



What Is Included In a Thorough In-Depth Reference Examination?

1. Do Criminal Record Checks (For sure!)

- This protects your employees, customers and shareholders and is fully compliant with Privacy and Human Rights legislation.

2. Identity Cross-Checks

- Over time, credit bureaus and similar organizations collect name, address, employment and alias information about everyone. Cross-reference this data with details provided by a prospective employee on his or her signed consent forms.
- This may reveal more criminal histories, financial abuse, bankruptcies, lawsuits etc. by including aliases in the search.

3. Employment Verifications

- Verify dates of employment, position held, and reason(s) for leaving directly from Human Resources records.
- Cross-reference with the candidate's resume.
- After 45 years in Search and Recruitment, Renard International knows how, when, and who to contact for honest references.

4. Education Verifications

- Verify the candidate's highest level of education directly with the listed institutions to see if the prospective employee was honest in his or her application.
- We know how, when, and who to contact to confirm education details.

5. Resume Verification

- Sometimes resumes are incorrect intentionally or unintentionally, it happens!
- They say 40% of resumes on the internet are incorrect!
- After 45 years dealing with Hospitality executives, we know whom to call to check and they take our calls! P.S. most time those we call are different than the ones a candidate lists on their application.
- After all our years in Hospitality we can literally smell a fabricated resume.

6. Reference Interviews

- We use professional interviewers with standard interview questions (the same questions are asked to all candidates) to eliminate the chance of interviewer bias – the results are now consistent.

7. Credit Bureau Inquiries

- With the prospective employee's written permission, we contact credit bureaus, or similar institutions, who may have crucial information such as financial pressures – "Desperate people may do desperate things" such as poor payment history or collections etc. all which may indicate irresponsibility.