

Excerpts from Articles about Background Screening

1. "Checking Up On Job Applicants"

From the *Los Angeles Times* business section Jane Applegate December 26, 1995

"It doesn't matter what kind of business you own-you can be a victim of employee wrongdoing. Steve Gilfand, vice president of a small computer document imaging company in Skokie, Ill., has his own horror story to share. No one thought to check the background of the woman hired as an accounting assistant at Computer Recognition Technologies, Inc. a couple of years ago. She was on the payroll for six months, but it took only 90 days for her to forge \$120,000 worth of company checks and deposit the money in a bank account opened under an alias. The missing funds showed up on an internal audit, but it was too late-the money was gone."

"We found out that she was on parole for check forgery and substance abuse when her parole officer called because she violated her parole," Gilfand said."

"At the same time she was stealing from CRT, she was trying to defraud an insurance company on a claim involving personal belongings. Two fraud investigators set up a sting and arrested her. She was eventually sentenced to serve eight years in prison."

2. "Violence-prevention Strategies Limit Legal Liabilities"

From *Personnel Journal* October, 1994

"When an employee is attacked or killed on the job, it's emotionally devastating. It also can be expensive. Not only does such an incident cause lost work time and lowered productivity, but depending on an employer's actions before the violent act, it can result in multimillion-dollar legal settlements as well."

"...Employers must take steps in preventing violence from erupting in their workplaces." "Employers can protect themselves...by employing prevention strategies that include pre-screening"

3. From The Bureau of National Affairs, Inc.

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"Failure to conduct a thorough reference check or background investigation can lead to charges of "negligent hiring" if an applicant who is hired later commits a criminal or violent act outside the scope of his or her employment that results in personal injury to a third party, and it is shown that the employer did not exercise care or duty to know of the worker's dangerous tendencies."

4. **"Applicants' Past May Haunt You"**

From the *Los Angeles Times* March 7, 1995

"...the demands of the competitive business world and the threat of costly litigation involving rogue employees give employers strong financial incentives to step up pre-employment screening. In a survey of 500 large companies, the American Management Assn. found that 42% check whether candidates have criminal records. Two-thirds said they perform some type of background check, including such traditional practices as calling past employers."

5. **"Traps for the Unwary Employer: How to avoid exposure to negligent hiring liability"**

From *Personnel Administrator* Glover/King July, 1989

"Employment screening should involve a careful assessment of the prospective employee's resume or application, as well as contact with previous employers and personal references." "In some situations, an employer is well-advised to research an applicant's past criminal record. Such a search is not necessary in all cases, as long as the employer makes an adequate inquiry into the employee's general and job-specific fitness. A criminal record search, however, is particularly appropriate when an applicant's position involves safety, protection of property, or a risk of harm to co-workers or customers."

6. **"Pre-employment Referencing Aids Your Bottom Line"**

From *Personnel Journal* Patrick A. Dunn February, 1995

"Pre-employment referencing is more than simply a way to limit legal liability. It can also help reduce turnover and increase productivity -- and you might be surprised just how much money can be saved as a result."

7. **"Background Checks A Must"**

From *The Inland Empire Business Journal* Paulette Hiebert June, 1995

"Companies are increasingly doing background checks on prospective employees. " "...Retail businesses have found less theft and a higher quality workforce as a result of screening employees. (They find) that their workforce is better, more qualified, and has better attendance records. (Employees who have been pre-screened) are less likely to cause or engage in serious incidents such as harassment or assault."
