

# COVID19 BACKGROUND SCREENING?

---

## **DON'T LET COVID-19 WIDEN THE MONEY MULE POOL & FRAUD**

The **COVID-19** pandemic is undeniable affecting the world. And the situation is **changing at an hourly rate**. Businesses are having to adapt 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, **EmploySmart™ is a full in-depth (and fast) background screening service** of employees and candidates at all levels, and industries.

# THE RECRUITERS THAT WEATHER THE COVID-19 STORM WILL BE THOSE THAT ADAPT AS THE SITUATION UNFOLDS.

The virus is, unsurprisingly, having a huge impact on businesses and the recruitment industry is certainly not immune to that. Businesses are having to adapt quickly in order to survive and it is very possible that the legacy of COVID-19 may forever change the nature of recruitment and the workplace landscape.

The rise in recruitment fraud is creating a number of challenges - last year it cost £23 Billion just in UK. The COVID-19 is set to cost even more. And what is particularly worrying for any HR professional is that fraud in recruitment regularly sees genuine businesses used to add legitimacy to illegal behaviour.

Background checks and necessary screenings more than ever 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. **COVID-19 is adding even more complexity and new challenges to your job:**

1

**Money mule scammers specialise in hacking employer accounts** at job recruitment Web sites like Monster.com and other popular employment search services. Armed with the employer accounts, **the crooks are free to search through millions of resumes and reach out to people who are in fragile situations due to COVID-19.**

2

**The virus has sparked new demand for professions related to infectious diseases**, according to jobs site Glassdoor, which has recorded a more than doubling of job postings with keywords related to coronavirus this month, particularly within the government, healthcare, biotech and pharmaceuticals.

## **REMOVE ANY DANGER TO YOUR BUSINESS EVEN IN THIS PERIOD OF ECONOMIC & SOCIAL DURESS**

These checks can reduce the risk of hiring someone who could cause irrevocable damage. Firms spend years, thousands, even millions to brand their products and services and one bad hire can cause loss of capital and reputation to an extent that may bring a business to fail. A robust pre-employment check can help you and your company:

- ✓ **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

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

EmploySmart™, a robust new pre-employment background screening service to avoid negligent hiring liabilities. Ensure a safe work environment for all in this difficult time - 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.

## FAST & ROBUST PRE-EMPLOYMENT CHECKS/ BACKGROUND CHECKS IN A TIME OF CRISIS

We provide a full (and quick) in-depth background screening service for candidates and employees at all levels - from senior executives through to shop-floor employees i.e registered nurses, communications associates, social workers, project managers and technicians:

- ✔ 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.

## REMOVE ANY LEGAL IRREGULARITIES IN A TIME OF UNCERTAINTY

COVID-19 is a global crisis and as such you probably need to outsource international hire. You will need to check if they have the right to work in the region you are recruiting for. **You are subject to statutory penalties** if you employ foreign nationals who don't have the correct visas. You will need to request criminal records checks depending on the role you are recruiting, for such as roles with children or vulnerable people which are highly regulated - and all of these differ from country to country.

CRI Group carry the burden of knowing the laws, so we can assist you with staying compliant and helping you to make the best decisions for your company's needs. **We have established an interdisciplinary team of experts in employment law, best practice and data protection.**

**We can manage your employment background screenings across borders for you!** Country by country, we have documented the different approaches to employment screening, ensuring we operate in harmony with local culture and within the limitations of local legislation. With extensive local language capabilities, flexible working patterns and time-zone intelligent workflow, we provide a comprehensive and fully compliant global screening service.

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 people work with energy, insight and care to ensure we provide a positive experience to everyone involved – clients, reference providers and candidates.

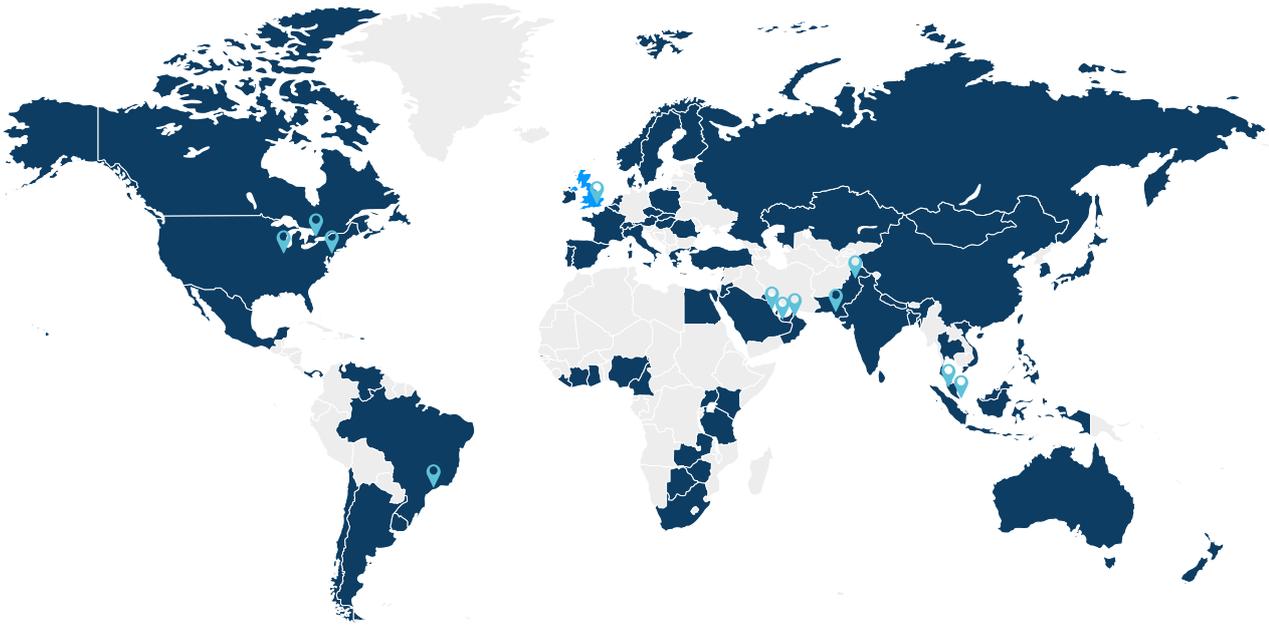
CRI's unique identity and vision evolved from our fundamental desire to support our clients and their candidates. We have a passion for screening and a simple belief in setting new standards. These qualities fuel our commitment to excellence and drive our culture.

**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. 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.

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.

# WE CAN 'TURN THE TIDE' ON CORONAVIRUS CRISIS TOGETHER!



**OUR GLOBAL COVERAGE**

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.

**MEMBERSHIPS, CERTIFICATIONS & AWARDS**

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



**GLOBAL.  
EXPERIENCED.  
INTEGRAL.**

# LET'S TALK

If you'd like to discuss your employment screening needs, we'd love to hear from you.

Powered by:



## EMEA HEAD OFFICE

### United Kingdom

Corporate Research & Investigations Ltd.  
37th Floor, 1 Canada Square,  
Canary Wharf, London, E14 5AA,  
United Kingdom  
t: +44 203 927 5250  
e: [london@crigroup.com](mailto:london@crigroup.com)

## MIDDLE EAST

### UAE — Dubai

Corporate Research & Investigations Ltd.  
917, Liberty House, DIFC P.O. Box 111794,  
Dubai, U.A.E.  
t: +971 4 3589884 | +971 4 3588577  
toll free: +971 800 274552  
e: [criddb@crigroup.com](mailto:criddb@crigroup.com)

### UAE — Abu Dhabi

Corporate Research & Investigations Ltd.  
Office No: 3509, 35<sup>th</sup> Floor Al Maqam Tower, ADGM  
Square, Al Maryah Island, Abu Dhabi, U.A.E  
t: +971 2 4187568  
e: [criadgm@crigroup.com](mailto:criadgm@crigroup.com)

## Qatar

Corporate Research & Investigations LLC — QFC Branch  
Office No. 130, 1<sup>st</sup> Floor, Al – Jaidah Square,  
63 Airport Road, PO Box: 24369, Doha, Qatar  
t: +974 4426 7339 | +974 7406 6572  
e: [doha@crigroup.com](mailto:doha@crigroup.com)

## NORTH AMERICA

### U.S.A.

Corporate Research & Investigations LLC  
445 Park Avenue, 9<sup>th</sup> Floor New York,  
NY 10022, United States of America  
t: +1 212 745 1148  
e: [newyork@crigroup.com](mailto:newyork@crigroup.com)

### Canada

Corporate Research & Investigations Ltd.  
540, 439 University Avenue,  
5<sup>th</sup> floor Toronto ON, M5g 1Y8, Canada  
t: +1 437 836 3223  
e: [toronto@crigroup.com](mailto:toronto@crigroup.com)

## SOUTH AMERICA

### Brazil

Corporate Research & Investigations LLC  
Paulista Building 2064/2086 Paulista Avenue,  
14<sup>th</sup> floor, São Paulo 01310-928 Brazil  
t: +55 11 2844 4290  
e: [brazil@crigroup.com](mailto:brazil@crigroup.com)

## ASIA

### Malaysia

Corporate Research & Investigations LLC  
Lot 2-2, Level 2, Tower B, The Troika,  
19 Persiaran KLCCM, 50450 Kuala Lumpur, Malaysia  
t: +60 32178 6133  
e: [malaysia@crigroup.com](mailto:malaysia@crigroup.com)

### Singapore

Corporate Research & Investigations (Pte.) Ltd.  
1 Raffles Place, #19-07, Tower 2, One Raffles Place,  
Singapore 048616  
t: +65 9723 5104  
e: [singapore@crigroup.com](mailto:singapore@crigroup.com)

### Pakistan — Islamabad

Corporate Research & Investigations (Pvt.) Ltd.  
Level 12, #1210,1211, 55-B, Pakistan Stock Exchange  
(PSE) Towers, Jinnah Avenue,  
Blue Area, Islamabad, Pakistan  
toll free: +92 (51) 080 000 274  
t: +92 (51) 111 888 400  
e: [pakistan@crigroup.com](mailto:pakistan@crigroup.com)

### Pakistan — Karachi

Corporate Research & Investigations (Pvt.) Ltd.  
BRR Towers 13<sup>th</sup> Floor, I.I Chundrigar Road,  
Karachi 74000 Pakistan  
t: +92 (51) 111 888 400  
e: [pakistan@crigroup.com](mailto:pakistan@crigroup.com)



Scan & find out more about employment screening or go to:  
[crigroup.com/employee-background-checks](https://crigroup.com/employee-background-checks)

 [info@crigroup.com](mailto:info@crigroup.com)