



## DashVerify<sup>®</sup>

Employee Background  
Verification Services  
from Deloitte

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you are hiring?

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## Do you really know who you are hiring?

Given the post-pandemic changes in business models, organisations are facing a rise in employment frauds like dual employment (moonlighting), impersonation, exaggeration of skillsets, and increased use of fake employment and education documents.

Globally, companies admit to making poor hiring decisions based on inaccurate background checks. Per ACFE's report for 2022, 43% of victim organisations did not run a background check on the perpetrator prior to hiring<sup>1</sup>.

Background checks are not just a formality; they can protect organisations from various reputational risks associated with hiring a bad employee. It is designed to reveal any details the potential employee may have hidden or misrepresented, as well as any possible history of fraud or any unethical practice.



<sup>1</sup><https://acfe-public.s3.us-west-2.amazonaws.com/2022+Report+to+the+Nations.pdf>

# How can Deloitte enhance your hiring process?

DashVerify® - Our employee background verification service helps organisations conduct background checks on potential employees using the latest technology in a cost-effective way. Listed below are some of the benefits:



Protects the organisation from various risks associated with a bad hire, e.g., brand and reputation, financial loss, workplace safety, company culture, etc.



Uncovers a possible history of fraud, theft, or any other unethical practices that the potential candidate may have indulged in in the past



Saves time and substantial costs associated with re-recruiting, re-hiring, and re-training replacement of a bad hire



Creates a safe work environment for existing employees and other stakeholders



Verifies candidates' competence by verifying skills, past employment, education records, etc.

## What's different?

With technology embedded at the core of our services, we provide insights that are accurate and in real time.

### Competitive pricing

High reliance on technology allows us to deliver more at competitive fee.



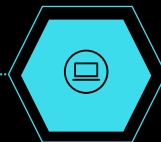
### Forgery detection

Algorithms can detect tampering in any type of document submitted.



### Advanced client interface

Initiate the verification process in minutes and receive real-time updates.



### Accurate results

High reliance on technology helps provide more accurate results.



## Our differentiated solution



### Continuous monitoring

The algorithm runs in the background and notifies you of any reportable criminal changes against your active workforce in real time.



### Short turnaround time

Quick turn-around for majority of the checks compared to the 14-21 days taken by other service providers.



### Advanced people analytics

Deep data insights that help you streamline your future hiring and find new opportunities to expand your candidate pool.



### Wide variety of checks


Our list of checks offered is higher than that of most of the service providers in India.


# Our capabilities


We can help you verify a range of aspects, providing comprehensive and intuitive information to help you make the best-informed decision.


Types of checks	Description
 Employment check	Verify past employment records disclosed by the candidate
 Education check	Verify the education records (graduation for all the candidates and highest degree, wherever applicable)
 Digital address	Verify the address using automatic geo-data collection and Aadhar authentication
 Professional reference	Collect professional references from the candidate's reporting manager or HR team
 India and the global database	Verify the details available in the public domain, including multiple databases, both covering international and local jurisdictions
 Identity check	Verify the legitimacy of ID proofs (Aadhaar Card, PAN Card, etc.). Also scans for 'copy move forgery' on submitted documents
 Negative web and media	Verify the existence of any kind of unfavourable information found across various news sources about the candidate
 Physical address	Verify the address through a physical visit
 Psychometric check	Uses the Big Five psychology test to understand the candidate's personality. This check completes instantly as a candidate interacts with our system.
 Drug test	Testing the candidate for usage of any drug or banned substance abuse

# Our capabilities


- 
**Continuous monitoring**


Continuously monitor the proposed candidate's information available in the public domain and highlighting the red flags for any adverse findings
- 
**Credit check**


Verify the credit score of the candidate through CIBIL or Experian
- 
**Directorship search**

Verify if the candidate is holding a directorship in any company
- 
**Police verification**

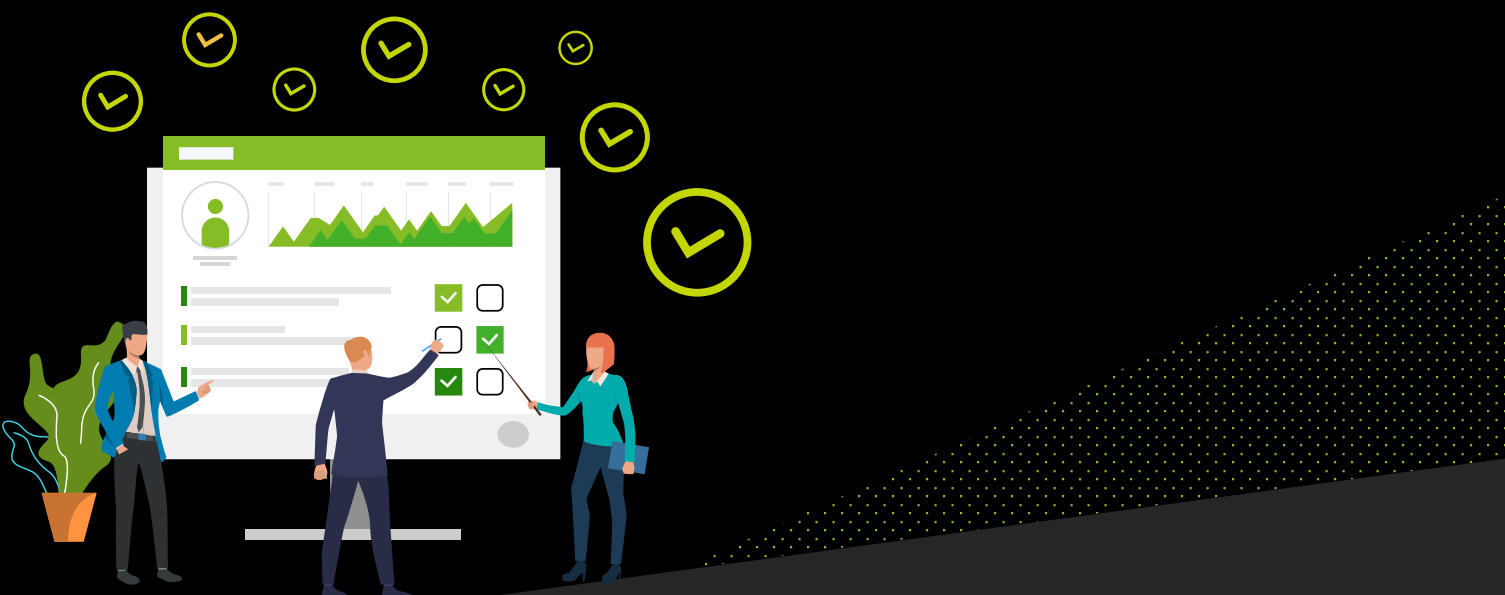
An official document issued by the Indian police or relevant government agency to an individual to verify if the individual has any criminal records against them
- 
**Criminal verification**

Verify criminal records as available in the public domain, including criminal and civil court records
- 
**CV validation**

Highlight the differences, if any, in the details provided in the CV submitted by the candidate at the time of the job application and the information provided for verification
- 
**Social media**

Verify using advanced Natural Language Processing (NLP) to parse data from social media accounts and give sentiment analysis
- 
**economic default database**

Verify financial default or fraud committed by the candidate through records available in the public domain, including databases like SFIO, CIBIL, NSE, BSE, and others



## Contact us

You may reach out to us to transition from a routine background process to an accurate and quick AI-driven employee background verification.

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