



**Case Summary:** A Michigan based Manufacturing Company with over 5,000 employees was experiencing a higher than average involuntary turnover rate. Since involuntary turnover rates often indicate insufficient hiring practices, HR ProFile was invited to review the quality and accuracy of their current Pre-Employment Screening provider. To establish a benchmark, HR ProFile re-screened a sample of 300+ employees that were terminated for cause over the last few years.

**Case Results:** Randomly, close to 100 of the 300+ terminated employees were re-screened and HR ProFile found felony/misdemeanor “hits” on 53% of these employees. The Manufacturing Company’s current provider gave an “All Clear” on these same employees and they were hired - instead of screened out. Our findings – that were not found by the Manufacturing Company’s current provider – included the following:

Felonies:	Misdemeanors:
<ul style="list-style-type: none"> <li>• Assault with a Dangerous Weapon</li> <li>• Attempted assault on a police officer</li> <li>• Battery resulting in bodily injury</li> <li>• Check deception</li> <li>• Conspiracy Conversion</li> <li>• Controlled Substance Distribution</li> <li>• Criminal Sexual Conduct (Violent Sex Offender)</li> <li>• Domestic Battery</li> <li>• Forgery</li> <li>• Home Invasion</li> <li>• Operating a chop shop</li> <li>• Possession of a Controlled Substance</li> <li>• Robbery</li> </ul>	<ul style="list-style-type: none"> <li>• Alcohol consumption by a minor</li> <li>• Assault</li> <li>• Disorderly conduct</li> <li>• Disturbing the peace</li> <li>• Driving while Impaired</li> <li>• Driving while Intoxicated</li> <li>• Driving with Suspended License (without a license)</li> <li>• Endangering a person while intoxicated</li> <li>• Failure to stop after property damage</li> <li>• Obstruction of justices</li> <li>• Resisting arrest</li> <li>• Retail Fraud (habitual offender)</li> </ul>

**Why did we find more hits?** The fact is, the perception in the market place is that ‘All Background Checks are the same’ and that all providers ‘claim’ to conduct the same searches. The truth: the product being sold might be similar, but the process is very different. Our proof is in the numbers and the amount of ‘hits’ found – not the claims. Very simply, we are thorough. We look for more and we find more because we have a Zero-Tolerance policy for inaccuracy.

**Conclusion:** The Company’s current employment screening provider failed to find these records. This client moved all screening to HR ProFile.

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

**About HR ProFile, Inc.**

HR ProFile, Inc. is a full-service, trusted, industry leader with over 20 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 outsource employee screening. HR ProFile provides market leading innovations, customized and scalable solutions and pricing, as well as unparalleled personal and professional customer service. Visit us at <http://www.hrprofile.com/>