



Crystal Checks  
International



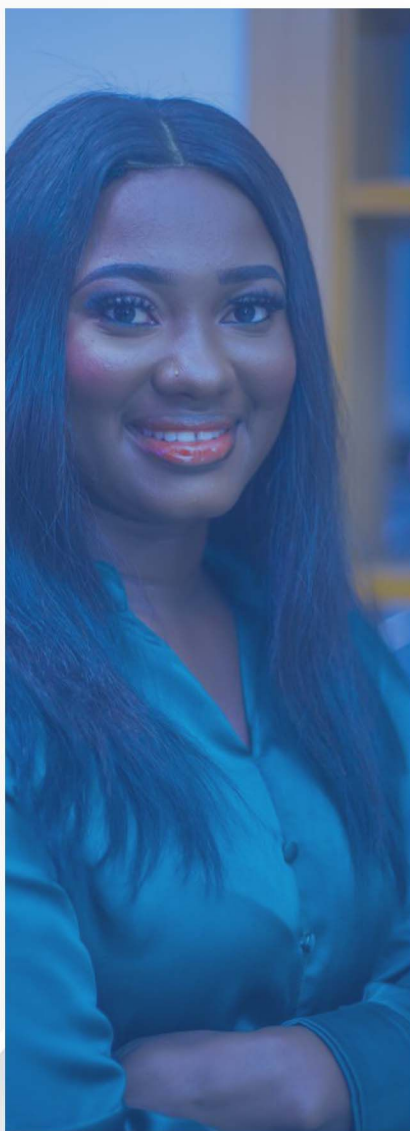
# CORPORATE Brochure

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[www.crystalchecks.com](http://www.crystalchecks.com)

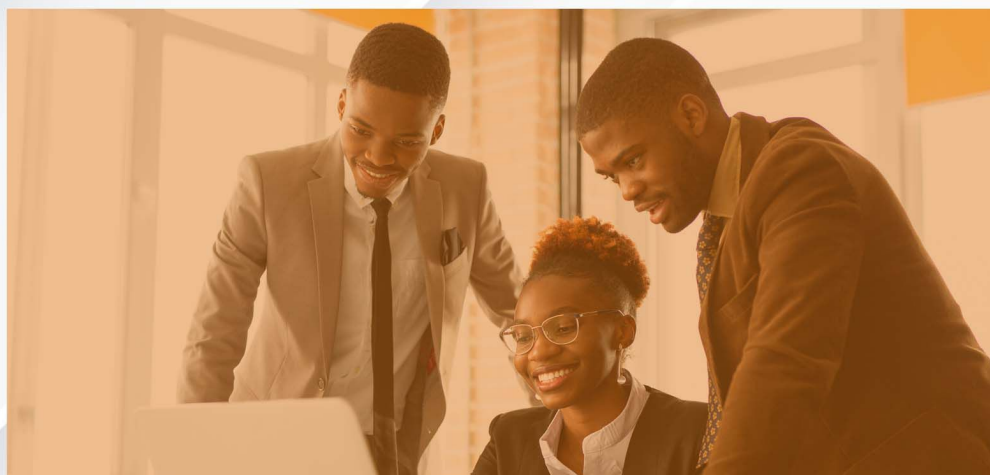
# About Us



Crystal Checks International (CCI) was founded to restore workplace integrity and enhance transparency in the labour market. As a tech-driven data repository and identity verification company, we provide credible investigations and advisory services for businesses locally and globally.

Our background checks solutions and related services achieve this while simultaneously providing pragmatic methods and enabling our clients make fair and informed decisions, maintain a safe work environment as well as protect our clients against any liabilities.

We are a trustworthy identity verification company in Nigeria with robust database and a strong team positioned for client attraction and retention.



## Mission

To drive the culture and restoration of integrity through our pragmatic verification services across the world.

## Vision

To be Africa's most reliable and leading employment screening, data and identity verification service provider.

## Business Philosophy

We believe that business will thrive better and productivity will be at all-time high, in a work climate that is rid of misrepresentations and identity frauds. We therefore support our clients to achieve a work climate built on absolute truth and transparency.

# CORE VALUES



CREDIBILITY



CREATIVITY



IT SAVVY

# Our Services

## EMPLOYMENT CHECK

Here, we assist you with verifying the accuracy of candidates' statements provided in resumes and determine candidates' previous performance. This service offers you with information such as employment dates, positions held, exit methods as well as productivity assessments. There are also possibilities that some candidates would have outstanding loans from previous employment. The employment check helps to reveal the trail.



## EDUCATIONAL QUALIFICATION CHECK

You can verify educational degrees at any level, from O' level certificates through diplomas, degrees, and professional certifications, as well as dates of attendance at universities, college trade/vocational schools, and high schools.

## DATABASE EDUCATIONAL CHECKS

Get a fast verification done within 24 hours and save the bureaucracy of school verifications with our detailed database of results from various schools across the regions. With our robust database, we are able to verify various university, polytechnic and diploma certificate faster on our platform.

## PROFESSIONAL LICENSE CHECK

We verify the authenticity of the professional license certificates submitted by a candidate/employee, as well as certify the license number and status span.

# Our Services

## **NYSC CERTIFICATE VERIFICATION**

We verify the authenticity of a NYSC certificate submitted by a candidate/employee, as well as their primary assignment location, year of completion and certificate status.



## **DUE DILIGENCE**

Before entering into a business connection with any organization, conduct a thorough audit. Confirm all facts, including all financial records, the company's leaders' reputations, and anything else deemed relevant.

## **CRIMINAL RECORD CHECK**

Conduct a comprehensive check of the police department's criminal history to ensure that the employees you are dealing with are not criminals. To do so, we work with the appropriate authorities such as the Nigerian police, who are burdened with all citizens' criminal records.

## **GUARANTORS' VERIFICATIONS**

Find out who your employee's guarantors are. How trustworthy are they? Are they willing and financially capable to cover any costs incurred as a result of the employee's liability?

# Our Services

## ADDRESS VERIFICATIONS

To verify the residential address of your employees, there is need to know where they reside in cases of any emergency and/or liabilities.



## PERSONAL REFERENCE CHECK

Can your employee be trusted? Do they have integrity issues? Get to know your employees for who they truly represent.

## CREDIT CHECK

Determine whether or not the people with whom you wish to conduct business are in debt. You can access a borrower's credit history from a variety of sources, including banks, credit card companies, collection agencies, and governments, using a credit check report. We collaborate with the relevant authorities to provide you with the accurate financial history or the credit worthiness of an individual.

## SOCIAL MEDIA CHECKS

Who are your employees, and how well do they represent your brand? We can assist you in revealing their genuine identities on the internet. Know your employees and their on-line presence to reduce reputational damages.

# Our Services

## **CORPORATE SEARCHES**

The Corporate Affairs Commission can help you determine the viability of companies with which you want to do business. Know if they are registered, when they were registered, and what their business is all about. This will help you create trust in the companies you want to work with.



## **LEGAL AIDS INTELLIGENCE SERVICES**

We provide investigative services to law firms, legal parastatals, organizations, corporations, and every individual keen on legal research. Reports on cases, outcome of such cases and legal advice where necessary.

## **RISK MANAGEMENT**

Before making any business choice, run a risk assessment reports, fraud risk, safety risk, and relationship risk for verification and clarification. This we help to protect you from falling victim of any financial or reputational risk.

## **INSURANCE CLAIMS VERIFICATION**

Before responding to potentially fraudulent claims, insurance companies need independent claims verification particularly with respect to loss of life, property loss or damages etc.

# Our Services

## **PROJECT REALITY CHECKS**

Before starting any project, do your homework to make sure you know what you need to know to make it a success. Specifically, the amount of time it would take to complete the project, the vendors that would be required, and the resources that would be required. We can assist you in developing a business plan and/or conducting a feasibility study.



## **VENDORS BACKGROUND CHECK**

Determine whether or not your vendors are genuinely capable or have the skills to provide value for service, what they promised and in real time.

## **INVESTORS DUE DILIGENCE SERVICE**

We can help with information from Embassies, Consulates, and foreign organizations about the viability and reputation of companies seeking to do business in and with their countries and organizations.

## **DIASPORA BUSINESS INTELLIGENCE SERVICES**

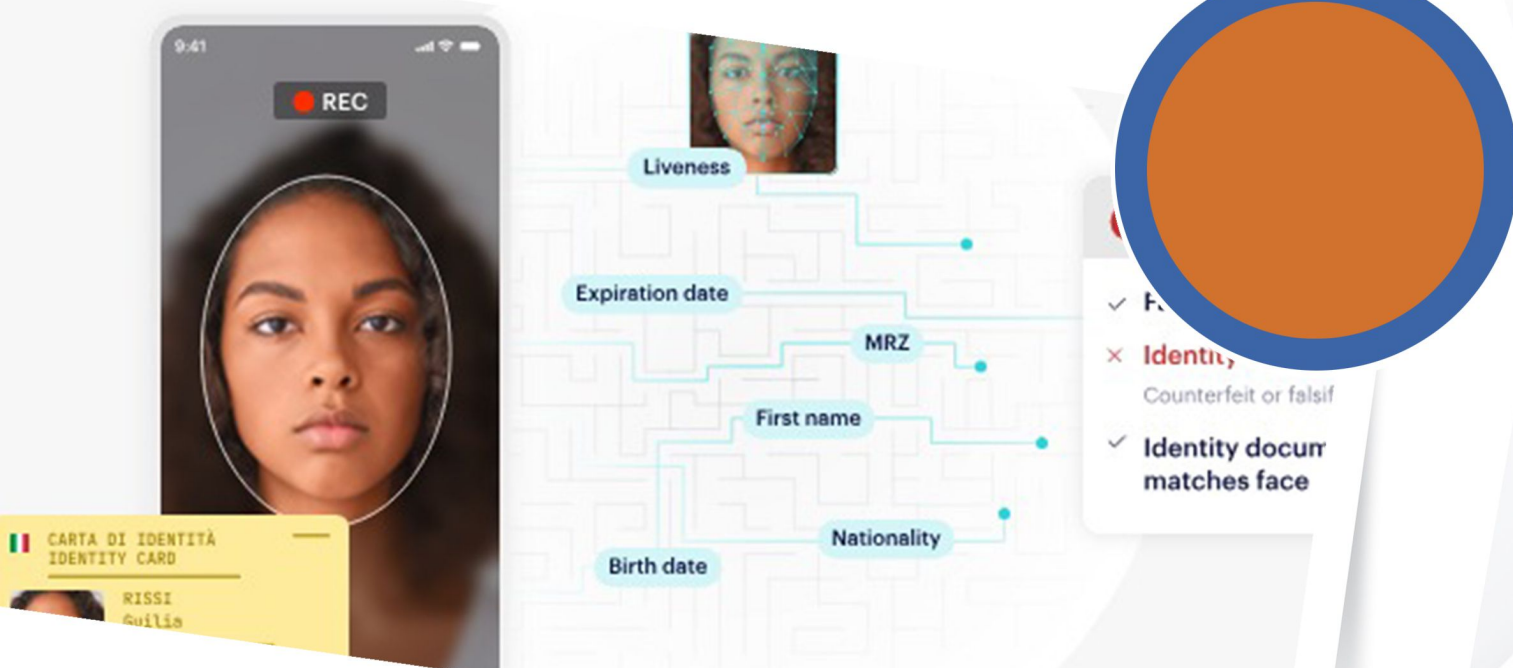
Get real-time updates on how your business is going even if you are thousands of miles away. Africans in diaspora should always do their homework before putting in their resources for potential businesses and opportunities.



# Our Services

## RETIREES/PENSIONERS VERIFICATION

Our retirees require a stressfree, simple and open verification process. Eliminate the process of paying ghost labour as well.



## FRAUD INVESTIGATION

Investigate any dubious practices to uncover the truth. To detect any fraudulent activities, consult our highly qualified audit experts. They help uncover loopholes in the process as well as providing consultative corrective measure.

## MEDICAL PRACTITIONER BACKGROUND CHECK

Do not put your life or the lives of your family in the hands of imposters. Before working with a doctor, a nurse or a pharmacist, or a caretaker, be sure they are trustworthy. And they have the required license to practice in their profession.

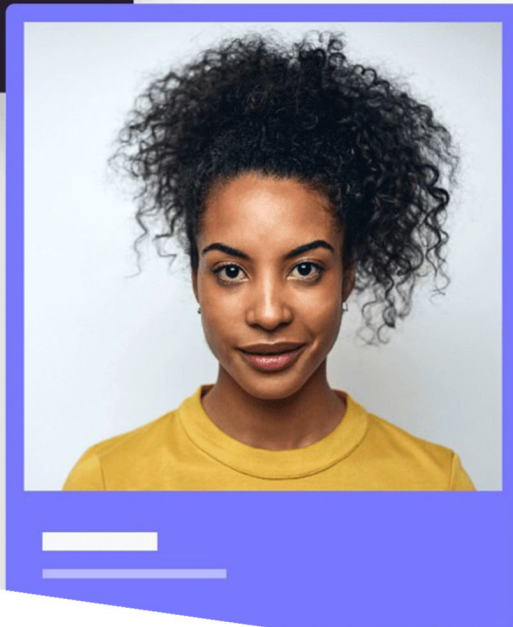
## SPOUSE CHECK

Do not fall prey to phony romantic connections. Before you put your faith in a relationship, double-check it.

# Our Services

## DOMESTIC STAFF CHECK

Always double-check the identities of persons you invite into your home. From your drivers, nannies, cooks, gardeners, security guards, house keepers, shop assistants, and other staff. Conduct permanent residence verification, previous employment verification, criminal record verification, medical status and guarantors' verification.



## TENANCY CHECK

Check to see whether your potential tenants have a terrible history with previous landlords. Find out how they behaved in prior places of residence to predict how they will act when you bring them into your property.

## KNOW YOUR CUSTOMER

This helps to know the identity of your customers from where they reside to where they are working especially for financial institutions.

# Our Leadership

We are on a mission to drive the culture and restoration of integrity through our inestimable service delivery across the world.



**Dr. Peter Akindeju**  
Group Managing Director (GMD/CEO)



**Femi Akeredolu**  
Executive Director, Finance



**Stella Nnamani, Esq.**  
Chief Operating Officer



## Dr. Peter Akindeju

Group Managing Director (GMD/CEO)

**Dr. Peter Akindeju is a seasoned multi-talented outsourcing expert with two decades of experience in business, 15 out of which he has spent in various management and consulting positions. He is currently the Group Managing Director/CEO for ICS Outsourcing Ltd, where he provides leadership and drives enterprise performance and sustainable growth for the company and its subsidiaries.**

He holds a Master's degree in Business Administration from the Business School Netherland and a PhD (Honoris Causa) in Business Administration from the Prowess University, Delaware, USA. He is a Fellow of the Chartered Institute of Commerce, a Fellow of the Association of Outsourcing Professionals of Nigeria (AOPN), a Fellow of the Institute of Credit Administration of Nigeria, a Fellow of the Institute for Health Finance and Management, a Fellow of the Institute for Management Consulting, and a Fellow of the Institute for Certified BPO & Shared Services Professionals (ICBPOSSP). Peter Akindeju is also a Member of the Chartered Institute of Personnel Management (CIPM, Nigeria), and a member of the Institute of Directors (IoD).

Dr. Akindeju completed his IAOP Certified Outsourcing Professional (COP) Masterclass in 2011- the Canada 2011 Cohort, which bestowed the aCOP title on him. He is a certified director by the Financial Reporting Council of Nigeria and he is a Certified Management Consultant (CMC). He was a member of the Governing Council of AOPN, and is the current President & Chairman in Council of the Institute for Certified BPO & Shared Services Professionals.

Peter has had various executive trainings including the Corporate Strategy & Finance from the European Management Development Institute (EMADIN), Brussels- Belgium, an alumnus of the Chief Executive Program (CEP26), Lagos Business School, and the IESE Business School, Barcelona-Spain. He also completed the Company Direction Course of the Institute of Directors (IOD Nigeria) and he is a certified Defensive Driving Instructor for the National Safety Council, USA.

Aside ICS Outsourcing, Dr. Akindeju serves on the board of various organizations including Lifeworth Medicare Limited, Biopath Medical Diagnostics Ltd, Business Codes & Technologies (BCT) Ltd, Integrated Corporate Services (Ghana) Ltd, etc.

He uses his various hats to ensure positive impact on the society as he has led numerous corporate social responsibility initiatives with particular focus on health, education, safe policing, and youth development. Dr. Akindeju led the company initiative that led to the resurfacing and tarring of Olusoji Idowu Street in Ilupeju Lagos, Nigeria and the laying of paving stones on the road years later.

He led various company CSR initiatives involving the renovation of various facilities in schools within Lagos, donation of food items and other relief materials to poor communities, medical outreaches etc. His volunteering efforts in community services saw him become a LASTMA Marshal and most recently, an Assistant Commissioner of Police- ACP (Supernumerary).

Dr. Peter has a penchant for ethical and sustainable growth. He is also known for his strides in youth development as evident by numerous awards and recognitions from various notable non-for-profit entities. He is the recipient of the 2022 National Peace Award of Excellence as The Youth Empowerment & Equal Opportunity Champion of the Decade. He also received the 2022 Lead-Times Africa Leadership Prize for Accountability, Transparency and Quality Service Delivery, and the Association of Outsourcing Professionals of Nigeria (AOPN) recognition award as the Ethical Outsourcing Promoter amongst numerous others.

Dr. Akindeju is happily married to Mrs. Terrie Akindeju and they are both blessed with wonderful kids.



## Femi Akeredolu

Executive Director, Finance

**Femi is the first Executive Director of ICS Outsourcing Limited. He has over 24 years of working experience with more than 17 years of this experience cut across finance and accounting, administration, and human capital development.**

He is a Fellow of the Institute of Chartered Accountant of Nigeria and a Fellow of the Institute of Corporate Administration of Nigeria. Femi is a full member of the Institute of Strategic Management, Nigeria with vast experience and competence in handling complex situations. He had his first degree in Economics from Obafemi Awolowo University, Ile – Ife with second class upper division and has since become a Fellow of the Institute of Chartered Economists of Nigeria. He is also a Fellow of the Chartered Institute of Taxation of Nigeria. Femi Akeredolu has worked in various strategic capacities in different companies.

He is a consultant and a technocrat of high pedigree. He holds an MBA from the University of Lagos and has a pragmatic approach to life. Femi is a Fellow of the Institute of Management Consultants, Nigeria. He is an alumnus of Lagos Business School and Antai College of Economics & Management, Shanghai, China. In addition to his membership in the financial Reporting Council of Nigeria, he is also a corporate member of the International Association of Outsourcing Professionals (IAOP). Mr. Akeredolu is also a Fellow of the Institute of Certified Business Process Outsourcing and Share Services Professionals among others.

Femi has been part of the management team of ICS Outsourcing Limited for more than Sixteen years. He has contributed immensely to the success story of the company through all these years. Femi Akeredolu has strong technical skills, sound business judgments, problem-solving initiatives, strong negotiation skills with proactive response to business demands.



## Stella Nnamani Esq.

Chief Operating Officer

LL. B (Hons), BL, ACIPM, HRPL, IPRC, SPY DSP, DCP, MBA (In-View)

**Stella Nnamani is an ardent and strategic HR professional with Ten years' experience across a variety of HR functions vis-à-vis intellectual capital; talent acquisition, retention and management, and performance management.**

Also, she has hands-on experience with payroll and compensation management, employee engagement, budgeting and business planning while observing industry trends, target markets, competitions and determining the most viable human and technological resources required for the company to be more competitive.

With her legal background, Stella successfully deploys her knowledge and skills in the handling and effectively collaborating with relevant partners to resolve all legal matters as well as put her extensive knowledge of Labour and Employment Law to good effect in managing employee relations issues, contracts, et cetera.

Stella is a certified Member of the Nigerian Bar Association (NBA), an Associate Member of the Chartered Institute of Personnel Management of Nigeria (CIPM), a Licensed Human Resources Professional (HRPL), an Associate Member of the Institute of Professional Recruitment Consultants (IPRC), a Special Traffic Mayor of the Lagos State Traffic Management Agency (LASTMA) and a Deputy Superintendent of Police (DSP Supernumerary) of the Nigerian Police Force (NPF).

She is currently obtaining a Masters in Business Administration (MBA) at the Nexford University, USA.

She anchors the "HR INSIGHTS WITH SN" talk show streaming on You-Tube. The talk show is designed to drive constructive discussions on HR practices and proffer possible solutions to workplace matters.

She is multi-talented, optimistic, creative and resilient

# Key Partners



# Contact Us

Should you require any additional information or wish to further discuss any aspect of this proposal, kindly contact the under-listed:

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