

# INTRODUCING SPEED SCREEN

## *Employment application screening completed in 48 to 72 hours!!!*

Hiring Managers, HR executives, and employers know that securing meaningful references from prior employers is becoming more and more difficult.

With the advent of automated verification services and employer hesitation to release information, your decision making process is hampered by this “name, rank, and serial number” mentality that continues to be a growing fiend.

POE knows... how to secure valuable information from significant past employers.

POE knows... also that the single most valuable reference for our clients is our telephone interview of your candidate.

During this in-depth, professional, and respectful conversation we uncover the employers your candidate has omitted from the application and resume.

We find out which voluntary resignations turn out to be terminations, and the reason for the termination.

POE knows... how to dissect “mutual agreements” and we know how to have the applicant account for gaps in the employment history.

Employers know a significant number of prospective employees provide false, inaccurate, or misleading information on their applications / resumes.

POE knows... how to identify those false, inaccurate and misleading statements. We detail the character and integrity of the information provided by the candidate.

Armed with an arsenal of effective screening tools, POE presents your prospective employee in an honest picture which is straight down the middle and fair to your, our client, and to the candidate, our applicant.

During our interview, we are referencing the prospect's consumer credit report and driving record. We also have before us the results of the **instant** national criminal database search with **instant** SSN verification. We are also reviewing and discussing the content of our **statewide** criminal history records investigation.

With the results of these various reports in front of us, POE knows how to steer our interview. We determine critical issues and address those issues with the applicant during this pleasant, non-judgmental conversation.

With our client we identify which prior employment histories, if any, should be verified and which educational history should be confirmed.

We provide an Advisory, summarizing our interview and highlighting the strengths, weaknesses, omissions, and any other areas of concern.

We conclude the report with our informed Recommendation to either **not** extend an offer of employment, to approve the application or to extend a conditional offer, pending verification from a vital source.

The days of indecision and postponing hiring decisions for several days or weeks are gone!

Effective employment screening **must** contain this vital interview tool and POE's rapid and knowledgeable tying together of the character, integrity, and strengths of each employee.

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