



# HOW WELL DO YOU KNOW THE PEOPLE YOU INVEST IN?

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A complete employee screening process will result in fewer applications with serious discrepancies - it increases the quality of new hires due to an improved applicant pool and selection process. **EmploySmart™ provides full in-depth background screening services of employees and candidates at all levels, from senior executives through to shop-floor employees**

Powered by:



# YOU SECURE THEIR FUTURE. WE SECURE THEIR PAST.

How do you know the candidate you just offered a role to is the ideal candidate? Are you 100% sure you know that everything they're telling you is the truth? 90%? Background checks and necessary screenings are vital to avoid horror stories and taboo tales that occur within HR, your business or even your brand - simply investing in sufficient screening can save you time, money and heartbreak.

CRI® has developed EmploySmart™, a robust new pre-employment background screening service to avoid negligent hiring liabilities. Ensure a safe work environment for all - EmploySmart™ can be tailored into specific screening packages to meet the requirements of each specific position within your company. We are a leading worldwide provider, specialised in local and international employment background screening, including pre-employment screening and post-employment background checks.

## PRE-EMPLOYMENT CHECKS/BACKGROUND CHECKS / SCREENING BENEFITS:

- ✓ Reduce turnover & training costs
- ✓ Gain competitive edge through the hiring of better people
- ✓ Increase productivity - help your employees be more productive knowing that everyone employed by your company has been screened
- ✓ Set your company apart & win more business
- ✓ Reduce employee related problems
- ✓ Protect company reputation/brand & customer relations
- ✓ Comply with mandates created by state or federal law for certain industries
- ✓ Increase retention
- ✓ Reduce negligent hiring claims
- ✓ Avoid violence in the workplace (threats of violence & actual violence)
- ✓ Reduce theft & espionage
- ✓ Avoid lawsuits & the costs associated with the defence
- ✓ Avoid loss of goodwill

[GET A FREE QUOTE NOW!](#)

**OUR SCREENING SERVICES COVER THE ENTIRE EMPLOYEE LIFECYCLE, FROM RECRUITMENT TO IN-DEPTH REFERENCES. WE HELP YOU ESTABLISH THEIR SUITABILITY FOR EMPLOYMENT.**

### **WHAT ARE PRE-EMPLOYMENT CHECKS/ BACKGROUND CHECKS?**

Pre-employment/background checks present an insight into a potential hire's professional, academic and on certain occasions, their day-to-day life. For an organisation, performing these checks can help them to avoid any incompetent hires, thus augmenting professional output.

Habitually, most organisations opt to perform these checks briefly in-house; these checks are likely to include the candidate's qualifications via documents they have provided, work history via a reference check, right to work in the country and even a brief social media presence check.

**However, CRI® provides a comprehensive, in-depth background screening service for candidates and employees at all levels across all industries. This includes:**

- ✓ Address Verification (Physical Verification)
- ✓ Identity Verification
- ✓ Previous Employment Verification
- ✓ Education & Credential Verification
- ✓ Local Language Media Check
- ✓ Credit Verification & Financial History (where publicly available)
- ✓ Compliance & Regulatory Check
- ✓ Civil Litigation Record Check
- ✓ Bankruptcy Record Check
- ✓ International Criminal Record Check
- ✓ Integrity Due Diligence ... and more.

### **HOW TO COLLECT REFERENCES & WHAT TO ASK?**

References are usually requested as it is impossible to recognise how a candidate will perform on a day-to-day basis from one interview. References are a terrific means of understanding whether your candidates are suitable for the position or will suit your corporation culture. A primary reference check requests:

- ✓ Employment dates
- ✓ Employment main responsibilities
- ✓ Attendance record
- ✓ Any disciplinary actions against them
- ✓ Any reasons why they shouldn't be employed

These references will aid you in authenticating a candidate's CV as many candidates tend to exaggerate or misrepresent themselves. Our EmploySmart™ team goes beyond to piece together the following.

- ✓ Candidates core strengths
- ✓ Suitability for the role in question
- ✓ Appeal in rehiring the candidate
- ✓ Suitability of management style
- ✓ Potential leadership skills
- ✓ Situations in which they have excelled at?

Various organisations have policies of not providing references but rather just providing necessary employment details. Others direct you towards HR, **but EmploySmart™ team is persistent.**

**WHEN SHOULD PRE-EMPLOYMENT CHECKS BE CONDUCTED?**

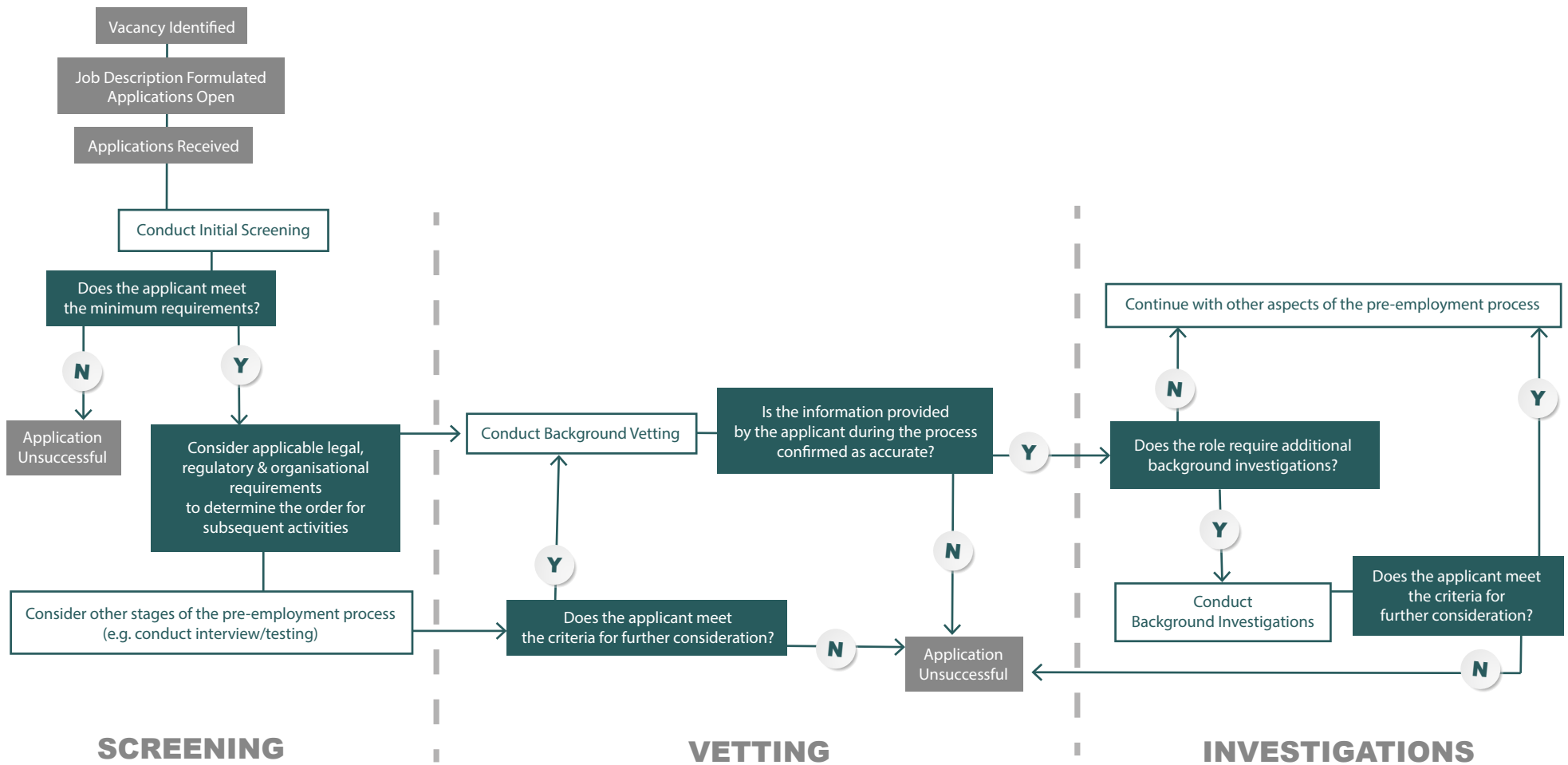
Our pre-employment screening facilities help organisations prevent the addition of probable frauds and other distasteful hires to your operative base. These checks can be executed both before or after the job offer, each of course having their own benefits and drawbacks.

	<b>TIME</b>	<b>COST</b>	<b>Other...</b>
<b>BEFORE offering the job?</b>	<ul style="list-style-type: none"> <li>• Reduced time between offering candidate the job &amp; their start date</li> <li>• If anything negative is flagged - you can move onto the next candidate quicker</li> <li>• Multiple vetting could be a lengthy process if not done by a company with enough resources</li> </ul>	Expensive vetting several potentials in advance	You need to make sure you're legally allowed to carry several checks
<b>AFTER offering the job?</b>	<ul style="list-style-type: none"> <li>• Quicker to vet one candidate</li> <li>• A delicate process - if it all fall through, you have to re-start the process &amp; allocate more HR people</li> </ul>	If it all falls through, you will have to start the process from scratch & release more funds	If unsuccessful you will have to tell the candidate - which will be hard if they have already given notice on their existing employment & could even cause them financial difficulties

Various industry studies all indicate escalating costs for worker replacement, loss of production, re-recruitment/ interviewing, training - the learning curve can cost you significant money.

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# PRE-EMPLOYMENT BACKGROUND SCREENING PROCESS FLOWCHART



## WHAT SPECIFIC LEGAL REQUIREMENTS SHOULD I ASK?

Validating whether or not the candidate has the right to work in the enlisting region is vital. Organisations are subject to statutory penalties if foreign nationals who don't have the correct visas are employed. The onus is on the organisation to verify. Criminal records checks are requested depending on the role; roles with children or vulnerable people are highly policed. Despite the contrast from country to country, most roles in this field will pursue such records.

With CRI® Group's international knowledge of such guidelines, we aid you in staying compliant and assist you in making the proper judgements for your organisation's needs. Our established, interdisciplinary experts major in employment law, best practice, and data protection.

With extensive local language capabilities, flexible working patterns, intelligent time-zone workflow, and documentation of diverse employment screening methods, CRI® provides a comprehensive and compliant global screening service and in the limitations of local legislation.

**GET A FREE QUOTE NOW!**

## WE COMBINE INDUSTRY EXPERIENCE WITH SERVICE-ORIENTED APPROACH. OUR EXPERTS CAN ACT ON YOUR BEHALF, SUPPORTING YOUR BUSINESS WITH LEGAL & REGULATORY COMPLIANCE.

Why not contact CRI® Group for more on background checks?

Just scan the QR code:



Get answers to frequently asked questions about background checks / screening cost, guidelines, check references etc. This eBook of compiled list of background screening related questions taken as a whole, is the perfect primer for any HR professional, business leader and companies looking to avoid employee background screening risks. It provides the tools and knowledge needed to make the right decisions.

**DOWNLOAD NOW!**

At CRI® Group, we specialise in employment screening, working as trusted partners to HR and recruiting managers of corporations and institutions across the world. Our experts work with energy, insight and care to ensure we provide a positive experience to everyone involved – whether that's clients, reference providers or candidates.

CRI® Group's unique identity and vision evolved from our fundamental desire to support our clients and their candidates. We have a passion for screening and a simple belief in setting new standards. These qualities fuel our commitment to excellence and drive our culture. **Safeguard data security and integrity with EmploySmart™, while our experienced teams focus on human conversations and interactions. Together, they deliver an outstanding screening experience.**

Our EmploySmart™ background screening services expose vulnerabilities and threats within your organisation and can significantly reduce business and financial crime, fraud and malpractice within your workplace. We provide a host of professional services to HR managers representing significant corporations worldwide.

Employees should be screened at regular intervals to reveal any new information relevant to the business that's why our background investigations services also include:

- ✓ Employee monitoring & risk management
- ✓ Data protection compliance
- ✓ Employee testing & confidentiality
- ✓ Employee risk management
- ✓ Post-employment background checks

CRI® Group is trusted by the world's largest corporations and consultancies - outsource your employee due diligence to an experienced provider and you will only ever have to look forward, never back.

**Why not contact CRI® Group for more on background checks?**  
Just scan the QR code:



## **BACKGROUND SCREENING RED FLAGS: NUMBERS DON'T LIE**

Want to know what types of red flags are most often found on résumés and employment applications? CRI® Group's EmploySmart™ experts provided some statistics on their latest pre- and post-employment screening engagements, and they give insights into where companies are most vulnerable in the hiring process.

[READ MORE](#)



## HELPING YOU MAKE INFORMED, SOUND DECISIONS

Risk management is an unending, constant endeavour for organisations in today's corporate world and indisputably presents continual challenges in combating the matter. Fraud, bribery, and corruption are unfortunately a few of the major issues impacting organisations and agencies of all dimensions and industries. Being proactive against these perils can signify the distinction between triumph and disaster.

CRI® introduces the "*Risk Management & ABMS Playbook*". Brimming with tools, checklists, case studies, FAQs and additional resources, our experts communicate their own plays to assist you in diminishing risk, thereby averting, and exposing further fraud to better lead your organisation into improved vigilance and compliance. The first section refers to risk management promptly: suitable third-party due diligence and essential background screening take centre stage for this strategy. Section two challenges bribery and corruption, with tested procedures you can execute to remain safeguarded and compatible with rigorous rules and regulations.

[DOWNLOAD EBOOK NOW](#)



## COVID-19 Employee Screening: Everything You Need to Know on How You Can Mitigate Employee Risk During This Crisis

The pandemic is undeniable affecting the world. And the situation is still changing. Organisations adapted quickly in order to survive, i.e. cutting steps in their hiring process, and no one knows how this will play out. However, there are ways you can mitigate the impact, learn how with this FREE ebook.

Taken as a whole, this ebook is the perfect primer for any HR professional, business leader and company looking to avoid employee background screening risks. It provides the tools and knowledge needed to effectively stay ahead of COVID-19. Read the answers to the following questions:

- How to turn the tide' on coronavirus crisis?
- COVID-19 Action point checklist
- Background Screening: Essential Checks
- 6 steps for good practice in connection with COVID-19
- 11 Steps to Reduce Personnel Costs
- COVID-19 Employee Screening – General advice
- How to remove any danger to your business during COVID-19 and more

**DOWNLOAD NOW!**



# WHY CRI® GROUP?

Since 1990, Corporate Research and Investigations Limited “CRI® Group” has safeguarded businesses from fraud and corruption, providing insurance fraud investigations, employee background screening, investigative due diligence, third-party risk management, compliance and other professional investigative research services. CRI® Group’s expertise will add to the diverse pool of business support services available within your region.

- ✓ CRI® has one of the largest, most experienced & best-trained integrity due diligence teams in the world.
- ✓ We have a flat structure which means that you will have direct access to senior members of staff throughout the due diligence process.
- ✓ Our multi-lingual teams have conducted assignments on thousands of subjects in over 80 countries, & we’re committed to maintaining & constantly evolving our global network.
- ✓ Our solutions are easily customisable, flexible & we will tailor our scope to address your concerns & risk areas; saving you time & money.
- ✓ Our team of more than 50 full-time analysts is spread across Europe, Middle East, Asia, North and South America & is fully equipped with the local knowledge to serve your needs globally.
- ✓ Our extensive solutions include due diligence, employee pre & post background screening, business intelligence & compliance, facilitating any decision-making across your business no matter what area or department.

## KEY CONTACTS:



### ZAFAR I. ANJUM, Group Chief Executive Officer

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Zafar, Group CEO of Corporate Research and Investigations Limited (CRI® Group), has been building a 30 years’ career in the areas of anti-corruption, fraud prevention, protective integrity, security, and compliance. Possessing both industry expertise and an extensive educational background (MS, MSc, CFE, CII, CIS, MICA, Int. Dip. (Fin. Crime), CII, MIPI, MABI), Zafar Anjum is often the first certified global investigator on the scene when multi-national EMEA corporations seek to close compliance or security gaps.



### ASHELEA ARZADON, Manager Investigations

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Ashelea is the head of the Investigations team, leading the due diligence, background screening and corporate investigations for multinational clients across a variety of key industry sectors: public relations and advertising agencies of global brands, international law firms, aerospace and defense, nuclear and energy companies. Her work includes multi-jurisdictional investigations specifically in MENA, Europe and the Americas. A Certified Fraud Examiner since 2018.

# OUR SOLUTIONS:



## INVESTIGATIVE RESEARCH

ANTI-CORRUPTION & REGULATORY INVESTIGATIONS  
 ASSET SEARCH & RECOVERY  
 FRAUD RISK & INSURANCE INVESTIGATIONS  
 IP INFRINGEMENT INVESTIGATIONS  
 INTERNAL INVESTIGATIONS & CONFLICT OF INTEREST  
 FINANCIAL INVESTIGATIONS & FORENSIC ACCOUNTING



## BUSINESS INTELLIGENCE

MARKET RESEARCH & ANALYSIS  
 COMMERCIAL INVESTIGATIONS



## COMPLIANCE SOLUTIONS

INVESTIGATIVE DUE DILIGENCE  
 CORPORATE SECURITY & RESILIENCE  
 THIRD-PARTY RISK ASSESSMENT  
 ANTI-MONEY LAUNDERING  
 INTEGRITY DUE DILIGENCE

**DueDiligence360<sup>o</sup>**  
 Partners to TRUST



## BACKGROUND INVESTIGATIONS

VENDOR & 3RD PARTY SCREENING  
 PERSONNEL VETTING & PRE- EMPLOYMENT SCREENING  
 EMPLOYEE INTEGRITY DUE DILIGENCE

**eEMPLOYSMART**  
 Smarter Background Checks Today for a Better Workforce Tomorrow



## CERTIFICATION & TRAINING

ISO 37001 ANTI-BRIBERY & ANTI-CORRUPTION MANAGEMENT SYSTEMS  
 ISO 37301 COMPLIANCE MANAGEMENT SYSTEMS  
 ISO 31000 RISK MANAGEMENT SYSTEMS  
 ISO 37002 WHISTLEBLOWING MANAGEMENT SYSTEMS  
 ISO 37000 GUIDANCE FOR THE GOVERNANCE OF ORGANISATIONS  
 ANTI-MONEY LAUNDERING

**ABAC** ANTI-BRIBERY  
 ANTI-CORRUPTION  
 CENTER OF EXCELLENCE



## MEMBERSHIPS, CERTIFICATIONS & AWARDS

CRI® always seeks the highest level accreditations, certifications, and maintains relationships with leading global organisations in the fields of due diligence, fraud investigation and more to ensure the best quality of the services.



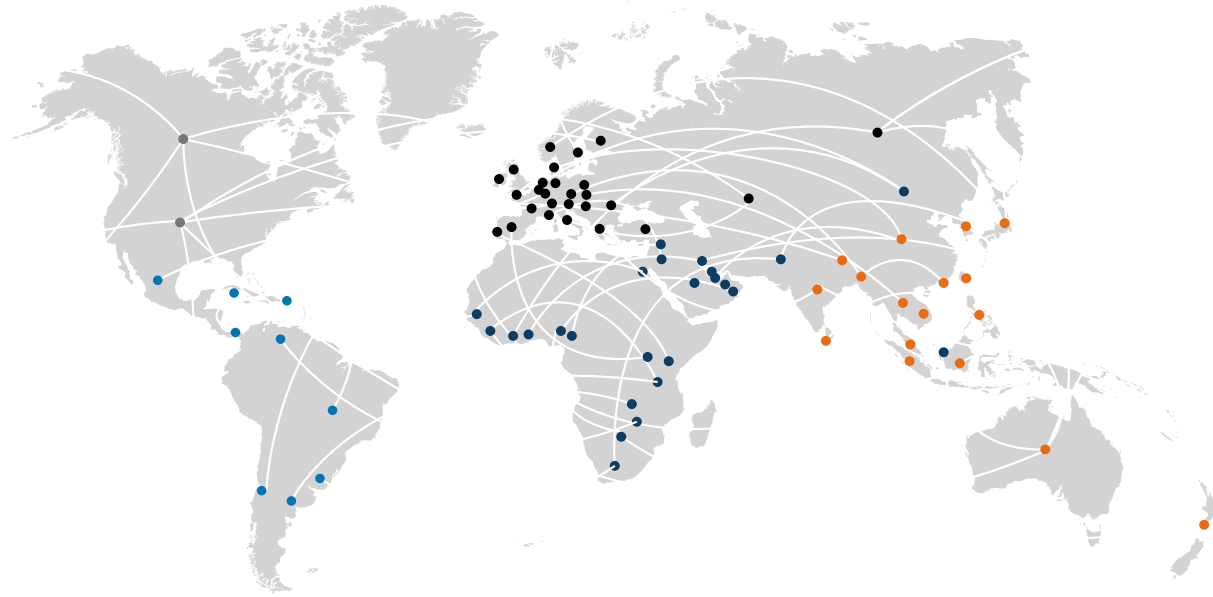
**BS 10200:2018**  
 Code of practise for the provision  
 of investigative services

**BS 7858:2019**  
 Code of practise for Security screening  
 of individuals employed in a security environment

Why not contact CRI® Group for more on Risk Management solutions?  
 Just scan the QR code:



DISCOVERING  
HARD-TO-FIND FACTS  
IN HARD-TO-REACH  
LOCATIONS



- MEA**  
MIDDLE EAST, AND AFRICA
- |          |               |
|----------|---------------|
| Pakistan | South Africa  |
| UAE      | Zambia        |
| Jordan   | Zimbabwe      |
| Bahrain  | Tanzania      |
| Brunei   | Sierra Leone  |
| Qatar    | Gambia        |
| Oman     | Cote d'Ivoire |
| Lebanon  | Cameroon      |
| Ghana    | Egypt         |
| Kenya    | Kuwait        |
| Nigeria  | Mongolia      |
| Uganda   | Saudi Arabia  |
| Botswana | Kazakhstan    |

- EUROPE**
- |                 |                |
|-----------------|----------------|
| Austria         | Netherlands    |
| Belgium         | Norway         |
| Channel Islands | Poland         |
| Czech Rep       | Portugal       |
| Denmark         | Romania        |
| Finland         | Russia         |
| France          | Slovakia       |
| Greece          | Spain          |
| Hungary         | Sweden         |
| Ireland         | Switzerland    |
| Italy           | Turkey         |
| Luxemburg       | United Kingdom |
| Monaco          |                |

- JAPA**  
JAPAN, ASIA PACIFIC, AND AUSTRALIA
- |            |             |
|------------|-------------|
| Australia  | Nepal       |
| Bangladesh | New Zealand |
| China      | Philippines |
| Hong Kong  | Singapore   |
| India      | Sri Lanka   |
| Indonesia  | Taiwan      |
| Japan      | Thailand    |
| Korea      | Vietnam     |
| Malaysia   |             |
- USA & CANADA**
- |        |        |
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| USA    | USA    |
| CANADA | Canada |

- LAC**  
LATIN AMERICA AND THE CARIBBEAN
- |                |
|----------------|
| Argentina      |
| Brazil         |
| Cayman Islands |
| Chile          |
| Mexico         |
| Panama         |
| Puerto Rico    |
| Uruguay        |
| Venezuela      |

Within our global network, we work with companies across the Americas, Europe, Africa, and Asia-Pacific, as a one-stop **international Risk Management, Background Screening and Due Diligence solutions provider**. We have the largest proprietary network of background-screening analysts and investigators across the Middle East and Asia. Our global team of assets have unrivalled experience across local geographies and are capable of navigating not only the automated and transparent developed world-systems but also the mostly off-line processes required in many emerging markets. As a result, we work both directly for clients and as a discreet white-labelled supplier to some of the world's largest risk management consultancies. Wherever your candidates, employees, or suppliers are in the world, we've got them covered.

