

# Identifying Fraud in Hiring

## Vet your candidates, contractors, and employees to reduce fraud and increase safety and security

Despite phenomenal technology advances in recruiting and hiring, organizations still hire people who are not qualified, pose physical or intellectual property risks, or are foreign agents. When staffing large seasonal or project workforces globally, including 3rd-party contractors, you may be handling thousands of applicants and staff members at a time. Extensive vetting is time consuming and expensive, yet the cost of hiring the wrong people is even higher.

Clearspeed Verbal™ voice analytics product delivers a powerful vetting solution for fraud, security, and safety risk assessment screening. By providing unique risk alerts based on an individual's vocal responses to an automated telephone questionnaire, Clearspeed can quickly and effectively clear the low-risk majority, while identifying potential high-risk responses. By stratifying risk efficiently and early, you can now focus on the most critical people in your organization that are often missed through traditional vetting processes.

### Now you can be sure that candidates, employees and contractors...

- Accurately represent their experience, capabilities, and qualifications.
- Haven't been fired for misconduct in the past.

### Clearspeed's automated 10-minute questionnaire asks direct questions and alerts you to potential risk. You will learn if there is significant risk of...

- Candidates misrepresenting their resume.
- Individuals working for competitors or foreign governments.

“We operate in some of the most remote, complex regions in Africa – RRA helps us hire confidently and keep our people safe.”

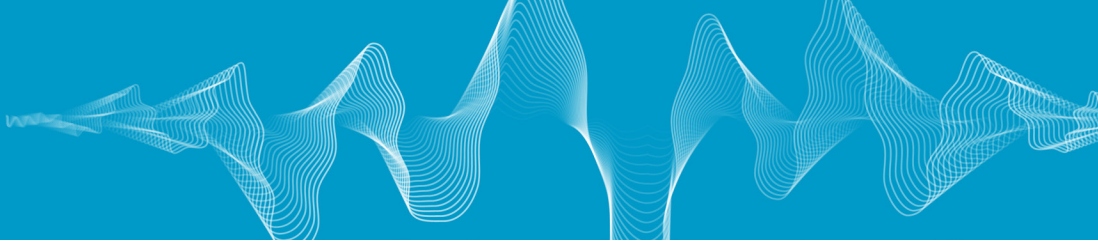
**JAKE HARRIMAN** CEO, NURU INTERNATIONAL

Clearspeed Verbal is built on our Remote Risk Assessment (RRA®) technology. RRA is an AI-enabled technology that uses validated voice analytics, proprietary technical processing, and large volumes of unique, real-world data – none of which are available elsewhere in the market today. Our system has advanced security and encryption, is unbiased, and requires very little IT work to operationalize for any relevant use case.

Clearspeed Verbal analyzes responses to a custom questionnaire and a low-to-high risk is assigned to each question. Risk results are provided within 24-48 hours, enabling you to save time and money clearing the low-risk majority of applicants. You can focus resources on verifying the high-risk responses where potential individual risk exists and minimizing the impact on your organization.

Criminal and malicious insiders cost organizations an average of **\$756,760** per incident<sup>1</sup>

1. 2020 Cost Of Insider Threats Global Report Independently conducted by Ponemon Institute



## Benefits and Features

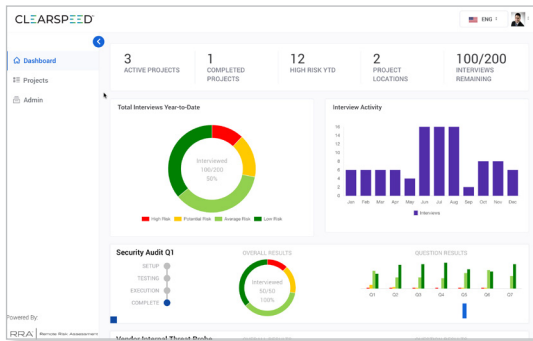
	BENEFITS	FEATURES
<b>CUSTOM QUESTIONNAIRE</b>	Simple	~5 Yes / No questions
	Customizable	Library of proven questions to reference and leverage
<b>DELIVERY</b>	Automated	Automated questionnaire for consistent execution
	Efficient	Average questionnaire takes 10 minutes
	Language Agnostic	Language and dialect agnostic, does not require literacy
	Scalable	Unlimited questionnaires simultaneously
	Global Availability	Questionnaires can be conducted from anywhere at any time
	Flexible Delivery	Direct Dial format automatically connects to server
	Audio Requirements	Traditional and HD Telephonic Voice Audio Frequency range 50 Hz to 7 kHz (standard for cell phones and landlines)
<b>RESULTS &amp; REPORTS</b>	Accurate	>95% accuracy rate in U.S. DoD field study and other field evaluations
	Unbiased	Questionnaire results don't rely on individual profile characteristics, predictive algorithms, or human interpretation
	Fast	Individual risk reports available in 24-48 hours
	Customizable	Reports dashboard can be arranged to reflect your preferences
	Web-Based Application	Secure web-based application provides access to your projects and results
<b>SECURITY &amp; DATA PRIVACY</b>	PII Protection	No personal history or personally identifiable information (PII) is used to perform the analysis, no biometrics nor baseline required
	Secure	Auth0 security and compliance policies
<b>CUSTOMER SUCCESS</b>	Support	Customer Support available 7am–7pm PST; email response within 24 hours; escalation process available if necessary
	Implementation	Fast-Track Implementation Program – In weeks customers are onboarded, begin automated questionnaires, and receive results
<b>ROI</b>	Build a trusted workforce. Protect your IP. Continuously vet for insider threats and minimize impact.	Clearspeed indicates the low-risk applicants who can be cleared faster and identifies the high-risk responses that may require additional verification and 1:1 vetting. Clearspeed is an additional tool in the verification process. Not recommended as a sole determinant for hiring.

## Popular Use Cases

- Hiring Pre-Screening
- Final Screening in Hiring
- Security Screening
- IP Theft Pre-Screening and Ongoing Vetting
- Vetting for Government Contracts
- Internal Audits and Ongoing Compliance Vetting

## Sample Screen Shots

**DASHBOARD**



**PARTICIPANTS**

The Participants page displays a list of individuals associated with the project. Each entry includes an ID, name, email address, phone number, location, and status.

ID	NAME	EMAIL ADDRESS	PHONE	LOCATION	STATUS
IRN001	Julie Woodbury				Result Published
IRN002	Nayya Woskie				Result Published
IRN005	Melissa Wsiler				Result Published
IRN008	Marcelien Warrens				Result Published
IRN017	Salmassina Wade				Result Published
IRN027	Mosika Volma				Result Published
IRN027	Wille Tremont				Result Published
IRN042	Jocelyn Thurley				Result Published
IRN015	Degain Theroux				Result Published
IRN003	Pauly Tanno				Result Published

**PROJECT**

The Project Details page provides comprehensive information about a specific project, including its name, description, interview method, status, and location. It also includes a note about recent activities and a 'Note' field for additional details.

**QUESTION LIBRARY**

The Question Library page displays a list of questions used in the project. Each question includes a number, the question text, and the expected answer (Yes/No).

1. Have you ever purposely ignored safety regulations? Expected Answer: Yes/No
2. Are you aware of any security breaches that you have not reported to company personnel? Expected Answer: Yes/No
3. Have you accidentally granted access to company information to outside entities? Expected Answer: Yes/No
4. Have you taken any action which if discovered would lead to your termination? Expected Answer: Yes/No
5. Are you aware of any fellow employee who has stolen intellectual property from the company? Expected Answer: Yes/No

**RESULTS**

The Results page displays a table of participant scores. The table includes columns for ID, Name, Position, Date, Access Code, Overall score, and individual question scores (1-7).

ID	NAME	POSITION	DATE	ACCESS CODE	OVERALL	1	2	3	4	5	6	7	POP
IRN004	Yarabzal Cabot		01/04/2019	365-672-025									
IRN031	Woodbury Julie		03/04/2019	365-672-053									
IRN002	Woskie Nayya		03/04/2019	365-672-024									
IRN005	Wsiler Melissa		05/05/2019	365-672-057									
IRN008	Warrens Marcelien		08/04/2019	365-672-020									
IRN017	Wade Salmassina		05/05/2019	365-672-029									

**TEAM**

The Team page displays a list of team members. Each entry includes a name, title, and role.

NAME	TITLE	ROLE
Jules Ehrlich	Vice President HR	Project Admin
Todd Jones	Vice President HR	Project Admin
ACGlobal Risk	ACGR Ops Team	Support

Click the link to listen to a short, 1+ minute demo:

