



## DashVerify

Employee Background Verification  
Services from Deloitte

Private and confidential  
August 2021



# Do you really know who you are hiring?

## Introduction

The spread of COVID-19 has caused widespread disruption and continues to impact businesses. Some of the significant changes expected to influence business models in the long term, include social distancing, large-scale remote working, reliance on shorter supply chains and enhanced use of technology.

Given the challenges in operations and limited mobility, organisations may face multiple constraints in carrying out in-depth background checks for new hires with traditional manual screening processes.

Employee background verification reduces the risk of occupational fraud and misconduct at the workplace. However, as per ACFE's report 2020, only 52% of organisations undertake this due diligence step prior to hiring<sup>1</sup>.

The many unknowns are only going to increase as recruitment processes across organisations have been disrupted during the pandemic. Organisations have been left with limited options to conduct only preliminary checks or skip background verification altogether.



<sup>1</sup><https://acfe-public.s3-us-west-2.amazonaws.com/2020-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 organisations from various fraud risks associated while hiring an employee e.g., brand and reputation, financial loss, workplace safety, company culture, etc.



Uncovers 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 cost associated with re-recruiting, re-hiring, and re-training replacement of a hire gone bad



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 a 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

Algorithm runs in the background and notifies any reportable criminal changes against your active workforce in real time



### Short turnaround time

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



### Advanced people analytics

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



### Wide variety of checks

Our list of checks offered are higher than 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
 Continuous monitoring	Continuously monitor the proposed candidate's information available in the public domain and highlighting the red flags for any adverse findings
 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)
 Address check	Verify the address using automatic geo-data collection
 Professional reference/ supervisor check	Collect professional reference from the candidate's reporting manager/ HR team
 India and Global Database checks	Verify the details available in the public domain, including multiple databases both covering international and local jurisdictions
 Criminal verification	Verify criminal records as available in the public domain, including criminal and civil court records
 Identity check (passport, PAN, and Aadhaar)	Verify legitimacy of ID proofs (Aadhaar Card, PAN Card, etc.). Also scans for 'copy move forgery' on submitted documents
 Social media and negative web	Verify using advanced Natural Language Processing (NLP) to parse data from social media accounts and give sentiment analysis
 Credit check	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
 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

## Contact us

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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