the absolute best financial and business information regarding technical competency, sound business consultancy that is needed to create, enhance and preserve business wealth.

Our clients and employees deserve nothing less than our best.

Registration





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Why Businessmen need Background Check?

Employment screening services and employee background checks are vital to maintaining workforce integrity and safety. Employers, more than ever before, need to protect themselves against accidents and crimes committed by their employees. With negligent hiring, lawsuits, training costs, workplace violence and theft on the rise, pre-employment screening as well as taking the correct pre-employment screening steps are no longer an option, but rather a necessity for businesses.

Pre-employment screening is considered common place in today's world, because employers recognize that the success of their businesses depends upon the quality and character of their employees. For a business to remain viable and successful, it must keep and maintain its most valuable asset which is the employees. The key to prospering the business and guarantee its success is a strong and productive workforce through empowered employees which must also be dependable and trustworthy. True, being productive is not only the answer but with trustworthy workers, safety and security of the business are ensured as well. With this, the question of why business owners needs background check as part of its recruitment process equates the importance of it in the business by ensuring that what are being hired are upright personnel. After all, one of the fears that business owners face is that they might hire people that may have history of crimes which will eventually commit it again while at work. CBRM proprietary employment background screening practices reduce the risk associated with industry-wide hiring decisions. With the implementation of our employment screening services, we give you the insight you need to uncover the unknown facts, quickly and easily.



The recent cases of organized crimes have put an alarm in the business world as much as the petty crimes committed such as stealing office supplies and other scams structured by their own employees. This scenario alone marks the weight of background check to call business owners attention. They must be prudent enough and that they need to require



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background check investigation upon hiring employees. Through background checking, potential recruit are screened and selected. With trustworthy employees, the business could be save from the backfire of hiring bad employees that will incur the future losses of petty and major crimes and bad reputation from scamming employees. Otherwise, a good set of workforce can maintain a productive business that will eventually lead to its success. Conducting background check is easier nowadays. It had become such a normal part of evaluation process for potential employee to take a peek on his/her history. Even though he/she could be the most eligible for the position, once a trace of crime or misconduct are known through the investigation could mean disqualification that will put all his/her impressing credentials to disregard. In any case, it is better to lose a fitted candidate for the job vacancy but with criminal history and tendency than hire him/ her and worry about your business safety and security.



Moreover, the popularity of online background check service makes the conduct of background check easier and faster. Such services give access to criminal and public records while offering an in-dept investigative report gathered from different sources and information of the subject person. Even search engines like Google includes police report archives for background check investigation when browsing as well as lists of background check company sites that proffers the most reliable and quality background check service.

Types of Background Checks

There are several types of background checks that can be done on people who have applied for jobs, such as criminal record checks, credit checks, past employer checks and driving records. It is important for business owners to be cautious when employing people and checking out their past gives them a security against any future liabilities that can happen due to negligent hiring practices. Background Checks are as under

- Ø Education Checks
- Ø Criminal Background Checks
- Ø Previous Employment History
- Ø Identity and Address Check
- Ø Credit Check
- Ø Character Reference Check



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Education Check

The practice of conducting effective education background verifications for prospective employees has exploded in the workforce over the last 15 years. The costs of not performing a proper degree check can be costly for employers due to unqualified workers and resume fraud. CBRM can provide all of your education degree, Diploma, Certificate or high school background checks. We have developed a good and effective relationship with many renowned colleges and universities of the world. The CBRM Confirmation on education checks save your time, energy and workforce safety.



Criminal Background Check

Involve checking the past criminal history to see if there have been any criminal activities in the past. This information can be procured from either the public courtrooms or the police department. Driving records should also be checked of people who are being considered for hiring in positions where they have to drive a vehicle. These records provide important information such as his driving license details, any accidents the person may have been involved in, or if the individual has even been caught for driving under the influence, etc. Background checks also include social security number checks, previous employment checks.



Identity and Address Check

Registered personal address of the person is checked. Current and previous address can also be checked in case of any ambiguity. Address check is used by businesses to ensure that users or customers provide information that is associated with the identity of a real person.

The service may verify the authenticity of physical identity documents such as a driver's license or passport, called documentary verification, or may verify identity information against authoritative sources such as a credit bureau or government data, called non-documentary verification.





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Previous Employment Check

Employment History Verifications are conducted by contacting previous employers to verify an applicant's job title, tenure, and salary claims. We ask about the applicant's reasons for leaving and eligibility for rehire. We also ask if there are problem areas that a prospective employer should be made aware of. Work History Verification are an important part of a thorough background check.

Credit Check

Are done on people that are seeking employment in the financial positions. The Fair Credit Reporting Act requires proper credit checks prior to employing people. It becomes all the more important if the position requires dealing with huge amounts of money.

There are two types of credit checks - one is the consumer credit reports and the other, being investigative consumer credit reports. An analytical credit report consists of a written report as well as interviews with close people such as their neighbors and friends. Other background checks include social security number check.





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ADVANTAGES OF BACKGROUND CHECKS

Following are the major advantages of background checks

- ü Enhance productivity
- ü Lower employee turnover
- ü Protect assets and better control employee theft
- ü Ensure employees? sense of security and peace of mind
- ü Avoid workplace accidents
- ü Limit insurance cost increases
- ü Control absenteeism
- ü Contain healthcare costs

CBRM BACKGROUND SCREENING MISSION

Is to create a focus on our client's needs whereby we listen and determine the employment screening service that suits your industry, budget and human resource requirements. By establishing ourselves as your trusted partner, we will deliver value, integrity, and full compliance with the Federal Credit Reporting Act (FCRA).

You'll have peace of mind knowing you can trust our services. We tailor packages to meet and exceed your expectations in employment background checks, substance abuse testing and superior solutions. Our screening tools are designed to provide workplace safety, informed hiring decisions and minimal legal exposure.



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WHY CHOOSE CBRM?

QUALITY CONTROL

With a commitment to accuracy each employment background check undergoes extensive quality assurance protocol. We have adapted a pre employment screening methodology based upon our unique industry expertise protecting your company, employees and clients from personal and financial risk.

TIMELY EMPLOYMENT BACKGROUND CHECKS

90 .3% of "No Record" Criminal Background Checks are completed within 70 hours allowing you to make qualified decisions quickly and easily.

FLEXIBLE SOLUTIONS

We help you work smarter with our flexible state-of the -art employment screening technology. Access web- based tools that simplify the employee background check process from instant employment background check products and FCRA compliance assistance to paperless solutions; our services allow you to facilitate cost effective and expedited employment screening services.

DATA INTEGRITY

Our diligent employment background screening capabilities provide important and current information to our clients. Criminal background checks are conducted at the source and not via third party databanks, a critical factor for an accurate employment background check. With relationships in over 3200 jurisdictions including federal, state, and county courthouses our employee background check programs can make the difference in helping ensure your candidates are who they say they are.

CLARITY

Employment background screening reports are concise and easy to read in a format that you will understand.

Thanks & Regards

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