



Forensic verification services

Employee background screening:
Helping you hire the right people

kpmg.com.sa



Verification services

Why is pre-employment background screening important?

In today's buoyant market, it may be tempting to fill positions with the first applicant who meets your job requirements. However, taking time to find the right person for the job can help you increase productivity and avoid a possible lawsuit for negligent hiring in the event of a crime committed by an employee.

As concerns about data security gain importance, more and more organisations are increasingly undertaking background screening of their prospective employees.

Candidates submitting fake educational degrees for securing jobs in Saudi Arabia are on the rise. A couple of such instances are mentioned below:

- The Court of Grievances in Jeddah sentenced an expatriate of an Arab origin to a year and five months in prison, a SR 5,000 fine and deportation from the Kingdom after serving his jail term for forging a Ph.D. degree in internal medicine⁽¹⁾.
- Michael Swango, a serial killer doctor who killed patients and friends by poisoning them secured a job with the Royal Hospital in Dhahran using a false resume. He was arrested while stopping over at Chicago-O'Hare International Airport before flying to Saudi Arabia (the same day) by the Immigration and Naturalization Agents⁽²⁾.

<http://saudigazette.com.sa/saudi-arabia/expatriate-with-fake-degree-faces-prison-and-deportation/>



How can KPMG help?

KPMG's Verification Services can help you screen prospective employees in a flexible, timely and cost-effective manner across various categories of checks to suit the compliance needs of your organisation.

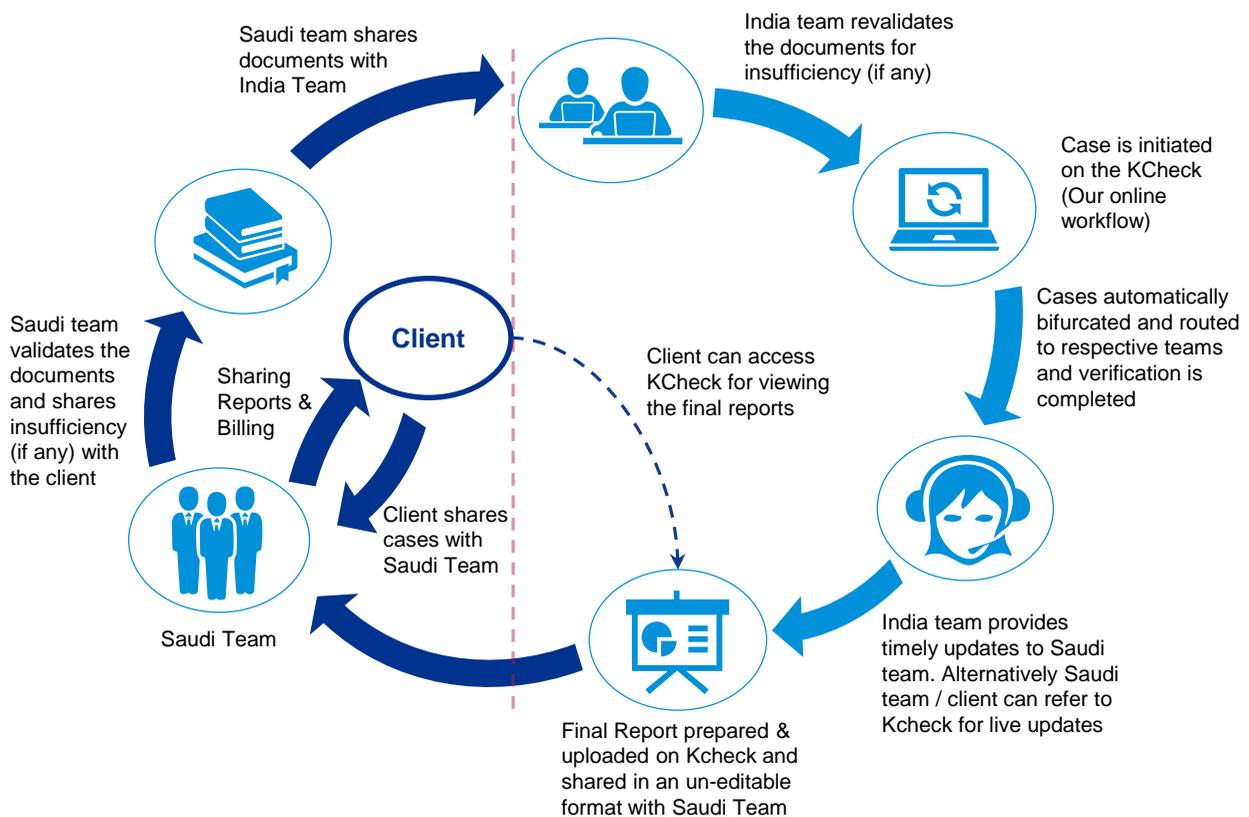
Our services include:

- **Employment verification:** Validation of employment, role, performance and any other issues with the previous employer.
- **Education verification:** Validation of authenticity of the stated qualification.
- **Criminal verification:** Verification from the local police authorities on the existence/non-existence of a police record for the candidate. A check can also be conducted in court records for any convictions.
- **Address verifications:** Verification of the address furnished by the candidate.
- **Database checks:** Global Regulatory & Compliance Check, Economic Defaults Check, Web & Media and various other types of database checks.
- **Identify check:** Document based identity check.
- **Reference check:** Verification on character, antecedents, strengths and weaknesses.

(1) <http://saudigazette.com.sa/saudi-arabia/expatriate-with-fake-degree-faces-prison-and-deportation/>

(2) <http://murderpedia.org/male.S/s/swango-michael.htm>

How will the entire process work?



Our value proposition

- **Dedicated resources and vast experience** Our dedicated global team of over 450 resources conducts over 50,000 checks per month covering 240 countries including territories across the globe. We have entered into strategic tie ups with global screening partners to expand our reach across five continents.
- **Dedicated facility** We have a dedicated 500-seat centralised operations hub located in India to undertake background checks. This facility is ISO 27001:2013 certified by The British Standard Institution.
- **Technology-backed solutions** Our processes and technology allow with seamless and streamlined service, quality deliverables and convenience as well as reduced risks to our clients. Our on-line application tool supports real time viewing of case status and downloading the reports, thus helping in reducing operating and administrative costs across locations and geographies.
- **Compliance with the laws of the land** We review regional and country laws / regulations to determine which screening products should be offered in order to keep our clients compliant. We also have stringent processes on internal risk and compliance which in turn protects clients from any potential violations of local anti-bribery and corruption laws, Foreign Corrupt Practices Act and U.K. Bribery Act.

KPMG in Saudi Arabia contacts



Khalid Abdallah Yasin
Senior Director
Head of Risk Consulting
M: +966 50 419 0036
E: kyasin@kpmg.com



Adithya Bhat
Senior Director
Head of Forensic
M: +966 55 663 4478
E: ajbhat@kpmg.com



Khalid Patharia
Associate Director
Forensic Services
M: +966 55 596 7577
E: kpatharia@kpmg.com

kpmg.com/socialmedia



kpmg.com/app



© 2017 KPMG Al Fozan & Partners Certified Public Accountants, a registered company in the Kingdom of Saudi Arabia, and a non-partner member firm of the KPMG network of independent firms affiliated with KPMG International Cooperative, a Swiss entity. All rights reserved. Printed in Saudi Arabia

The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavour to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

KPMG name and log are registered trademarks of KPMG International.

Publication name: Forensic verification services.
Published by: Risk Consulting Services, KPMG KSA.
Publication date: April 2017.