

Why Screen?

-An explanation of your risk and potential for loss

Presented by:



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Why Screen Prospective Employees?

People are not always honest. If this weren't the case, Pre-Employment Screening and Background Investigations would be unnecessary. The time and money spent on these services could be directed elsewhere within the company; however, given the liability issues pertaining to negligent hiring practices, due diligence is essential during the applicant screening phase. Essentially, your company cannot afford not to screen its employees and candidates.

Statistics say that **56 percent** of candidates for potential hire will be deceptive concerning various aspects of their employment history. Some individuals will **fabricate their resume** with credentials, certifications and educational achievements seeking to obtain employment, wages and benefits. Some may be **hiding criminal records** or potentially **setting you up** for their next worker compensation fraud scheme.

Hiring such individuals is an obvious and costly mistake for any employer. These same individuals, if hired, will have **access to your company's infrastructure, proprietary information and documents**. Even a mail-room clerk has access to sensitive information and areas while executing their daily responsibilities.

With out proper employee screening your company could be faced with one or more of the direct costs resulting from poor hiring such as:

- Employee theft - shrinkage and replacement costs
- Workplace violence lawsuits based, in part, on negligent hiring practice
- Turn-over and training costs for new employees
- Production time lost time while that employee's job is vacant

In addition, consider a few of the many in-direct costs associated with poor hiring practice:

- Lost time while other employees are pulled from their assignments to cover the lost employee job function – *one employee doing two jobs, neither very well*
- Stolen trade secrets, physical renderings and technical or intellectual information
- Lost or stolen clients and there-by, lost income
- Elevated insurance rates due to workers compensation fraud and usage
- Investigational costs associated with a high risk termination or fraud investigation
- A damaged external reputation, lowered public image and client dissatisfaction
- Diminished employee moral, lowered productivity and even higher turnover rates

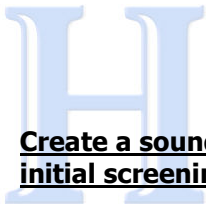
There are many studies that prove poor hiring practices can and will directly affect your company's profit margins. Consider the results from a few recent studies:

- According to the *Saratoga Institute*, the average cost to hire an employee is \$2,427.00.
- The average cost to hire an exempt (salaried) employee is \$9,328.00; so says *The Employment Management Association of the Society for Human Resource Development*.
- The cost of hiring and training a new employee, due to turnover for example, is 25-200 percent of that employee's annual salary-*American Management Association*.
- In a study conducted by *Workforce Magazine*, 45 percent of polled companies returned figures stating that replacing a trained employee easily reaches and exceeds \$10,000.00.
- One anonymous executive from a large hotel chain puts the ANNUAL cost of employee turnover at \$350 million, that's 60 percent of their pre-tax income-*Financial Executive Online*

As you can plainly see, poor hiring decisions will result in many direct and indirect costs. Only when you consider those cost and all the resulting operational, logistical and administrative problems, you being to see the total picture and how poor hiring choices will directly impact a company's profit margin.

There is a solution, a solution that is *Accurate, timely* and **cost effective**. Pre-Employment Screening and Background Investigations done by HND Resources will save you money. And you don't even have to leave your office.

At HND Resources, we combine a highly effective screening system with solid customer support and industry competitive pricing. The result is a time-saving, comprehensive, valuable and dependable service that pays for itself, many times over, every time it is utilized.



The Solution

Create a sound and effective workforce at the initial screening and hiring stage.

HND Resources is a **proven strategic partner** in support of that process.

A thorough screening of potential candidates can help you eliminate the dishonest, deceptive and otherwise undesirable applicants. HND Resources can also assist you in identifying those candidates involved with the use of controlled substances, candidates with criminal and/or civil infractions as well and those candidates with a history of multiple worker compensation claims.

HND can verify as applicant's professional licenses, confirm educational history and degrees, examine driving records and verify endorsements (such as Commercial Driver's Licenses), cross reference applicant's names against the U.S. Patriot Act terrorist list and verify credit history.

Our **web based** system is **accessible 24 hours a day** from any internet enabled computer and will be completely tailored to fit the individual needs of your company. **No additional software is required.**

No more endless faxing of documents. No more countless hours on the phone calling for results. No more time taken away from you or your staff's primary job responsibilities.

With HND Resources, the product is reliable, dependable and specifically designed to meet your individual requirements.

