

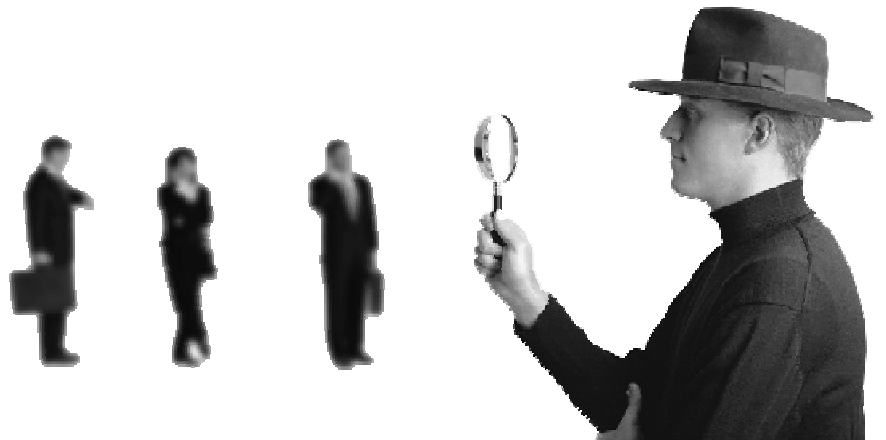


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SMARTER SCREENING. INTELLIGENT HIRING.

Recruiting Roadshow





SMARTER SCREENING. INTELLIGENT HIRING.

Presenter

- **Jason B. Morris** — jmorris@employeescreen.com
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 - *Past Co Chairman & Board Member of The National Association of Professional Background Screeners (NAPBS)*

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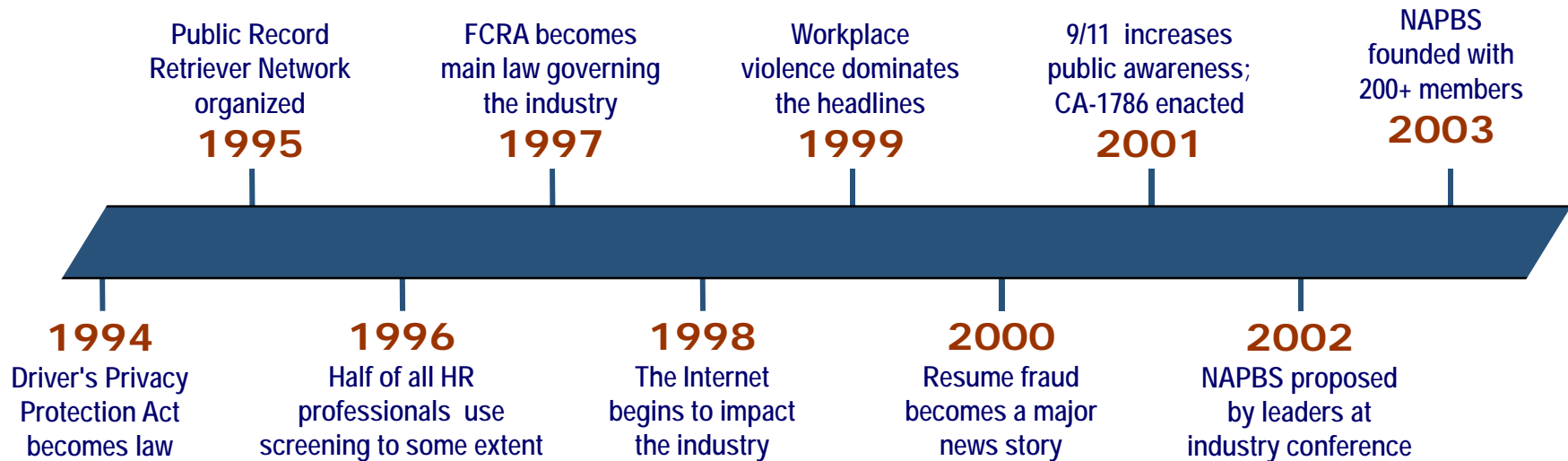
**Facts do not cease
to exist because
they are ignored.**

-Aldous Huxley - Author



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SMARTER SCREENING. INTELLIGENT HIRING.



- More and more employers awaken to the high cost of not screening applicants
- Dedicated Pre-employment screening agencies replace traditional Private Investigators as the main supplier
- National Association of Professional Background Screeners (NAPBS) emerges based on desire to address common needs within the industry
 - Serves a rapidly expanding industry that fills critical needs in a security conscious economy
 - Continually improving standards and best practices



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Social Security
Number Trace

County-Level
Criminal History

Civil Litigation
Records

Motor Vehicle
Record

Credit Report

Federal Criminal
History

Employment
Verification

Education
Verification

Reference
Interview

Professional
License
Verification

Substance
Abuse
Screening

I-9 Form
Automation

Homeland
Security Search

OIG/GSA

International
Criminal History
and Verifications

Industry Specific
Searches



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DID YOU KNOW?

- The cost to replace an employee is estimated at 33% to 250% of their annual salary
- Employers are being held accountable in court for information they should have discovered about their employees prior to hiring them
- One negative incident can severely impact your company's financial health as well your reputation
- There is no dollar cap on judgments in Victim's Rights cases



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DID YOU KNOW?

Historic metrics have shown that:

- **53% of all applicants falsify length of their employment**
- **51% falsify their past salary**
- **45% of those with criminal records do not disclose them to their employer**
- **44% falsify their former job titles**
- **35% falsify their past employers**
- **33% falsify their driving records**
- **14% falsify their Social Security Number**



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A LEGAL BACKGROUND CHECK

- If an employer receives derogatory information about an applicant, the employer must send them a letter notifying them of the information along with a copy of their rights under the FCRA
- The applicant is given 30 days to clear up the information. Information used to determine eligibility for employment must be job related
- A criminal record should not be used to automatically disqualify an applicant, unless there is a business justification

2008 Trends

- **International Screening**
- **I-9 Services**
- **ATS / HRIS Integrations**
- **Internet Due Diligence (Blogs, Facebook®, Myspace®..)**
- **FBI records**
- **National Databases**
- **Privacy Legislation & Identifiers**



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HOW TO IDENTIFY A QUALIFIED SCREENING PARTNER

- Choose only from providers that perform on-site countywide criminal record research
- Do not choose those that conduct Database Searches as the only means for obtaining criminal history
- Select from those that complete regular audits on their court runners and share results from these audits
- Demand that your chosen provider shows identifiers on criminal record files and the names of court employees who authenticated the veracity of the records
- Only choose from member of The National Association of Professional Background Screeners (NAPBS)



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- **3-4 Billion Dollar Industry**
 - Choicepoint, Kroll, USIS, First Advantage, Acxiom
 - 75% of the industry are mid market providers
- **2000 Clients Worldwide**
- **Fortune 1000**
- **Footprint in Mid Market**
 - Hiring between 20-200 per month
- **Industry Experts**
 - NAPBS
 - Speaking
 - Media
- **employeescreen University**



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WHY SCREEN?

- An effective background check is an excellent return on your investment
- One negative workplace incident can cripple your business
- An effective applicant screening program will:
 - **Reduce company turnover**
 - **Protect your employees and customers alike**
 - **Send a message to your employees that you are committed to providing a safe workplace environment**
 - **Decrease your exposure to internal theft and, or fraud**
 - **Reduce liability- negligent hiring or retention greatly increases a company's exposure to large lawsuits**
 - **Eliminate uncertainty in the hiring process by allowing you to base decisions on factual information**



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HOW TO IDENTIFY A QUALIFIED SCREENING PARTNER

- Choose a partner that has a well-documented Disaster Recovery Plan
- Identify a screening partner who has an ample Errors & Omissions Policy



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