



**Mindit**  
C o n s u l t i n g

**Laura Roșianu**

General Manager &  
Background Screening Promoter

# Background screening

*(HR related procedure)*

Verifying in a transparent way the candidates' professional background, having their prior written consent.



## Hire the right people

In case of a bad hire, a company will have to pay internal HR (or 1 to 3 net monthly salaries to a recruiting agency), the salary of the employee, the cost of trainings and other associated costs, adding up to 6 monthly salaries, even one-year salary.

The Saratoga Institute estimates the cost of turnover at 150% of annual compensation (up to 5 times for senior executives).



## Reduce internal fraud

Counting the cost of Employee Dishonesty, the typical organization loses 5% of its annual revenue to internal staff fraud, also called occupational fraud. In addition, employee theft and dishonesty have collateral damages like reducing production, damage public confidence, destroy employer reputation and negatively affect employee morale.

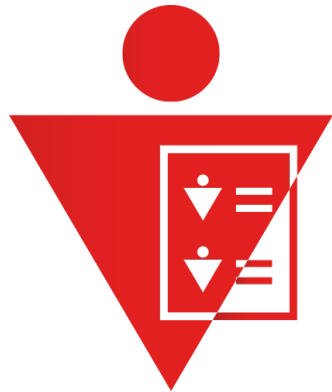


## Protect the company's reputation

In today's market, with the rising of the media, a company's image is more and more connected to that of its employees.

It becomes very easy for the company's reputation to be severely damaged among clients, potential employees, community leaders and other stakeholders by not making sure the information presented in the CV are true.

# Areas covered in the Background Screening Process



## Education

- ✓ Studies
- ✓ Trainings & Certifications



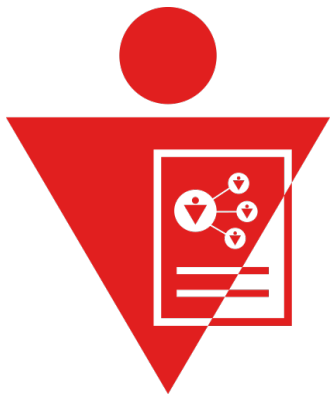
## Experience

- ✓ Employment
- ✓ Membership of professional bodies
- ✓ Volunteering



## Legal

- ✓ Legal search
- ✓ Criminal record
- ✓ International Watch List
- ✓ Drug test



## Media + Social Media

- ✓ Media search
- ✓ Social media presence



## Shareholding

- ✓ Shareholding
- ✓ Registered offices on the candidate's address



## CV Overview

- ✓ Time gaps
- ✓ Overlaps
- ✓ Coherence of the CV



For more info go to <https://www.mindit.ro>