



FORENSIC INVESTIGATIONS CANADA

# PRE-EMPLOYMENT SCREENING SOLUTIONS

a national company



**1.800.708.1833**  
**[www.scm-fic.ca](http://www.scm-fic.ca)**

## PRE-EMPLOYMENT RELIABILITY AND SECURITY SCREENING

FIC specializes in providing pre-employment security screening solutions for Human Resources Professionals.

The Private and Government sectors depend on its personnel to deliver services. The challenge is hiring the right candidate the first time.

Good personnel management is a three-step process that requires the examination of the Suitability, Reliability and Loyalty of all employees.

- 1) **“Suitability”** checks are necessary to determine if an individual is qualified for a specific position. i.e. resume, credentials, work experience, etc.
- 2) **“Reliability”** checks conducted by FIC Security Practitioners are necessary to determine if an individual can be relied upon not to abuse the trust that might be accorded. i.e. theft, fail to safeguard information and assets, etc.
- 3) **“Loyalty”** through a candidate interview we determine an individual’s loyalty, and associated reliability as they relate to the employer’s interest.

In essence, the FIC Pre-employment Security Screening Solution enables Human Resources Professionals and Management to make informed decisions, prior to hiring an individual specific access to information and assets.



INFORMATION	SUITABILITY	RELIABILITY AND LOYALTY
Identity Check	To prevent personation, to ensure that qualifications assessed are those of the candidate.	To prevent personation, to ensure that the records checked are those of the individual being checked.
Criminal Record		To determine whether an individual has in the past committed crimes that would indicate unacceptable risk.
Credit Check		To determine whether the individual might be subject to financial pressures in relation to the duties to be performed.
Educational qualifications	To ensure the candidate possesses the academic qualifications required for the position.	To ensure the individual is being truthful about background and history.
Employment History	To evaluate experience in relation to the requirements of the position.	To determine reliability in previous employment, and ensure the person is being truthful.
Employment References	To evaluate experience, knowledge, abilities, interpersonal relations.	To determine whether the individual has been honest, trustworthy and reliable.

An individual should be found Suitable, Reliable and Loyal prior to being offered a position.

The FIC pre-employment Security Screening Solution increases the assurance that information and assets are protected against compromise, and employees protected against workplace violence.

In most cases we can provide a 72-hour turnaround time on Pre-employment Security Checks. Validation Certificate issued with each package.

## INDIVIDUAL SERVICES

### FIC Pre-employment Security Screening:

- Criminal Record Verification
- Credit and Asset Check
- Driver's Abstract
- Employment History
- Employment References
- Personal Character Reference
- Educational & Professional Qualifications
- Exit Interview
- Field Investigation
- Applicant Interview
- Polygraph Examination
- Vulnerable Sector Search

## FIC PRE-EMPLOYMENT SECURITY SCREENING **PACKAGES**

- **FIC BRONZE** 5 years of background information, criminal record verification, credit history, employment references and employment history.
- **FIC SILVER** 5 years of background information, criminal record verification, credit history, employment reference, employment history as well as, educational and professional qualifications.
- **FIC GOLD** 5 years of background information, criminal record verification, credit history, employment reference, employment history, educational and professional qualifications as well as personal character reference.

### **INDIVIDUAL SERVICES**

Credit/Asset Verification

Criminal Record Check (CDN)

Employment Reference

Educational/Professional Qualifications

Personal Character Reference

**1.800.708.1833**

**www.scm-fic.ca**

• call for rates