

# Enhanced Police Information Check (E-PIC)

Criminal screening tailored to your organization's needs

The E-PIC is Sterling Backcheck's most exhaustive Canadian criminal product, offering our largest scope of conviction information and active judicial matters. Managers using E-PIC in support of their hiring decisions experience a thorough and consistent criminal screening process for each and every applicant.

## The E-PIC Consists of Two Components:



### **Criminal Record Check (CRC):**

a search of adult convictions held within the Royal Canadian Mounted Police (RCMP) National Repository of Criminal Records.



### **Local Police Information (LPI):**

searches of additional conviction and non-conviction information which may be relevant within both national and local police data sources.

All E-PIC checks are conducted by Sterling Backcheck's Canadian police partners. To be consistent with best practices and compliant with evolving privacy and human rights guidelines, unfounded information and information types not relevant to the employment screening process are not considered.

If potentially relevant information is discovered by our police partner agencies, or if, for any reason as defined in our Standard Operating Procedures, the check cannot be completed, the candidate is referred to their local police of jurisdiction.



## The Sterling Difference

Sterling Backcheck is the most experienced background screening company in Canada. Having conducted millions of criminal record checks on behalf of thousands of employers, there is no question that our processes have been refined over the years. As our client, you have years of background screening expertise on your side.

By partnering with Sterling Backcheck and making E-PIC part of your screening program, you can ensure a consistent, efficient, and compliant process which fully aligns with the leading criminal records check legislation in Canada:



The [Police Record Checks Reform Act \(Ontario\)](#)


Background Screening Considerations Should Be Based on the Likelihood of...	National Repository Of Criminal Records (Basic)	Local Police Information (Enhanced)
Discovering sexually based offence conviction information	✓	✓
Discovering sexually based offence non-conviction information		✓
Discovering criminal record convictions – Indictable	✓	✓
Discovering criminal record convictions – Summary		✓
Discovering recent criminal record convictions not yet registered in the National Repository		✓
Discovering record suspensions for sex offence convictions *		
Discovering additional convictions and active judicial matters**		✓
Establishing a centralized capability for your organization	✓	✓
Avoiding requirement to fingerprint the candidate associated to DOB and Gender matching	✓	✓
Ensuring rapid turnaround times up to/ including same day service	✓	✓
Obtaining consistent, predictable costs via a single supplier utilizing national best practices	✓	✓
Avoiding candidate loss because of wait times	✓	✓

\* See our information resources on [Screening For Positions of Trust](#)

\*\* May reveal the possible existence of outstanding charges, warrants, peace bonds, restraining orders, prohibitions, probation orders, interim release conditions, and discharges. Victim, witness, complainant, or mental health information not resulting in a formal charge is not considered.

## ABOUT STERLING BACKCHECK

Sterling (NASDAQ: STER) is a leading global provider of background and identity services, offering background and identity verification services to help our clients create people-first cultures built on a foundation of trust and safety. With operations around the world, Sterling's tech-enabled services help organizations across all industries establish great environments for their workers, partners, and customers.

 [sterlingbackcheck.ca](https://sterlingbackcheck.ca)