



Integras Intelligence

Bringing Clarity and Confidence to Background Screening



Today's hiring landscape requires more than a standard background check. Employers need reliable, timely, and legally sound information.

That's where Integras Intelligence steps in.

Led by President Forhad Razzaque and Chief Compliance Officer Anthony Picciano, the company has built a reputation for delivering a smarter, more thoughtful approach to pre employment screening. This approach combines technology with human insight to deliver what clients actually need: clarity.

In a crowded field, many background screening services look the same superficially. However, Razzaque points out that not all checks are created equal.

"People tend to regard background checks as an interchangeable commodity, but they are not," he says. "We act as a partner rather than a vendor, helping clients understand nuances that others overlook."

A typical example involves criminal history searches. Most screening companies offer these searches, but the method—whether a quick database lookup, an online court repository query, or an in person courthouse review—can vary widely in quality, turnaround time, and price. Integras explains these differences and guides clients toward the right balance of speed and thoroughness to achieve their goals. Depending on the purpose of the check, compliance considerations may also come into play.

This hands on approach has helped Integras stand out in an industry where cost cutting often leads to corner cutting. Many companies do not realize their vendor is taking shortcuts until something goes wrong. One client, for

instance, came to Integras after growing frustrated with a previous provider. Not only was the customer service poor, but the background checks also failed to meet Fair Credit Reporting Act (FCRA) requirements, which represented a serious oversight and potential liability.

The Integras team reviewed the client's process and discovered that previous searches had excluded federal criminal records. Adding those records and bringing procedures into compliance produced an immediate difference. The first set of updated reports revealed new, actionable information that the client had never seen before. A slight price increase yielded immense value: instead of "checking boxes," the client made smarter, safer hiring decisions.

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Not every transition goes smoothly. Razzaque recalls initial resistance from clients who were reluctant to change a system they believed to be working. He argues that this temporary discomfort is minor compared to the pain of discovering a serious problem months later—one that better screening could have prevented.

At its core, Integras offers peace of mind. Whether a small business hires its first employee or a global firm onboards hundreds, the goal remains the same: to provide accurate, timely information that complies with all relevant laws and gives clients the confidence to move forward.

Today, Integras Intelligence offers a comprehensive range of services in addition to employment background checks: due diligence, social media monitoring, threat assessments, executive protection, security consulting, technical surveillance countermeasures (TSCM), private investigations, and international investigations.

As the company grows, Integras continues to maintain operational efficiency to ensure competitive pricing while upholding strict quality standards. Educating the market remains another priority. By helping clients learn what to look for and why it matters, Integras leads with clarity and conviction in a high-stakes industry where shortcuts are common. 📞



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