

LOWERS & ASSOCIATES

INTERNATIONAL RISK MITIGATION PARTNERS



EMPLOYMENT SCREENING HUMAN CAPITAL RISK MANAGEMENT

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 human capital risk management strategy.

Through our Proforma solution, L&A provides best practice employment screening programs that deliver tangible benefits to HR, Safety, and Risk Management. We achieve quantifiable results by 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 LEADERS

Lowers & Associates (L&A) has utilized background checks as a key element in organizational risk mitigation for more than 25 years – launching its first fully-dedicated employment screening branch in 1988. Employment practices have changed over the years. One constant is our commitment to provide our customers with the best possible information with which to make informed and appropriate personnel decisions.

Today, L&A relies on the Proforma Screening solution to help safeguard the brand, assets, and personnel of some of the most recognizable organizations in the U.S. and abroad.

SCREENING SOLUTIONS

Delivering value from the start, Proforma has proven solutions to help better manage human capital risk.

- Criminal Records
- Ongoing Screening
- Contingent Workforce Screening
- Drug & Health Screening
- DOT Compliance
- Fleet Alert Driver Monitoring
- Reference Checks & Verifications
- Identity Verifications
- Consulting Services
- Social Media Search

For small businesses and publicly traded companies alike, Proforma has scalable solutions to help improve your selection process, manage screening requirements, and automate compliance. By combining a comprehensive suite of management analytics and business processes, Proforma can help you take full advantage of our industry leading technology.

TALENT ACQUISITION

Proforma Screening Solutions offers a completely integrated system that combines our leading-edge employment screening systems with Selectech® Hiring Management, a well-known talent acquisition platform from ERC. This easy-to-use, comprehensive and integrated technology solution allows you to save time and money, while drastically reducing the administrative burdens associated with recruitment, screening, and retention of talented employees.

- Applicant Tracking System
- Career Site & Job Boards
- Candidate Management
- Predictor Assessments
- I9 & E-Verify Services
- On-Boarding
- Employee Surveys & Exit Interviews

BENEFITS

Using Proforma, you will have access to a single point solution for all your background screening needs. This technology integrates with leading applicant tracking and HRIS systems, enabling the recruiting team's access to the information they need when they need it, such as:

- Applicant Self Serve with E-Authorize
- 24/7 System Access
- Superior Customer Service
- Industry Leading Turn Around Time

BUSINESS 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. The Proforma solution leads to an environment of reduced risk that contributes to long-term organizational health, tangible savings, and an improved bottom line.



PROVEN SOLUTIONS

Our Proforma Screening solution has been developed and perfected over the last 25 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!"