



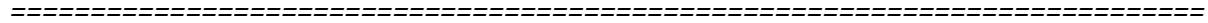
Avvanz Screen – Background Screening

Character Reference checks with references provided by the candidates are pointless and though HR or Talent Acquisition leaders acknowledge this, they still continue this age-old practice. Personal references are even more limited in value as these opinions can't possibly add any useful insights into the candidate's work capabilities. Friends will "pay it forward" in exchange of same favour in future. This is exactly why some of the endorsements and recommendations on Social Media platforms have started to lose popularity in Asia.




*Statistics show that more than 30% of CVs or resumes seem to have some form of discrepancies and this exhibits lack of integrity. Some Candidates pad up or exaggerate their CVs in terms of fake certifications, positions held, salaries earned, tenure with the company, reasons for leaving and even fabricate employment with a company they never really worked for. The major consequence of hiring the wrong fit is **reduced productivity**.*

*Employing "risky" individuals with criminal related background might pose a **potential harm** to the rest of the workforce. Situation can be serious if the victims are partners or vendors or clients and this will affect the **reputation** of the company.*

*All these "security" and "integrity" risks call for a thorough **background screening or check** in place to ensure "safe" talents are hired.*



Avvanz is an award-winning Employee Lifecycle Management Company with global offerings and capabilities. We have presence in Asia, Americas and EMEA. Avvanz offers an end-to-end Talent Acquisition and Talent Management solutions suite. Avvanz's 3 business pillars are:

 <small>S C R E E N</small>	 <small>O N B O A R D</small>	 <small>D E V E L O P</small>
Pre-employment and In-employment Background Checks AI-powered Recruitment Platform (Platform TABS)	New-Employee Onboarding using technologies leveraging mobile, AR/VR and gamification.	Contextualized, customized and localized instructor-led training, e-learning, blended learning leveraging mobile, AR/VR and customized and interactive learning.
Company Due Diligence		One-on-One and/or Group Coaching and Mentoring

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Individual Background Checks



Candidate/Employee with multi-country global background (NA, EMEA, JAPAC)



Criminal related	Finance related
Criminal Check Civil Litigation Global Sanctions Adverse Media Search Social Media Screening	Credit Check Bankruptcy Financial Regulatory Conflicting Directorship
Identity related	
Passport Verification Driving Records Address Verification	



Security Firewall



Interim Report



Employment Details – HR (after authenticating the HR Contact) Employment Performance – Supervisor (after authenticating the Supervisor) Highest Education Professional Qualifications/Certifications



Integrity Firewall



Final Report



Checks can be selected based on the risk level of the role or function. Avanz's Reports will aid organizations when hiring the Candidate or retaining the Employee.

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Competitive Differentiators

Avvanz Screen	Other Global Vendors
Retail Price is at least 15% more cost effective	Compared to their Prices
Quick onboarding and Ordering ie Our Clients, their Vendors, Contractors need not go through cumbersome paperwork and take almost 2 to 4 weeks to order cases. With our 1 st -in-industry award-winning ScreenGlobal Platform www.avvanz.com/screnglobal , you can order in a minute. We have a unique hybrid alacarte and package platform.	More cumbersome paperwork + long onboarding cycle + Onboarding Fees involved
No cost to order on manual basis versus online	Usually there is additional charge if need manual service
Shorter TAT is 3 to 15 business days with real-time report progress . ScreenGlobal eliminates need to call to follow up on reports.	TAT is 15 to 25+ business days
Scope of each Check by Country is clearly spelt out in www.avvanz.com/screnglobal . Coverage is across 150+ countries.	Scope might not be updated real-time leading to confusions and conflicts on understanding of Checks and the capabilities
Applicant Chasing is free	Chargeable
Chase for information with previous employers through email and phone unlimited times. Our "Unable to Verify" will be less than 5% - Spelt in Statement of Work.	Chasing is only via email and limited to 3 to 5 times only. If no information, auto'ly becomes Unable to Verify. UTV can be >50%.
Letter of Consent is Personal Data Protection compliant – Needs to cover Client, Avvanz, sub-contractors, data sources, previous employers etc	Not comprehensive enough and updated to be in line with legislations of Data Privacy Policies, FCRA, GDPR
More Comprehensive indemnity insurance coverage	Extent of coverage is not ample
Avvanz stores data in Amazon Web Services which has MTCS SS 584 Level 3 Certification based on ISO27001/02 Information Security Management System (ISMS)	Data is stored in internal servers often faced with downtime

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Company Due Diligence



Avvanz can support you on a thorough due diligence on companies if they are going to be your:


- ✓ *Potential business partners*
- ✓ *Potential Joint-Venture, Merger or Acquisition companies*
- ✓ *Vendors or Sub-Contractors*
- ✓ *Investment targets*
- ✓ *Investors or Funding companies*
- ✓ *Customers (KYC - Know Your Customer)*
- ✓ *Channel partners including distributors and resellers*

You can check for (not exhaustive):

- ✓ *Non-compliance to anti-money laundering*
- ✓ *Fraud, embezzlement and financial irregularities*
- ✓ *Corrupt and inhumane business practices including Foreign Corrupt Practices Act, OECD Anti-Bribery Convention and Bribery Act*
- ✓ *Undesirable liabilities*
- ✓ *Hidden political links*
- ✓ *Terrorism links*
- ✓ *Counterfeiting and Intellectual Property infringement*
- ✓ *Conflicts of interest*

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Background Checks and Due Diligence related Articles

<https://www.avvanz.com/blog/are-social-media-checks-necessary/>

<https://www.avvanz.com/blog/background-checks-for-bfsi-industry/>

<https://www.avvanz.com/blog/why-and-how-to-hire-the-right-background-check-services/>

<https://www.avvanz.com/blog/international-checks-for-us/>

<https://www.avvanz.com/blog/risks-in-sharing-economy/>

<https://www.avvanz.com/blog/background-check-in-schools/>

<https://www.avvanz.com/blog/good-background-screening-partner/>

<https://www.avvanz.com/blog/why-companies-in-asia-conduct-background-screening/>

Background Checks and Due Diligence related Seminars and Webinars

<https://www.avvanz.com/conference/webinar-background-checks-and-due-diligence/>

<https://www.avvanz.com/conference/screen-for-right-and-safe-talents-in-1-minute/>

<https://www.avvanz.com/conference/all-you-need-to-know-about-us-background-checks/>

<https://www.avvanz.com/conference/1-point-talent-hub/>

<https://www.avvanz.com/conference/sieving-out-right-and-safe-talents-in-asia/>

<https://www.avvanz.com/conference/sieving-out-right-and-safe-talents-in-asia/>

<https://www.avvanz.com/conference/singaporehrcongress/>

Background Checks and Due Diligence related Media coverage

<https://www.avvanz.com/press-release/can-i-fake-it-till-i-make-it/>

<https://www.avvanz.com/press-release/man-held-over-alleged-child-sex-worked-for-moe-for-18-years/>

<https://www.avvanz.com/press-release/doubts-over-three-more-ph-politicians-degrees/>

<https://www.avvanz.com/press-release/background-screening-increasingly-difficult-due-to-privacy-laws-say-private-investigators/>

<https://www.avvanz.com/press-release/avvanz-wins-gold-medal-for-best-background-screening-provider/>

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<https://www.avanz.com/press-release/are-social-media-checks-necessary-in-better-business-focus/>

<https://www.avanz.com/press-release/care-matching-platform-offers-freelancers-third-party-background-checks-through-avanz/>

<https://www.avanz.com/press-release/legal-industry-to-embrace-industry-4-0/>

<https://www.avanz.com/press-release/background-checks-for-the-legal-industry/>

<https://www.avanz.com/press-release/avanz-embraces-blockchain-technology/>

<https://www.avanz.com/press-release/online-jobs-marketplace/>

<https://www.avanz.com/press-release/urgent-need-to-background-screen-candidates/>


<https://www.avanz.com/press-release/credit-checks/>

<https://www.avanz.com/press-release/napbs-background-screening/>

<https://www.avanz.com/press-release/background-checks/>

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