



Verification Services

Employee background screening:
Helping you hire the right people

In today's buoyant market, it can be tempting to quickly fill open positions with the first qualified person who walks through the door.

However, taking the time to find the absolute right person is critical. Not only does this decision help you increase productivity, but it also significantly mitigates the risk of negligent hiring. If an employee later underperforms, commits fraud, or a crime, those incidents can inflict serious damage on your organization's brand and reputation.

With growing concerns around data security, more and more organizations are recognizing the necessity of thoroughly screening their prospective employees, vendors, and strategic partners.

Interestingly, the SHNOOR International LLC Global Profiles of the Fraudster report from 2016 offered a clear demographic profile: the typical fraud perpetrator is a male between the ages of 35 and 55. Specifically, of the fraudsters surveyed globally, 79% were men, and 68% fell into that 36-to-55 age bracket.

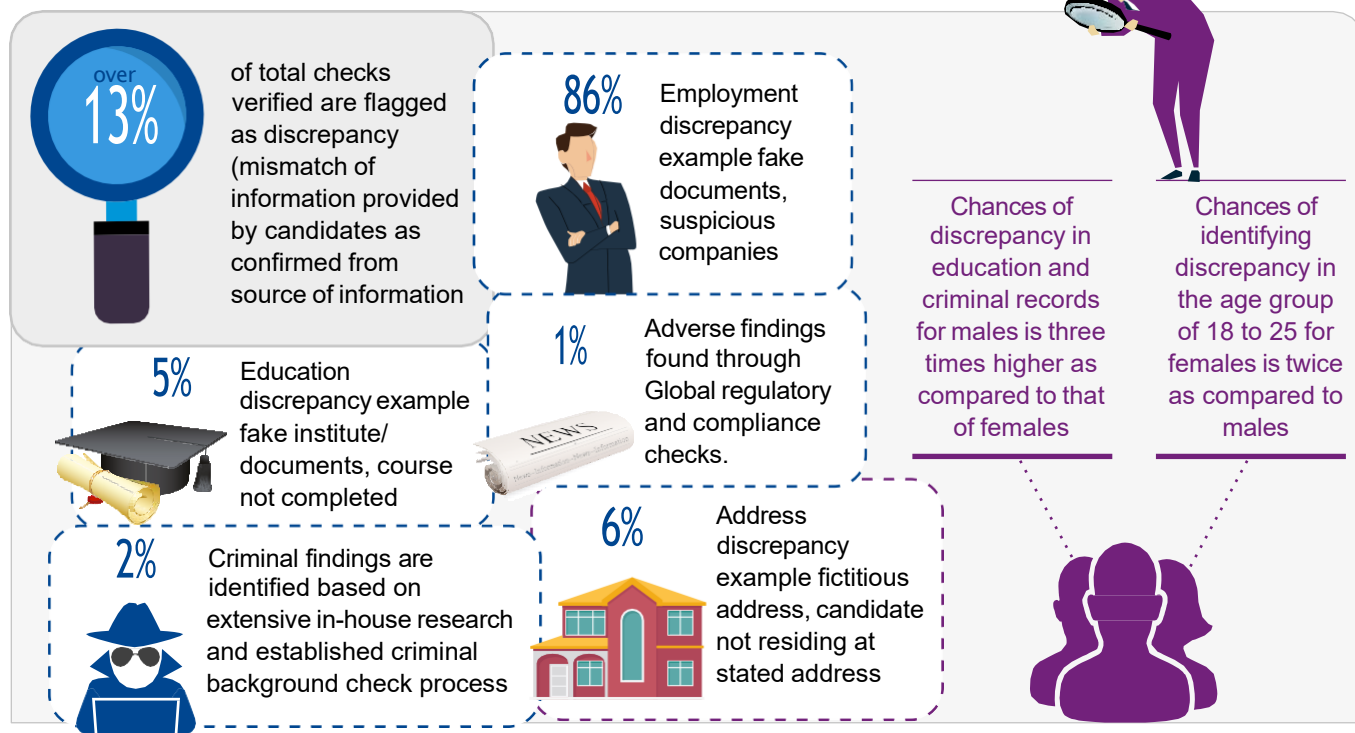
Our services

SHNOOR International LLC can help you screen prospective employees across all levels in a flexible, timely and cost-effective manner through various categories of checks to suit the compliance needs of your organization. Our services include:

Senior management due diligence: We conduct discreet, detailed reference checks, actively gathering essential information and market perceptions about the candidate using expert **market intelligence** and **deep public domain searches**.

Pre-employment background checks: We validate a candidate's key credentials for employment, including their academic qualification, previous employment records, reference checks, criminal and litigation record checks, Adverse Web and Media checks, credit checks, global sanctions and regulatory database checks, substance abuse screening, and more.

Discrepancy trends



Our value proposition

01

Dedicated resources and global experience:

Our dedicated team of over 500 resources conduct over 60,000 checks per month covering more than 190 countries and territories across the globe.

02

Dedicated Team:

We have a dedicated Team-centralized operations hub located in Us, India, to undertake background checks across global jurisdictions.

03

Technology-backed solutions:

Our processes and technology allow smooth and streamlined services, quality deliverables and convenience as well as reduced risks to our clients. Our online application tool K-Check, supports API based integration, real time status updates and document collection thus helping in reducing operating and administrative costs across locations and geographies.

04

Compliance with the laws of the land:

We review regional and country laws/ regulations to determine which screening products may be offered in order to keep our client's business compliant.

We also have stringent processes on internal risk and compliance which in turn protects clients from any potential violations especially Foreign Corrupt Practices Act, U.K. Bribery Act, EU GDPR and Indian Prevention of Corruption Act violations



Our Other Forensic Solutions for Human Resources

We offer specialized forensics solutions to help your HR team manage risk and gain deeper employee insights:

- **Exit Interviews:** We conduct detailed, independent interviews with exiting employees to gather specific, candidate information on reasons for separation. This data is then presented using **data analytics** to highlight trends and pinpoint areas of concern for the HR team.
- **Ethics Helpline:** We provide an independent **whistle-blower service** with multilingual support. This helpline serves as a neutral platform for recording candid employee feedback, insights, and concerns about ethics or other workplace issues.

Counterparty / Vendor Verification & Due Diligence

Mitigate risk when engaging with third parties through our detailed due diligence services:

- **Detailed background checks** on third parties, vendors, and partners.
- **Due diligence** on key promoters and their credentials.
- **Verification** of business documents and licenses.
- **Market references, litigations** checks, and **deep public domain due diligence**.



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