



CLIENT CASE STUDY 2016



Case Summary:

One of the nation's leading providers of dining services and catering to independent schools and colleges was experiencing a higher than average involuntary turnover rate and wanted to determine why. Having several thousand employees, many of which serve the needs of under aged kids, thorough pre-employment research of each applicant is critical. Since high involuntary turnover often indicates insufficient screening, HR ProFile was invited to review the quality and accuracy of their Pre-Employment Screening provider at that time and re-screened a list of employees terminated for cause in the previous few years to compare results.

Case Results:

We randomly checked 94 of the subjects previously screened and cleared by the other provider. HR ProFile's researchers and methods uncovered felony and/or misdemeanor "hits" on 24% of these very same subjects. End result, their previous provider reported "No Records Found" and cleared them to proceed hiring the same subjects on which HR ProFile uncovered criminal records for 1 out of every 4. The criminal records found included:

Felonies:	Misdemeanors:
<ul style="list-style-type: none"> • Sexual Battery On Minor • Lewd and Lascivious Conduct • Sexual Battery On A Minor by an Adult • Unlawful Possession of a Controlled Substance • Possess Stolen Motor Vehicle • Fugitive from Justice • Offender Escape without Violence • Robbery Strong Arm • Armed Robbery Deadly Weapon • Robbery with a Firearm • Driving While Intoxicated with a Child Under 15 	<ul style="list-style-type: none"> • Possession of Marijuana • Public Intoxication • Disorderly Conduct • Hit and Run • Aggravated Assault • Driving while Impaired/while Under the Influence • Corruption of Minors • Malicious Destruction of Property • Theft - Fencing • Fraud in Obtaining Assistance/Unlawful Food-Stamp Usage • Credit Card Theft

Why did we find more "Hits"?

The marketplace perception is that a national database search finds more than a county court search, and that most providers run the same searches. These perceptions are not accurate. We found more records running the same checks because OUR PROCESS is very different. Imagine hiring all the applicants with the above records. The proof is in the numbers and the amount of "hits" found. Very simply, we are more thorough. HR ProFile's processes combined with our experience enabled us to find more information.

Conclusion:

This Company's employment screening provider failed to find any of these records; subsequently, they replaced all of their pre-employment screening with HR ProFile services.

**WE DON'T SELL CLAIMS, WE FIND THE FACTS.
CONTACT US TODAY!**

About HR ProFile, Inc.

HR ProFile, Inc. is a full-service, trusted, industry leader with 25 years of experience in all areas of Human Capital Management and Employee Screening. We provide Background Checks, Drug Testing, Criminal & Court Checks as well as Reference & Education Verification to clients in all industries Nationally and Internationally. We partner with our clients to ensure best hiring practices and Fair Credit Reporting Act (FCRA) compliance to HR professionals who rely on outsourced employee screening. HR ProFile provides market leading innovations, customized and scalable solutions and fair pricing, as well as unparalleled personal and professional customer service. Visit us at <http://www.hrprofile.com/>

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