

# REZORCE~CHECK

## SUSTAINED VALUE ADDITION

Rezorce~Check brings sustained value addition at each stage of the employee background verification process. We have **two patents to demonstrate our technical capability**. Our ISO 9001 - 2008 compliant quality process assures you consistent quality and reliability.

### REZORCE~CHECK BRINGS STRONG VALUE BEYOND JUST COMPLIANCE

| PARAMETER   | VALUE ADDITION   | YOUR BENEFITS  |
|---|--|--|
| <b>STAGE 1 – PRE – INTERVIEW PROCESS</b>  |  |  |
| <b>[This is done after HR Evaluation and before Technical / Management Interview]</b>       |  |  |
| <b>Identity Verification</b>  | PAN Card, Voter ID, Passport or Driving License<br>- Any one at this stage   | 1. <b>Be sure that the individual is who he claims to be.</b><br><br>We validate against a government issued photo ID and share written proof  |
| <b>Role &amp; Responsibility Verification</b>   | <b>Role Based Verification</b> – Self Assessment<br><b>Role Based Verification</b> is a <b>Rezorce patented process</b> .  | 2. <b>Reduce / Eliminate Résumé Padding</b><br>3. <b>Reduce wastage of interviewer time</b><br><br>We validate the candidate résumé vis – a – vis the Job Description using our unique process |
| <b>Employer Verification</b>  | Verify <b>Employer</b>   | 4. <b>Eliminate candidates who share dummy employment</b><br>5. <b>We identify if person was on payroll or was a contract employee</b><br><br>We give proof of legal existence of the employer |
| <b>STAGE 2 – POST – INTERVIEW / PRE – JOINING PROCESS</b>                                   |  |  |
| <b>[This is done after you give a conditional employment offer and before person joins]</b> |  |  |
| <b>Role &amp; Responsibility Verification</b>   | <b>Role Based Verification</b> – 360 Degree Assessment of Role, Responsibility, Achievement & Personality with Managers, Peers, Subordinates & other appropriate stakeholders<br><br><b>Role Based Verification</b> is a <b>Rezorce patented process</b> | 6. <b>Independent validation of claims made before the interview</b>   |
| <b>Candidate Absconding After Taking Offer</b>  | <b>Role Based Verification</b> – 360 Degree Assessment of Role, Responsibility, Achievement & Personality with Managers, Peers, Subordinates & other appropriate stakeholders  | 7. <b>Persons not interested to join will let us know ahead of time their inclination. They don't want to be a part of 360 Degree Verification</b>   |
| <b>Personality Verification</b>   | <b>Role Based Verification</b> – 360 Degree Assessment of Role, Responsibility, Achievement & Personality with Managers, Peers, Subordinates & other appropriate stakeholders  | 8. <b>Personality verification to identify any HR Issues before joining [Eg.: HR Issues / Ethics Related Issues / Trade Union Issues]</b>  |

#### REZORCE MANAGED SOLUTIONS PVT. LTD.,

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| PARAMETER  | VALUE ADDITION  | YOUR BENEFITS   |
|--|---|---|
| <b>Web Verification</b>  | We verify:<br>1. Social Media Sites<br>2. Patent Sites<br>3. Papers & Publications<br>4. Web search to identify any strong political or anti-social tendencies  | <b>9. Personality issues / political affiliations are independently identified</b>  |
| <b>STAGE 3 – POST JOINING PROCESS</b><br>[This is done after person joins] |   |   |
| <b>Identity Verification</b>   | PAN Card, Voter ID, Adhaar, Passport or Driving License<br>- Other government issued identity verification  | <b>10. Multiple government issued identity proof – we attach proof of such verification</b>   |
| <b>Address Verification</b>  | In-person Verification Across India through strategic tie-up with <b>India Posts</b><br>The verification is followed by a feedback loop which forces the candidate to substantiate completion of such verification to the HR                          | <b>11. Same level of verification, as is done for Indian Defense Forces or Government Jobs</b><br><b>12. Ability to reach any corner of India, including remote villages in J&amp;K, North East or Naxalite afflicted areas in Central India</b><br><br>You get written proof from department and a direct written feedback from employee |
| <b>Address Verification</b>  | Secondary Stage of Address Verification through Government Issued documents<br><br>We validate ration card, family voter identification, electricity bill to check the existence of the family  | <b>13. Secondary address verification through ration card etc. to be doubly sure that the person's address is genuine</b><br><br>We give proof of legal existence of the person's permanent address   |
| <b>Education Verification</b>  | Includes X, XII, Diploma & Degree Verification is done in educational institutions<br>Personality verification is done with teachers who taught the student<br>There is an extra fee if the student has completed any course by correspondence        | <b>14. Complete verification from school onwards</b><br><br>You get written proof from educational institutions.  |
| <b>Employment Verification</b>   | We verify the following:<br>1. Employer Status<br>2. Tenure<br>3. Designation<br>4. Exit / Notice<br>5. Smooth Termination<br>6. Mode of salary payment<br>7. Ethical Issues<br>8. Discipline Issues<br>9. Salary Verification – only last employment | <b>15. Complete Verification of all past employment – except the latest employment</b><br><b>16. Independent company verification on ethics &amp; discipline issues</b><br><br>You get written proof from employers.  |
| <b>Criminal Verification</b>   | We presently cover:<br>1. Courts<br>2. Police Stations<br>3. OFAC Listings [outside India]  | <b>17. Comprehensive criminal justice coverage</b>  |
| <b>Court Coverage</b>  | We present coverage includes<br>1. Indian Supreme Court<br>2. All High Courts<br>3. Subordinate Courts<br><br>Coverage focus includes:<br>1. Criminal & Civil cases<br>2. Both Petitioner & Respondent<br>3. Cases since 2000                         | <b>18. Most comprehensive coverage of Indian Court system</b>   |

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