

# Fake firms help fluff CVs for a fee

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**Bangalore:** Résumé fluffing is a growing problem in the IT industry. Now, a Bangalore-based agency that conducts background checks of potential employees has compiled a list of 1,500 fake com-

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panies that have been established for the sole purpose of providing employment certificates for a fee. Candidates reportedly pay up to Rs 15,000 per year of certification.

"In this industry, every year of experience means thousands of rupees in increment," says KV Naren-



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Resume discrepancy, industry-wise

Figures in %, 2010-13  
Source: AuthBridge

dra, CEO of Rezorce, the agency that culled the list from background checks over the last three years. "When people change jobs or

want to change roles, résumés change to reflect the aspiration of the person, rather than the actual experience. Ambitions and

peer pressure encourage even the most sensible people to take risks."

According to a survey conducted by AuthBridge, a background-screening company, 18% of candidates across professions fluffed their resumes to land a job in 2012-2013; in the industry-wise breakup, the IT industry stands at 24.11%.

AuthBridge founder and chief executive Ajay Trehan says that the highest discrepancy of 37.31% was found in pharmaceutical/ biotechnology/clinical research companies because, unlike the IT industry, they weren't early adopters of background verification.

# Fighting fake resumes a tough task

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Most IT firms today have a rigorous internal background-verification process and also hire external third parties to investigate potential employees' employment and educational credentials, address confirmations and any criminal records. While these measures have brought the number of fake resumes down, industry sources say it's an uphill task.

"The fake CV issue surges in the post-recession phases as people tend to cover up gaps in employment or unemployment," says Deepak



Jain, senior VP and global head, workforce planning and development, Wipro.

Prospective candidates are tipped off about these certificates by middlemen who work in the company

where the job is sought. AuthBridge, with over 400 clients including the Bank of America, Tata Teleservices, Capgemini and General Electric, cites a case study where verification of candi-

dates who had applied for jobs in a leading BPO revealed their previous 'employer' to be the owner of a 5x5 mobile repair shop, who was responding to the new company's verification calls. The recruitment agency working for the BPO was in cahoots with the candidates to perpetuate this fraud.

While companies like Wipro have an automated internal system that flags resumes listing companies known to issue fake certificates in exchange for money, Narendra's 'Rezorce Check Employer Red Data' list can be viewed for free on the company website ([www.rezorce.com](http://www.rezorce.com)).