



**CEO MESSAGE | TODD MICKELSEN**

**Modern Hiring in 2026: Reduce Risk, Cut Costs, and Improve Fit Before the First Interview**

Hi,

Last month we discussed why hiring must evolve with the rising costs, increasing risk, and the need to assess credibility earlier in the hiring process. Now the obvious question is **“How do we actually modernize our hiring workflow without slowing it down, and save money?”**

The answer isn't adding more steps, it is moving the right step to the right place in the process. By introducing [VerifEye®](#) or [EyeDetect®](#) credibility screening early, organizations shift hiring from reactive to preventative and identify risk BEFORE investing time in interviews, background checks, and internal reviews.

A modern hiring workflow doesn't add friction, but instead it removes waste and saves time. Here's how forward-thinking organizations are structuring hiring in 2026:

1. Application—Candidates submit information and AI helps narrow those qualified
2. VerifEye / EyeDetect Credibility Screening—Integrity and risk assessed early
3. Review—Recruiters only evaluate credible candidates
4. Interviews—Fewer, higher-quality conversations
5. Background Checks—reserved for final candidates

Credibility screening acts as a pre-filter allowing hiring teams spend time only on candidates who align with your organization standards and expectations.

Organizations implementing this approach are achieving the following:

- Lower cost per hire
- Fewer interviews per hire
- Less late-stage candidate fallout
- Greater decision-confidence
- Better new-hire fits in the organization and less turnover

When credibility is addressed early, with either VerifEye or EyeDetect the entire hiring process becomes more efficient, predictable, and aligned with risk management goals.

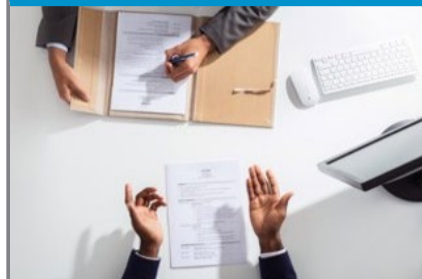
Ready to modernize your hiring process? Talk with a Converus specialist about where credibility screening with VerifEye fits in your process. Email [info@converus.com](mailto:info@converus.com).

Best,

*Todd*

Todd Mickelsen  
President & CEO

P.S. - Forward this email to others interested in the world's most advanced credibility assessment technologies. If you have industry news or would like to share your experience using EyeDetect or VerifEye, we'd love to hear from you. Email [info@converus.com](mailto:info@converus.com).



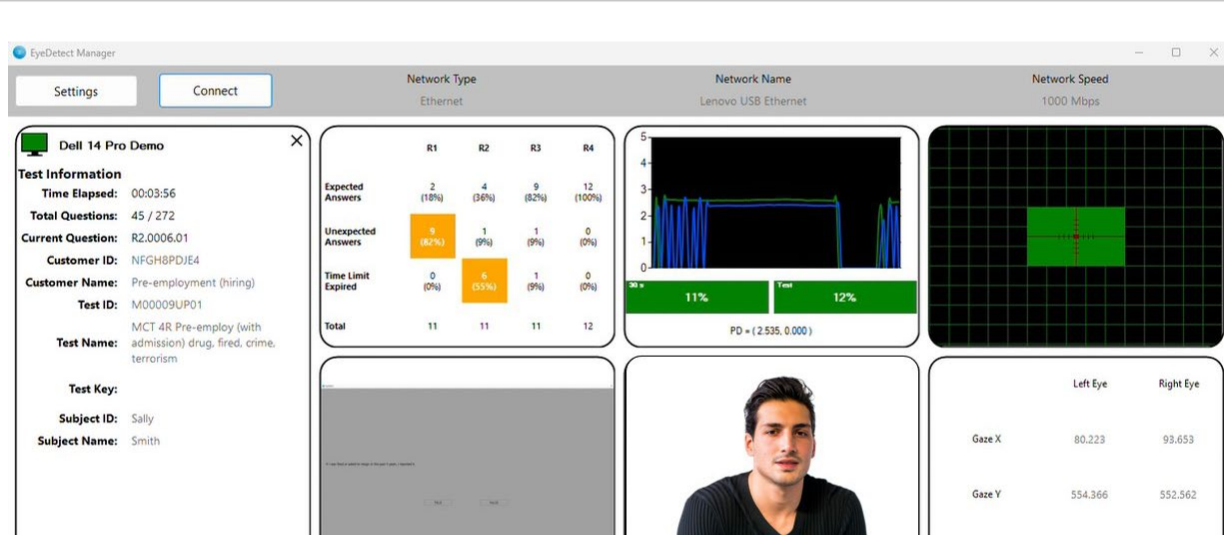
**3 Mistakes Organizations Make When Adding Screening**

**Mistake #1:** Screening too late – If credibility is checked after interviews and internal reviews, most hiring costs have already been incurred.

**Mistake #2:** Treating screening as a replacement, not a filter – Screening ensures interviews and background checks focus on the right candidates.

**Mistake #3:** Measuring pass/fail instead of risk reduction – The goal is reducing late-stage disqualifications, turnover risk, and wasted recruiter time.

**PRESS RELEASE**



**EyeDetect 5.1 is now available, delivering a major upgrade to EyeDetect Manager and EyeDetect+ Manager.**

With enhanced real-time monitoring and stronger program oversight, organizations can protect test integrity and optimize resources like never before. Click below to read the press release and watch a training video.

[READ PRESS RELEASE](#)

[5.1 TRAINING VIDEO](#)

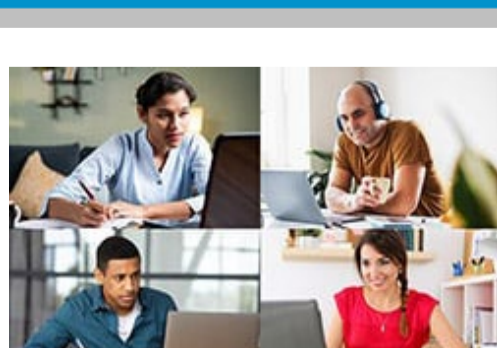
**NEW SERVICE PARTNERS**

A warm welcome to new Converus Service Partners:

- Aporta Inova, SA DE CV (Mexico)
- Empresa de Seguridad Torre Fuerte S. de R.L. (Honduras)
- EW Hunting S de RL CV (Mexico)
- Felipe Angeles Pérez Hernández (Mexico)
- ISIS - Ingeniería en Sistemas Integrales de Seguridad Privada SA DE CV (Mexico)
- Jorge Enrique Velazco Gutierrez (Mexico)
- Stratega, S.A. DE C.V. (El Salvador)
- Travalex (Mexico)

We continue to attract the best of the best in the credibility assessment industry. (Want to become a Converus Service Partner? Click [here](#).)

**UPCOMING EVENTS**



**WORKSHOPS**

Take advantage of a new training option from Converus. Join us on a free, 60-minute Teams call with a Converus expert to discuss specific topics. Learn more [here](#).

**ABOUT CONVERUS**

Converus provides scientifically validated credibility assessment technologies. [VerifEye®](#) (U.S. patent pending) is the world's first mobile app to help organizations or individuals accurately verify the truth about a person — including background, identity, creditworthiness and claims — in about 10 minutes. [EyeDetect®](#), which detects deception by measuring involuntary eye behavior, is a fast, accurate, affordable, noncontact, scalable, and fully automated option to polygraph. [EyeDetect+](#) (U.S. patent pending) is the world's first automated polygraph, making the testing process impartial, accurate, and less intrusive (than a traditional polygraph). It assesses credibility by monitoring and recording ocular activity plus physiological activity similar to a traditional polygraph. Customers worldwide use the product line for screening and investigations to help protect countries, corporations and communities from corruption, crime and threats. Converus is headquartered in Lehi, Utah, USA. Visit: [converus.com](http://converus.com)

[Manage Subscriptions](#)

Copyright © 2025 Converus, Inc. Converus®, EyeDetect®, and VerifEye® as well as the Converus, EyeDetect, and VerifEye logos are registered trademarks of Converus, Inc. in the United States and/or other countries.

Converus Inc., 610 S. 850 E., Suite 4, Lehi, UT 84043, United States