

CHINA STANDARD EMPLOYMENT SCREENING REPORT (Sample)

Client	Sample International Limited
Client Reference No.	123456XXX
Type of Report	Normal
Date of Order	2012-7-5
Date of Delivery	2012-7-16
Product Code	086020311

Subject	Qin X X 秦 XX
CBI Individual No.	I20100317001
Identity No.	XXX101721001XXXXXX
CBI Employment Rating	69

With the consent and awareness of the appointer or the Subject person, we have been appointed to verify the education, professional and employment records of the Subject person. All the information contained in this report is legally obtained. The evaluation of the Subject person is based on investigation results and objective analysis that does not represent the opinion of CBI or any staff of this company.

- “...” in this report indicates “unavailable” due to insufficiency of information or “no comments”.

I. EXECUTIVE SUMMARY

	Given Information	Result
Subject	秦 XX	Correct
Identity Number	XXX101721001XXXXXX	Correct
Negative Records	秦 XX	Clear
Education	Beijing XXX University Bachelor of Science	Correct
Education	Beijing XXX University Master of Economics	Correct
Professional Qualification	Basic Certificate of Knowledge for Overall Quality Management	Uncertain
Professional Qualifications	Advance Certificate of Knowledge for Overall Quality Management	Uncertain
Employment Performance	Beijing XXX Limited	Correct
Performance	Beijing XXX Limited – Li Hao (HR)	Good
Performance	Beijing XXX Limited – Liu Ming (Vice-President)	Good
Employment Performance	Shanghai XXX Limited	Correct
Performance	Shanghai XXX Limited – Li Mei (HR)	Good
Performance	Shanghai XXX Limited – Guan Xin (Vice-President)	Good
Conclusion	No detrimental records were found with the applicant involved during the investigation. The given information for verification is generally equivalent to the search results. The result of the employment screening of Qin XX is satisfactory.	Satisfactory

II. INVESTIGATION

1. Personal Particulars:

Identity Verification			
	Given Information	Result	Comment / Annotation
Name	秦 XX	Correct	-
Identity Number	XXX101721001XXXXXX	Correct	-

Personal Particulars		
Name	秦 XX (Qin XX)	This photo has been used for ID card application
Gender	Male	
Date of Birth	1972-10-1	

2. Public Records:

Domestic Public Records		
	Result	Negative Records
Criminal Records	Clear	-
Litigation Records	Clear	-
Media Records	Clear	-

3. Educational Details:

The areas being verified are based on the highest two educational achievements

Result of Educational Verification (Beijing XXX University)			
Institution	Beijing XXX University		
Verified By	Li Mei X	Reference Source	Investigation
Department	Administration	Position	Supervisor
Date of Interview	2012-7-6 (p.m.)		
Remarks	-		
Verification	Given Information	Result	Comment / Annotation
Country	China	Correct	-
Institution	Beijing XXX University	Correct	-
Faculty / School	College of Science	-	-
Major	Physics	Correct	-
Period	2001-9 to 2004-6	Incorrect	2001-9 to 2004-7
Qualification	Bachelor of Science	Correct	-
Remarks	-		

Result of Educational Verification (Beijing XXX University)			
Institution	Beijing XXX University		
Verified By	Ms. Liu	Reference Source	Investigation
Department	Administration	Position	Supervisor
Date of Interview	2012-7-6 (p.m.)		
Remarks	-		
Verification	Given Information	Result	Comment / Annotation
Count	China	Correct	-
Institution	Beijing XXX University	Correct	-
Faculty / School	College of Business	Correct	-
Major	Economics	Correct	-
Period	2004-9 to 2006-6	Correct	-
Qualification	Master of Economics	Correct	-
Remarks	-		

School Evaluation	
Name of Institution	Beijing XXX University
Address	XXXX Tongzhou Road, Beijing
Province / City	Beijing
Postal Code	10008X
Date of Foundation	1962
General Ranking	165
Professional Ranking	37
Remarks	-

4. Professional Qualifications:

The areas being verified are based on two professional qualifications

Results of Professional Qualification Verifications (Sichuan XXX Society)

Institution	Sichuan XXX Society		
Verified By	Mr. Zhang	Source	Investigation
Department	Administration	Position	Person in Charge
Date of Verification	2012-7-6 (p.m.)		
Remarks	-		
Verification	Given Information	Result	Comment / Annotation
Country	China	Correct	-
Institution	Sichuan XXX Society	Correct	The name has been changed to Sichuan Province XX Society
Period	2008	Uncertain	-
Qualification	Basic Certificate of Knowledge for Overall Quality Management	Uncertain	The duties of the institution do not include the organization and issue of certificates
Remarks	-		

Results of Professional Qualification Verifications (Sichuan XXX Society)

Institution	Sichuan XXX Society		
Verified By	Mr. Liang	Source	Investigation
Department	Quality Management	Position	Person in Charge
Date of Verification	2012-7-6 (p.m.)		
Remarks	-		
Verification	Given Information	Result	Comment / Annotation
Country	China	Correct	-
Institution	Sichuan XXX Society	Correct	The name has been changed to Sichuan Province XX Society
Period	2008	Uncertain	-
Qualification	Advance Certificate of Knowledge for Overall Quality Management	Uncertain	-
Remarks	-		

Institution Evaluation

Institution	Sichuan XXX Society
Address	No. Fu-1, 79 Huangmen Street, Chengdu, Sichuan Province
Postal Code	610041
Recognized Regions	China
Comments	Normal
Remarks	-

5. Employment Details:

The employment verification covers the Subject's working experience for the latest five years with a maximum of three employment records.

Result of Employment Verification (Beijing XXX Co., Ltd.)				
Former Employer	Beijing XXX Co., Ltd.			
Verified By	Li Hao	Reference Source	Provided by applicant	
Gender	Male	Relationship	Former colleague	
Department	HR Department	Known Subject	2 Years	
Position	Supervisor			
Date of Verification	2012-7-6 (p.m.)			
Remarks	-			
Verification	Given Information	Result	Comment / Annotation	
Former Employer	Beijing XXX Co., Ltd.	Correct	-	
Country	China	Correct	-	
Dates Employed	2007-12 to 2009-6	Correct	-	
Position	Marketing Manager	Incorrect	Marketing and Planning Manager	
Responsibilities	Market promotion	Correct	-	
Last Salary	RMB 15,000	Correct	-	
Last Bonus	2% of annual sales	Incorrect	1.5% of annual sales	
Remuneration	None	Correct	-	
Subordinate	10-15	Correct	-	
Reason for Leaving	Recruited by another company	Correct	-	
Remarks	-			
General Evaluation	Item	Evaluation	Score	
1 = Very Poor 2 = Poor 3 = Fair 4 = Good 5 = Very Good	Efficiency	Excellent	4	
	Management Skills	Meeting Standards	4	
	Analyzing Skills	Average	3	
	Communication Skills	Good communications with both colleagues and clients	4	
	Ability to Manage Pressure	Rooms available for improvement	3	
	Staff Relationship	Maintained good relationship with colleagues	4	
	Integrity	No detrimental records	3	
	Punctuality / Attendance	Sometimes being late	2	
	Responsibility	Able to complete the tasks on time	4	
	Self-Motivation	Motivations and encouragements from superior are required	2	
		Total		33/50
		Best Merit	Good communication skills	
		Worst Weakness	Hasty and impatient	
		Labour Disputes	No	
		Violation of Rules and Regulations	No	
	Training Agreement(s)	No		
	Non-Competition Agreement(s)	No		
	Sufficient Notice for Leaving	Yes		
	Willingness to Recommend	Yes		
	Other Comments	-		

Result of Employment Verification (Beijing XXX Co., Ltd.)				
Former Employer	Beijing XXX Co., Ltd.			
Verified By	Liu Ming	Reference Source	Investigation	
Gender	Male	Relationship	Former superior	
Department	Marketing	Known Subject	2 Years	
Position	Vice President			
Date of Verification	2012-7-6 (p.m.)			
Remarks	-			
Verification	Given Information	Result	Comment / Annotation	
Former Employer	Beijing XXX Co., Ltd.	Correct	-	
Country	China	Correct	-	
Dates Employed	2007-12 to 2009-6	Correct	-	
Position	Marketing Manager	Incorrect	Marketing and Planning Manager	
Responsibilities	Market promotion	Correct	-	
Last Salary	RMB 15,000	Correct	-	
Last Bonus	2% of annual sales	Incorrect	1.5% of annual sales	
Remuneration	None	Correct	-	
Subordinate	10-15	Correct	-	
Reason for Leaving	Recruited by another company	Correct	-	
Remarks	-			
General Evaluation	Item	Evaluation	Score	
1 = Very Poor 2 = Poor 3 = Fair 4 = Good 5 = Very Good	Efficiency	Good - can complete the jobs in advance	4	
	Management Skills	Able to manage his subordinates effectively	3	
	Analyzing Skills	Understand the questions / problems clearly	4	
	Communication Skills	Good communications with both colleagues and clients	4	
	Ability to Manage Pressure	Average - Rooms available for improvement	3	
	Staff Relationship	Maintained good relationship with colleagues	4	
	Integrity	No detrimental records	3	
	Punctuality / Attendance	Not satisfactory - being late every week	2	
	Responsibility	Satisfactory	3	
	Self-Motivation	Not satisfactory - can be better by solving the problems actively	2	
		Total		32/50
		Best Merit	Creative	
		Worst Weakness	Impulsiveness	
		Labour Disputes	No	
	Violation of Rules and Regulations	No		
	Training Agreement(s)	No		
	Non-Competition Agreement(s)	No		
	Sufficient Notice for Leaving	Yes		
	Willingness to Recommend	Yes		
	Other Comments	Good career prospect expected under patient training		

Background of Former Employer	
CBI Business No.	20090910XXXXXXXX
CBI Business Risk Index	7
Company Name	Beijing XXX Co., Ltd.
Address	XXXX Renmin South Road, Beijing
Province / City	Beijing
Postal Code	123443
Phone	(10) 3131 XXXX
Registration Date	1992
Legal Form	Limited Liabilities Company
Registered Capital	RMB 10.00 million
Employee	600
Scale	Medium
Main Business	Production of furniture
Type of Sales	Export
Clients	North America and Southeast Asia
Remarks	-

SAMPLE

Result of Employment Verification (Shanghai XXX Co., Ltd.)			
Former Employer	Shanghai XXX Co., Ltd.		
Verified By	Li Mei	Reference Source	Provided by applicant
Gender	Female	Relationship	Former colleague
Department	HR Department	Known Subject	1 Year
Position	Supervisor		
Date of Verification	2012-7-6 (p.m.)		
Remarks	-		
Verification	Given Information	Result	Comment / Annotation
Former Employer	Shanghai XXX Co., Ltd.	Correct	-
Country	China	Correct	-
Dates Employed	2009-7 to 2010-2	Correct	-
Position	Marketing Director	Correct	-
Responsibilities	Market Planning	Correct	-
Last Salary	RMB 20,000	Correct	-
Last Bonus	3% of annual sales	Incorrect	2% of annual sales
Remuneration	None	Correct	-
Subordinate	20-25	Incorrect	-
Reason for Leaving	Recruited by another company	Correct	-
Remarks	-		
General Evaluation	Item	Evaluation	Score
	Efficiency	Excellent	4
	Management Skills	Able to manage his team effectively	4
	Analyzing Skills	Able to solve problems	4
1 = Very Poor	Communication Skills	Good communications with both colleagues and clients	4
2 = Poor	Ability to Manage Pressure	Average - showing bad temper during work	2
3 = Fair	Staff Relationship	Having activities with colleagues very often	3
4 = Good	Integrity	No detrimental records	3
5 = Very Good	Punctuality / Attendance	Can be better	2
	Responsibility	Able to complete the tasks on time	3
	Self-Motivation	Average - forecasting skills can be better	3
		Total	32/50
	Best Merit	Good Leadership skills	
	Worst Weakness	Not found	
	Labour Disputes	No	
	Violation of Rules and Regulations	No	
	Training Agreement(s)	No	
	Non-Competition Agreement(s)	No	
	Sufficient Notice for Leaving	Yes	
	Willingness to Recommend	Yes	
	Other Comments	-	

Result of Employment Verification (Shanghai XXX Co., Ltd.)			
Former Employer	Shanghai XXX Co., Ltd.		
Verified By	Guan Xin	Reference Source	Investigation
Gender	Female	Relationship	Former superior
Department	Market Planning Department	Known Subject	1 Year
Position	Vice President		
Date of Verification	2012-7-6 (p.m.)		
Remarks	-		
Verification	Given Information	Result	Comment / Annotation
Former Employer	Shanghai XXX Co., Ltd.	Correct	-
Country	China	Correct	-
Dates Employed	2009-7 to 2010-2	Correct	-
Position	Marketing Director	Correct	-
Responsibilities	Market Planning	Correct	-
Last Salary	RMB 20,000	Correct	-
Last Bonus	3% of annual sales	Incorrect	2% of annual sales
Remuneration	None	Correct	-
Subordinate	20-25	Incorrect	15-20
Reason for Leaving	Recruited by another company	Correct	-
Remarks	-		
General Evaluation	Item	Evaluation	Score
	Efficiency	Satisfactory	4
	Management Skills	Able to manage his team	4
	Analyzing Skills	Good - understand the problems very often	4
	Communication Skills	Good communications with both colleagues and clients	4
1 = Very Poor	Ability to Manage Pressure	Poor - have to improve	2
2 = Poor	Staff Relationship	Maintained good relationship with colleagues	3
3 = Fair	Integrity	Satisfactory	3
4 = Good	Punctuality / Attendance	Not satisfactory - have to improve	2
5 = Very Good	Responsibility	Satisfactory	3
	Self-Motivation	Not satisfactory - should have better forecasting skills	3
		Total	32/50
	Best Merit	Good sense of market analyzing	
	Worst Weakness	Have to improve punctuality	
	Labour Disputes	No	
	Violation of Rules and Regulations	No	
	Training Agreement(s)	No	
	Non-Competition Agreement(s)	No	
	Sufficient Notice for Leaving	Yes	
	Willingness to Recommend	Yes	
	Other Comments	-	

Background of Former Employer	
CBI Business No.	20090910XXXXXXXX
CBI Business Risk Index	7
Company Name	Shanghai XXX Co., Ltd.
Address	XXXX Huaihe Middle Road, Shanghai
Province / City	Shanghai
Postal Code	123443
Phone	(21) 3131 XXXX
Registration Date	1995
Legal Form	Limited Liabilities Company
Registered Capital	RMB 15.00 million
Employee	700
Scale	Medium
Main Business	Toys manufacturing
Type of Sales	Export
Clients	Europe and Southeast Asia
Remarks	-

6. Conclusion:

No detrimental records were found with the applicant involved during the investigation. The given information for verification is generally equivalent to the search results. The result of the employment screening of Qin XX is satisfactory.

CBI EMPLOYMENT RATING

Rating and Description			
	Item	Max Score	Score
Educational Background	Education	10	8
	General Ranking of School(s)	5	3
	General Ranking of Educational Qualification	5	3
	Professional Qualification(s)	5	4
Working Experience	Working Years	5	3
	Practicing Years	10	6
	Former Positions	5	3
	Former Job Duties	5	3
	Comments from Former Employer(s)	20	14
	Labor Dispute(s) involved	5	5
	Violation of Rules and Regulations	5	5
	Training Agreement(s)	5	5
	Non-Competition Agreement(s)	5	5
Company Background	CBI Rating Index	10	3
Additional Score (+/-)	Unmatched Information	-10	-1
	Criminal Records	-10	0
Total		100	69

*****End of Report*****

Note: The results from our analysis, investigation and verification are based on the information as provided by the appointer and the Subject. It is possible that some real situations may not be revealed from this report due to insufficient information.

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