



EMPLOYMENT SCREENING

HUMAN CAPITAL RISK MITIGATION

BACKGROUND INVESTIGATIONS

HUMAN CAPITAL RISK MANAGEMENT

Human capital—in the form of employees, contractors, and volunteers—simultaneously represents an organization's greatest asset and its greatest potential liability. Lowers & Associates (L&A) utilizes comprehensive background screening as a primary component in developing an enterprise-wide risk mitigation strategy.

Through our Proforma solution, L&A provides best practice employment screening programs that deliver tangible benefits to Human Resources and Risk managers. Balancing the competing influences of cost and risk tolerance, while delivering the information needed to make informed personnel decisions.

Risk Assessment • Audit • Investigation • Compliance

PROVEN SOLUTIONS THAT REDUCE INTERNAL AND EXTERNAL RISK

INDUSTRY PIONEERS

The staff at Lowers & Associates (L&A) has utilized background checks as a key element in organizational risk mitigation for more than 25 years—launching their first fully-dedicated employment screening branch in 1988. Many things have changed over the years, but one thing that hasn't changed is the commitment to providing clients with the best possible information that enables appropriate personnel decisions.

L&A relies on its Proforma screening solution to safeguard the brand, assets, and personnel of some of the most recognizable names in the United States and abroad. The Proforma solution has consistently made a positive impact on traditionally negative business factors, such as:

- Turnover
- Occupational Fraud
- Catastrophic Events

RISK ASSESSMENT

Delivering value from the start, L&A comes prepared with the Proforma Risk Matrix—a consultative tool that expertly maps out recommended solution sets for common position risk levels. This tool has been developed over time to represent a combination of real-world experience and industry best practices.

However, L&A doesn't believe in canned solutions. Instead, the Proforma Risk Matrix is used as a backdrop to delve into specific circumstances, requirements, and risk tolerances. Rendering a precise understanding of each client's unique requirements and needs.

LAYING THE FOUNDATION

The knowledge gained during the assessment phase is then used to develop a targeted recommendation set based upon four manageable areas of human capital risk:

- Regulatory Compliance
- Position Risk Level
- Management Risk Tolerance Levels
- On-Boarding and Ongoing Timing Issues—Issues that allow individuals to “fall between the cracks” of screening programs

In addition to strategic screening recommendations, L&A uses the Proforma Risk Compass to provide an instant visual scorecard, showing where each client currently stands in relation to the four identified areas of human capital risk:

- Green - No significant issues
- Yellow - Issues that need to be addressed
- Red - Significant issues that must be addressed immediately

By implementing the L&A recommended solution set, we assist our clients in bringing all four risk areas “into the green.”

ORGANIZATIONAL IMPACT

L&A utilizes the Proforma screening solution to design and implement screening programs that decrease internal loss, reduce turnover, and contribute to workplace safety. This is accomplished through a demonstrated commitment to “doing the right thing” and the consistent application of expertise in the human capital risk mitigation domain.

The result is an environment of reduced risk that contributes to long-term organizational health.



PROVEN SOLUTIONS

Our Proforma screening solution has been developed and perfected over the last 20 years. One of our customers, Coin Wrap Inc., had this to say:

“Using the Proforma solution, our screening program delivers results, not just promises. They worked with us to design a program that fit our business risk tolerance, our process, and our budget. We couldn't be happier.”

