

## + BACKGROUND SCREENING in the oil and gas industry



### Prevention is better than cure

Prevent unsuitable people joining your company  
and you drastically reduce the risk of damage



**First Advantage**

A Symphony Technology Group Company

INFORMATION YOU NEED. PEOPLE YOU CAN TRUST.

## + INTRODUCTION

There can be few industries where the **risk of harm** to people, the environment, property and a company's reputation is higher than it is in oil and gas.

An oversight or error by a single worker could jeopardize an entire rig's staff and facilities, and the damage that could be caused by someone acting with malicious intent hardly bears imagining.

### **Prevention is better than cure**

Prevent underqualified, inexperienced or otherwise unsuitable people joining your company and you drastically reduce the risk of damage.

With an increasing number of people joining the oil and gas industry from other sectors and the renewed focus on fitness to work, it has never been more important to **know** that staff and contractors have the right skills, experience and qualities **before they start**.



## + INTRODUCTION

A resume is the job seeker's primary marketing tool – a means to promote themselves to your company. Unfortunately, like many promotions, resumes are not always as they seem. Our research shows that **more than a quarter of resume checks reveal inaccuracies** relating to an individual's stated employment, education and/or professional qualifications.

Thorough and efficient background screening will ensure that the **right people** are recruited into the **right roles** at the **right time**.

However, high volumes of imported labor increase the likelihood of needing to perform international checks, adding complexity and time to the screening process.

### The solution?

Out-source background screening to a **trusted global provider** with knowledgeable people, class-leading technology and proven processes to screen your staff **quickly, thoroughly** and **cost-effectively**.



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## + WHY SCREEN YOUR PEOPLE?

There are many reasons why screening is important to successful businesses, regardless of industry. Here's our top three:

# 1 VALIDATE STAFF QUALIFICATIONS

We believe people are the heart of every business – and so do our clients. Ensuring your people have the right skills and experience is essential to the success of your business.

Unfortunately, applicants may provide inaccurate information to help improve their chances of employment. When we compare the information candidates provide with information 'at source' (such as a former employer or university), we often find inaccuracies. In fact, **more than a quarter of resume checks uncover discrepancies.**

Undetected discrepancies can be costly for employers. Candidates who secure a role for which they are unfit, unsafe or under qualified may negatively impact staff and customers and need to be replaced, incurring additional recruitment costs.

As background screening becomes increasingly commonplace, few candidates are concerned by the prospect. Indeed many are reassured that they'll be working in a company where their colleagues have been screened just as they have been, and vice versa.





## + WHY SCREEN YOUR PEOPLE?

# 2 REDUCE RECRUITMENT RISK

Recruitment is an investment, often a considerable one. According to the Chartered Institute of Personnel and Development, it costs above \$12,000 on average to recruit a senior manager/director and more than \$4,000 for other employees. And, like all investments, recruitment carries risk.

The potential risks of recruiting the wrong candidates include:

- Fraud
- Negative publicity – this can be devastating and long lasting to an organization's reputation
- Impact on staff performance – loss of productivity and morale
- Negligent hiring litigation
- Increased staff turnover and recruitment cost

Considering the potential cost of poor hiring decisions, the cost of screening is nominal. The typical cost for a basic screening is around ranges from \$50 to \$200 depending on services ordered.

# 3 RELIEVE HR RESOURCES

Candidate screening can be a time consuming and laborious task for a busy HR department for whom screening is one of their many responsibilities.

At First Advantage, screening is all we do. Save time and money by liberating your team to concentrate on other more complex tasks, and allow us to improve both the speed and effectiveness of your on-boarding process.



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## + WHY CHOOSE FIRST ADVANTAGE?



Watch our [Company Overview Video](#)

### We are the world's most trusted background screening provider

More businesses count on First Advantage to empower smarter hiring decisions than any other company.

First Advantage is the **leading global provider** of background screening.

The information we provide empowers our clients to make **fast, trusted hiring decisions**, by verifying whether the information provided by a candidate is accurate and highlighting relevant information about their history.

Today, we serve more than **45,000 clients** globally, making us one of the world's largest and most capable providers.

With more than **4,500 staff** in **27 offices** across **13 countries**, we pride ourselves in delivering local knowledge with a truly global reach.



45,000

clients worldwide



54 million

background screens annually  
for 16.8 million applicants



4,500+

employees



27

offices worldwide



13

countries



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First Advantage, Global HQ  
Atlanta, Georgia, USA

## + WHY CHOOSE FIRST ADVANTAGE?

# 1 EXPERIENCED

**We perform more screens in more countries than anyone else.**

In 2014, we performed more than **54 million screens on 16.8 million applicants** in more than 230 countries.

We offer the **most comprehensive** range of industry-specific solutions to give you the most complete picture of your candidates before they enter your organization.

We are **thought leaders**, offering best practice, insights, trends analysis, webinars and regulatory updates.

We work with many of the world's leading companies in sectors such as finance, retail, pharmaceutical, energy, recruitment and technology.



Education



Financial  
Services



Healthcare



Manufacturing



Multifamily  
housing



Non-profit



Petrochemical



Professional  
Services



Retail



Staffing



Technology



Transportation



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First Advantage, UK  
Canary Wharf, London

## + WHY CHOOSE FIRST ADVANTAGE?

# 2 SOPHISTICATED

Our **built-in compliance engine** and configurable automation packages reduce risk while delivering a greater depth of information.

We employ one of the industry's **largest compliance** and in-house legal staffs to keep you up-to-date on changes and best practices.

Our experienced integrations team deliver more **successful on-boarding** on more systems than anyone else, saving you time and money.



Corporation for American Banking, L.L.C.



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First Advantage, UAE  
Dubai International Financial Centre

## + WHY CHOOSE FIRST ADVANTAGE?

# 3 FORWARD-THINKING

**We invest more in technology than any other screening provider.**

We employ one of the industries' the **largest innovation teams**.

Our flagship platform, Enterprise Advantage, has an **intuitive** user interface and is completely mobile-friendly.

Enterprise Advantage can be seamlessly integrated with many **applicant tracking systems** (ATS) – we've already performed more than 400 integrations and currently process more than 15,000 ATS transactions daily.

**Customizable reporting**, from graphic summaries to spreadsheets of data, enables your team to understand program performance easily and improves the decision process.



99%

System availability



90%

Customer service rank



95%

Customer retention



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## + SERVICES OVERVIEW

### Help Getting CFATS Ready

Our specialized solutions make it easy to implement a standardized screening process for contractor employees that helps you meet the Chemical Facility Anti-Terrorism Standards (CFATS) and other legislative requirements.

#### Background information

Our industry-compliant package\* includes:

- Social Security Number verification
- Seven-year county criminal background check
- Motor vehicle report
- Office of Foreign Assets Control (OFAC)

\*Association of Reciprocal Safety Council (ARSC) background-graded logic package support. Results are graded to ARSC standards with a 00-07 summary result.

Our PetroExpress package allows owners and non-ARSC safety councils to offer a faster package backed by the strongest criminal database in the industry.

#### Drug testing

First Advantage offers the latest in instant testing with our 11-panel drug test for pre-access screening as well as random and return-to-work programs.

Advantages include:

- Faster decisions, as drug results appear on the same portal as background information results so you can quickly ascertain if the contractor can access the job site.
- Comprehensive services with alcohol testing also supported. Laboratory confirmation of non-negatives and medical review officer (MRO) services are included as well.





## + SERVICES DESCRIPTIONS

### Verifications

#### Education and academic qualifications check

Verifies your candidates' school, college and/or university attendance, degrees, qualifications and grades attained.

#### Employment history check

Verifies your candidates' employment history which can be configured geographically by country and by period of time.

#### Reference check

Checks for accuracy of dates of work history and familiarity of contact with applicant.

#### Worker's compensation

Provides history of worker's compensation filings.





## + SERVICES DESCRIPTIONS

### Record checks

Our record checks, available from a wide range of sources, will reveal the facts you need to know about your candidates. Combining multiple record checks will give a fuller picture of your candidates' history, resulting in more accurate hiring decisions.

#### Adverse media search

Searches a candidate's name in a wide range of global media sources, both historical and current, and returns any instances of negative coverage.

#### Consumer credit check

Depending on some jurisdictional restrictions and requirements, a credit history may be used for employment purposes.

#### Criminal record check

Reveals a candidate's criminal history. Availability varies significantly in different countries.

#### Civil litigation record check

Searches for civil litigation record history associated with applicant.





## + SERVICES DESCRIPTIONS

### Record checks (continued)

#### Directorship check

Identifies any potential conflicts of interest including whether a candidate is listed as a director, treasurer, or holds a company secretarial position within another organization. This search will also reveal whether the candidate appears on the list of disqualified directors.

#### Driving license check

Confirms the validity, status and type of a candidate's license, including any convictions. Naturally, this is essential for roles which involve regular driving, as it helps to protect employers against prosecution, fines and uninsured losses for accidents and claims.

#### Global watch-lists and sanctions search

Reveals if your candidate is listed as a restricted, prohibited, high-risk or black-listed individual on a wide range of worldwide databases.

#### SSN check

Verifies Employers are legally required to verify their employees' right to work.

#### Biometrics

Fingerprinting, ready-to-work physicals are some of the additional services we offer to screen applicants.

#### Professional qualifications, licenses and memberships check

Verifies additional qualifications, licenses and memberships provided by a candidate.

- Occupations and licensing boards covered vary for each available state.
- Include FAA or other professional credential organization



We can help. For more information,  
contact First Advantage today:

Call +1 844.717.0510

Email [solutions@fadv.com](mailto:solutions@fadv.com)

Visit [fadv.com](http://fadv.com)



As the trusted partner of over 35,000 organizations worldwide, we at First Advantage provide easy-to-understand background screening results so you can confidently make decisions about prospective employees, vendors and renters. Not only does this safeguard your brand, but you also arrive at dramatically better background insights – insights you can rely on.

It's time to partner with First Advantage. Now in 26 locations, 14 countries and conducting over 55 million international background screens on 17.2 million applicants annually. **Trusted Knowledge. Exceptional People.**



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