



# BACKGROUND INVESTIGATIONS

Professional • Experienced • Licensed

## INDIVIDUAL

A Personal Background Investigation provides information useful to determine the general character and trustworthiness of an individual. This investigation will normally ascertain the subject's true identity, residence address, business ownership interests, associates, employer or other income sources.

In addition, a thorough search of the subject's civil and criminal background history may be undertaken within the region the subject currently resides or in counties, states or countries of previous residence or travel.

The investigation can provide the subject's driving history, movements and associations, online activities, personal financial profile or other information of interest.

Interviews of selected individuals can produce other details or confirm developed information.

A personal background investigation can be fundamental or complex depending upon the subject individual and matters at issue.

## COMPANY

A Company Background Investigation provides information useful to determine the structure and condition of any business entity, be it a sole proprietorship or multinational corporation. Working with minimal information, IRI will determine the correct business name, size and type, ownership and key executives, facility locations, holdings and interests, business activities and practices; as well as civil litigation, criminal conviction and regulatory compliance histories.

Additionally, a company background investigation can identify assets and liabilities; the background of principal officers and directors; or company suppliers, vendors, employees and customers.

These investigations are structured to fulfill specific client requirements for purposes of investment, merger, acquisition, competitor analysis or litigation.

## EMPLOYMENT

An Employment Background Investigation is specially designed to verify applicant assertions and to ascertain the demonstrated character and potential trustworthiness of employee applicants at the line, management or executive level.

IRI provides employment background screening services to verify an applicant's personal identification, education, employment history, credit rating, criminal history, driving record and civil standing.

A pre-employment background investigation can be customized to fulfill specific employer needs, such as those dictated by contractual agreement or company policy. These investigations

can be basic or extensive as warranted by the pending position and budgetary considerations. A significant reduction in cost may be realized under agreement with multiple requests.

**Notice To US Employers:** Investigations undertaken in relationship to employment may be affected by the Fair Credit Reporting Act as amended by the Consumer Credit Reporting Reform Act of 1996 or other legal statutes. If applicable, employers are required to disclose to employees or employee candidates that a report is being requested and to obtain written consent from the individual prior to undertaking any such investigation. We can assist with these requirements.



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