

**Candle Australia Limited enters the pre-employment
probity checking and screening market by acquiring
Reality Check**

Candle Australia Limited (CND), a leading white-collar recruitment company, today announced its acquisition of Reality Check, a national pre-employment screening company with global reach.

Established in 2005, Reality Check provides rigorous and independent identity, integrity and credential checks, verifying information provided by individuals in their employment applications.

Pre-employment screening, including probity checking, is an effective means of safeguarding an organisation from fraud and corruption. It is a legal requirement in many industries, specifically banking and finance.

Reality Check's services will add value to Candle's recruitment service offerings. In addition to servicing existing clients, the purchase also presents opportunity to work with organisations that do not currently use recruitment agencies or outsource their recruitment processes.

"There are many media reports which describe the business implications of not carrying out robust pre-employment screening. According to those reports, research shows that many job applicants either 'massage' the truth or deliberately misrepresent elements of their resumes," says Robert Collins, managing director Candle Australia.

"While recruitment companies do extensive reference checks, many organisations are now looking for additional checks and independent assessments in order to mitigate the risk of fraud and impropriety.

"The purchase of Reality Check is a natural step in our strategy of diversification and growth via acquisition. We see significant growth potential in this market and we intend to be aggressive with our plans," says Collins.

The business will be driven by its founder and managing director, Costa Mina. According to Mina, "Candle has a great financial track record and acquisition history. As Candle's new employment screening entity, we are in a strong position to grow the Reality Check business both by introducing new customers and by leveraging Candle's network across the Asia Pacific."

The contract is subject to a number of conditions precedent which will be satisfied in the next few weeks. The transaction comprises a modest deposit with incentives for profit growth over three years.

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About Candle Australia Limited

Candle Australia Limited (ASX: CND) is a recruitment company providing specialist technical, executive and office support personnel in the areas of information and communications technology, banking, finance, insurance, commercial accounting, library, records management, sales and marketing.

Established twenty three years ago and listed on the Australian Stock Exchange in 1997, Candle Australia has a reputation for high quality delivery and ethical business practices within the industry, and remains one of the largest and longest standing recruitment suppliers in the region.

Candle Australia operates through four divisions consisting of a number of quality recruitment brands: the information and communications technology division represented by Candle ICT; the accounting, business support and financial services division represented by Alliance; the library and records management division represented by The One Umbrella; and the executive division represented by Lloyd Morgan.

Most recently, Candle also announced it had entered the IT Services market with the acquisition of the business of JAV IT.

Candle Australia employs over 475 staff through a network of 31 offices located in Sydney, Melbourne, Brisbane, Perth, Adelaide and Canberra in Australia; Auckland and Wellington in New Zealand; Beijing, Shanghai, Shenzhen in China; Hong Kong; Kuala Lumpur in Malaysia; and Singapore.

About Reality Check

Reality Check provides independent and rigorous identity, integrity and credential checks that enable its clients (and their clients) to safeguard against costly bad hires and mitigate fraud and corruption risk by making smarter employment decisions.

As the final filter in the recruitment process, Reality Check adds value by providing an independent, rigorous and customised pre-employment screening solution that complies with Australian standard AS 8001 – 2003 Fraud and Corruption Control and AS4811 – 2006 Employment Screening.

For security, confidentiality and privacy, the business will be operated on a stand alone basis.

Reality Check is an impartial source of information and stands alone from organisations' recruitment decisions, whether the recruitment process is being managed internally or through recruitment agencies.

With the increasingly evident skills shortage in Australia, organisations become more reliant on engaging candidates from abroad. Through its global network, Reality Check is also able to deliver an international checking service in more than 200 countries.

For further information

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www.reality-check.com.au
www.candle.com.au