



## Pre-Employment Case Study

January 2013

A large healthcare agency submitted a request to SSC for a background check on a perspective employee. The applicant had indicated on his application that he had no arrests or convictions and supplied a date of birth indicating he had been born in the month of February.

At our client's request, we conducted a social security/past address trace and a criminal history search. The social security trace reported the applicant was born in the month of March, not February as he had claimed to the client on his application.

Due to this discrepancy SSC conducted a criminal history check under his name and both months of birth separately. Our research revealed there were three drug related criminal convictions and the applicant had a history of utilizing both March and February as birth months to deceive employers.

As part of our standard operating procedure SSC made a call to the local court to confirm the convictions were accurately recorded. The court clerk verified the convictions for the applicant under his date of birth, which they had recorded as being in March, not February. The court also confirmed that one of the applicant's addresses (linked to his social security address trace results) had matched the address found in the convictions.

### Conclusion:

From the information found and reviewed by our investigative analysts it was determined that the applicant had provided misleading information on his application in two areas. These discrepancies may have gone unnoticed if the social security trace was not performed. SSC recommends our customers to utilize this search tool for this very reason.

Having the right search scope in conjunction with keen investigative analysts to review and cross confirm data discrepancies is critical to quality of your background screening report. Other background screening companies may not have taken the time to review and initiate an investigation in the other birth month located. The additional steps taken by our analysts to check further into a red flag is one of the unique qualities that set our services apart from competitors.