



PRESIDENT'S MESSAGE | STEVE FITZGERALD

Building Trust Into the Hiring Process

Hi,

In last month's article, I wrote about why the most competitive organizations are built on trust. This month, I want to take that idea one step further.

If people are at the center of every organization, then hiring is one of the most important trust decisions a leader makes.

Every new employee has the potential to strengthen the culture, protect customers, support coworkers, and represent the values of the organization. A great hire can accelerate trust. The wrong hire can put it at risk.

That is why hiring cannot be treated as only an administrative process. It is a leadership decision.

Credibility screening gives organizations a way to build trust earlier in the hiring process. By using [VerifEye®](#) or [EyeDetect®](#), leaders show they are serious about safety, integrity, and trust before problems occur. An EyeDetect customer recently said, "I trust my employees, I use EyeDetect so the public can trust them too". They are not simply reacting to risk after it appears. They are building stronger systems on the front end.



That matters internally. Employees want to know they work in an organization that takes safety seriously. When people believe their organization is careful about who it brings in, it strengthens confidence and culture.

It matters externally as well. Customers, partners, regulators, and the public notice when organizations lead with responsibility. An organization that invests in credible, proactive screening sends a clear message: *we take our obligations seriously. We are committed to protecting the people we serve. We are willing to do more than the minimum.*

The speed and ease of VerifEye and EyeDetect help organizations move credibility screening earlier in the hiring process, where it can have the greatest impact. They help leaders make more informed decisions, reduce risk, protect culture, and demonstrate a visible commitment to safety and integrity.

Most importantly, they help organizations earn and maintain trust.

The organizations that will stand out in the future are not only those that hire quickly. They will be the ones that hire wisely. They will be the ones that understand that trust begins before the first day of employment.

At Converus, we are proud to help organizations build that trust from the beginning.

To learn more about how [VerifEye](#) and [EyeDetect](#) can help your organization strengthen hiring, reduce risk, and build trust, contact Converus today.

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.

CUSTOMER SPOTLIGHT: TARRANT COUNTY SHERIFF'S OFFICE



Tarrant County Sheriff's Office recently welcomed prospective applicants to its new state-of-the-art training facility during a career fair and hiring event in Fort Worth, Texas. As part of its streamlined hiring process, Tarrant County utilized EyeDetect to help screen candidates and accelerate hiring decisions.

Earlier this year, the agency adopted EyeDetect to address hiring delays caused by outsourced testing.

Since implementation, Tarrant County has administered hundreds of tests in-house, reduced applicant wait times, and shortened its overall hiring timeline. The June hiring event provided another opportunity to showcase the agency's commitment to modernizing recruitment while maintaining high standards of integrity and professionalism.

Read the full [Tarrant County Sheriff's Office case study](#) to learn how EyeDetect helped transform their hiring and investigative processes.

CONVERUS AT COMPLIANCE EN LA CANCHA GLOBAL



Converus was pleased to participate as a sponsor of **Compliance en la Cancha Global**, an event organized by **Dialogus Consultores** that brought together business leaders and compliance professionals to discuss the evolving challenges of compliance, trust, and risk management.

The event provided an excellent opportunity to exchange ideas, learn from industry experts, and explore strategies for strengthening integrity and compliance programs within organizations. We appreciate Dialogus Consultores for hosting this valuable forum and thank all participants who contributed to the discussion.

At Converus, we remain committed to supporting organizations in their efforts to build cultures of trust, manage risk effectively, and make informed decisions through innovative credibility assessment solutions.

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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