

IRE for Employment Screening

Careless hiring and negligent retention greatly increase an organization's exposure to theft, violence, fraud, and other risks. It's critical to the health of your organization and employees that you neither hire nor retain employees who pose a risk. For many organizations, this means performing costly third-party background screening. Now there's an alternative using your own data.



If you collect risk-oriented data on individuals, such as bad check writers, slip and fall incidents, and known shoplifters, your internal data can prevent you from making a costly hiring decision if you can find a way to exploit it.

Infoglide Software Corporation's Identity Resolution Engine™ (IRE) for Employment Screening compares information about prospective employees against your own risk data in real time. Traditional third-party employee screening solutions only identify individuals who have already been prosecuted. IRE identifies similar identities and hidden relationships to individuals with negative histories already known by your company so risky employees are not hired.

IRE can also be used throughout your organization for periodic background checks on current employees to catch changes in an employee's status or situation. Often the sources of internal information on risk, including previous fraud and other undesirable behaviors, are kept in different departments. IRE has the ability to glide over these multiple, disparate data sources without the time and expense of warehousing the data, so it's easy to tap into relevant information in real time. IRE can also access public sources of risk data for criminal background checks and incorporate that data into the risk analysis.

"In today's competitive economic environment, firms cannot afford to be side-tracked by employee problems such as workplace violence, theft, false resumes, embezzlement, harassment or trumped-up injury claims. Employers have increasingly turned to pre-employment screening as a critical risk-management tool to try to avoid hiring problem employees in the first place... The challenge facing security and human resources professionals is finding ways to implement an effective pre-employment screening program that is also cost-effective."

Les Rosen
President, ESR
Protective Operations
Spring 2007

Unique Capabilities

Similarity Search

- Patented context-sensitive algorithms uncover previously hidden identity information
- Ensures that misspellings or intentional data manipulations are detected to reduce false negatives and identify undesirable applicants
- Searches across multiple attributes to disregard irrelevant matches and reduce false positives so good applicants are not rejected needlessly

Identity Resolution

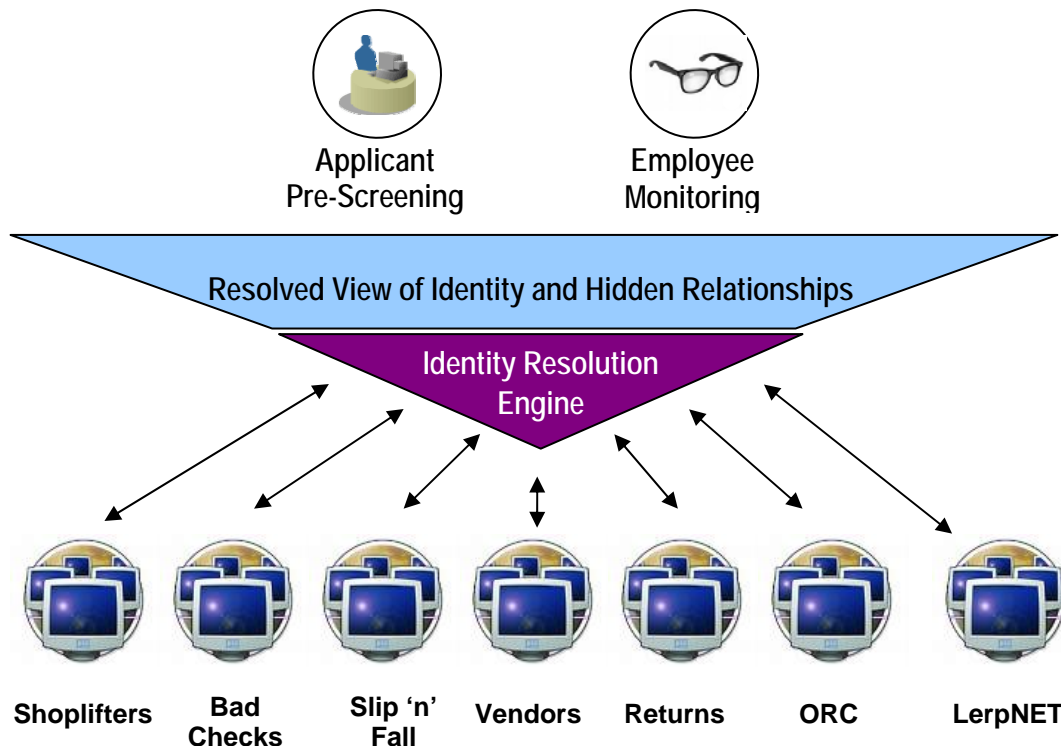
- Performs identity analysis across "siloed" data sources such as incident reporting, known shoplifters, returns management, and HR files
- Utilizes data sources regardless of type or physical location
- Applies business policies and rules to identify applicants who should be rejected due to past history with the organization

Flexible Integration

- Integrates easily with existing legacy systems to leverage IT investments

Applicant Pre-Screening and Employee Monitoring

Infoglide Software is helping employers screen employees with the same identity resolution technology selected from a field of over 100 vendors by the U.S. Department of Homeland Security to screen airline passengers for terrorist threats. The Identity Resolution Engine™ (IRE) aggregates information from a variety of data stores to form a clear, composite depiction of the identity of an individual or other entity. For employment pre-screening, IRE glides across multiple data sources (e.g., lists of known shoplifters, bad check writers, vendors, returns, perpetrators of organized retail crime, and LerpNet), applies sophisticated similarity search techniques to resolve multiple identities, and presents a single view of an individual that highlights otherwise hidden relationships based on the similarity of multiple attributes. For employee monitoring, the same process can check periodically to detect employees who may have been added to these sources of information after being hired.



The IRE architecture rests upon a foundation provided by patented Similarity Search algorithms. Multiple identities are resolved into one, and hidden connections are exposed through advanced identity resolution and relationship detection techniques. Decisioning and rules processing features allow users to configure how identity resolution affects business decisions. The entire entity resolution process can be integrated into existing business processes and systems non-disruptively and non-intrusively without requiring massive changes.

Checking the background of new hires against internal company data is a cost-effective way to prevent later incidents that affect the bottom line. With Infoglide Software's Identity Resolution Engine, you get the solution you need.

Contact

For more information regarding Infoglide Software's Identity Resolution Engine, please contact IREsales@infoglide.com

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