



PRESIDENT'S MESSAGE | STEVE FITZGERALD

Hiring Faster Starts Earlier: A Better Way to Screen for Integrity

Hi ,

Hiring and keeping talent today is competitive, time-sensitive, and increasingly complex. Yet many organizations still follow a process that delays one of the most critical steps, credibility assessment, until the very end.

By then, the best candidates are often gone.

As I step into my new role as President of Converus, I am genuinely excited about the future of this company and the opportunity in front of us. Over the past many years, I have had the privilege of working with organizations and partners around the world, helping them grow, attract and keep the best talent, solve problems, and improve how they operate. One thing I have consistently seen is that the right tools, used at the right point in a process, can dramatically change outcomes.

My objective is simple. I want to help the organizations we work with become even better—better at hiring, better at managing risk, and better at making confident decisions.

I believe there is a meaningful shift underway in how organizations approach credibility assessment, and we are just at the beginning of what is possible.

One theme continues to stand out. The organizations seeing the best hiring outcomes are not just working harder, they are working smarter. A big part of that shift is moving credibility screening earlier in the process.

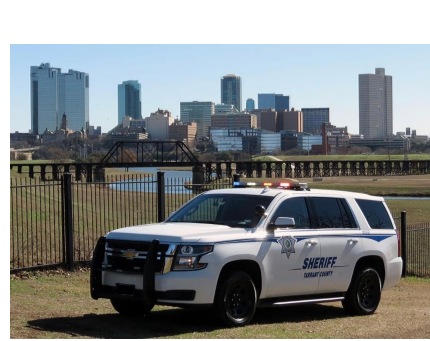
A recent example comes from the [Tarrant County Sheriff's Office in Texas](#).

Like many agencies, they relied on outsourced polygraph testing late in their hiring workflow. The result was familiar: scheduling delays, applicant backlogs, and valuable investigator time spent on candidates who would ultimately not qualify. Their hiring cycle stretched to 3 to 4 months, putting pressure on staffing and operations.

They made a simple but powerful change by bringing screening in-house and moving it forward.

After buying [EyeDetect](#), their team was trained quickly and began testing applicants immediately, with results available in minutes instead of weeks.

The impact was significant:



- **2 to 3 weeks removed per applicant** by eliminating scheduling delays
- Hiring timeline reduced from **3 to 4 months to about 2.5 months**
- Ability to test **150+ applicants per month, three times previous capacity**

Just as important, they stopped losing high-quality candidates to faster-moving agencies.

This is the real takeaway. Where credibility screening happens in your process matters just as much as whether it happens at all.

When screening is moved earlier:

- Unqualified applicants are filtered out sooner
- Background investigators focus on the right candidates
- Hiring decisions happen faster and with greater confidence
- The overall candidate experience improves

We are seeing this shift across multiple organizations, and it is becoming a defining advantage for those who adopt it.

In addition, flexible licensing models are making it easier than ever to fully implement this approach. For example, with [VerifEye](#), organizations can purchase an annual license based on their size or use that allows for unlimited testing throughout the year. This removes the need to ration tests or decide who should or should not be screened, enabling teams to apply credibility assessment more consistently and at scale without worrying about incremental costs.

If your current process still treats credibility assessment as a final step, it may be worth asking:

What would change if you moved it to the beginning?

Experience how fast, cost effective, and simple modern, unbiased credibility screening can be.

- Try the [VerifEye Test Drive](#) with no sign-up required
- Schedule a [live demo of EyeDetect](#) with our team
- Or [contact your Converus representative](#) to discuss how this could fit into your hiring workflow

Best,
Steve

Steve Fitzgerald
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.

CASE STUDY - EYEDTECT

Facing long hiring delays and outsourced polygraph bottlenecks, the Tarrant County Sheriff's Office turned to EyeDetect for faster, more efficient evaluations. The result: immediate results, a significantly shorter hiring cycle, and the ability to assess more candidates at the same cost. [Read the full case study to learn how EyeDetect delivered these results.](#)

PRESS RELEASE

Converus announced the promotion of Steven Fitzgerald to President and Chief Executive Officer, marking a new chapter focused on growth and global expansion.

[Read the full announcement →](#)

NEW SERVICE PARTNERS

A warm welcome to new Converus Service Partners:

- Alejandro Chumacero (Mexico)
- Independent Credibility Assessment Solutions (Canada)

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

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