

All Preferred Service Provider candidates must agree to an in depth screening process. We use [BackCheck™](#), a Canadian owned and operated company that has been specializing in pre-employment background screening since 1997. BackCheck™ will conduct screening on behalf of Osborne Business Advisors for the following:

Name-Based Criminal Record Check:

- Verify if there is any history of violence, theft or other serious offences.
- If there is disclosure, we confirm that the stated offence is correct and investigate any inaccuracies.
- Compliant with Privacy and Human Rights legislation across Canada.

Identity Cross-Check:

- Credit bureaus collect name, address and employment alias information about people; this data is cross-referenced with information provided by our candidates.

Employment History Verification:

- Dates of employment, positions held and reason(s) for leaving are verified directly from payroll and HR records.
- All information obtained is cross-referenced with candidate's résumé.

Education Verification:

- We confirm the candidate's highest level of education directly with the listed institutions.
- Credentials and professional designations are also verified.

Reference Interviews:

- All references are authenticated and as an objective third party, BackCheck™ conducts the interviews without bias from having observed the candidate's personality during an interview.

Credit Bureau Inquiry:

- We check for poor payment history, collections or banking violations.

Through use of a secured online process, all information is submitted to BackCheck™ electronically and confidentially. Once processed and the screening is conducted, Osborne Business Advisors will be informed if the candidate has been approved or denied based on the parameters noted above. If denied, the candidate may contact BackCheck™ to investigate the reason and possible rectification.

BackCheck™ obtains all personal information about potential employment candidates with their express consent. Information is delivered to the client with expressed consent. All applicants have the right to request a copy of their results upon completion, providing proof of identification and payment of a set fee. BackCheck's complete Privacy Policy can be found on its [website](#).