



SCREENING SOLUTIONS

a newsletter for the clients of Corporate Screening

SUMMER 2008

RESEARCH | COMPILE | ANALYZE | VERIFY



ARE YOU SACRIFICING QUALITY FOR TECHNOLOGY?

background screening service did not measure up.

So what criteria should you consider when evaluating whether an ATS can really fit the bill?

● **Meeting Your Needs.** Many ATS companies offer a background screening product through partners that are the result of revenue share and co-marketing programs. Is the partner background screening company being pushed on you for revenue sharing purposes? Or does your ATS company have your company's best interest at heart. Only you can answer that question by evaluating and scrutinize the ATS background screening partner as though no relationship exists between the two companies.

● **Integration.** You can achieve automation and seamless integration with vendors beyond your ATS software provider. Many background screening companies, like Corporate Screening, offer one-off integration with many of the leading ATS systems.

● **You Drive The Process.** If you are considering implementing the use of an ATS be sure to discuss with the ATS your intention of continuing using Corporate Screening. 

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As they say in this business, you can't win 'em all. But sometimes, you win them back. In a recent competitive bid situation Corporate Screening was competing with a background screening company that had a partnership with the prospect's applicant tracking software (ATS) company. The prospect was obviously excited with the idea of automating and streamlining its background screening process to reduce time and labor and signed on with our competition. A few months later (and after quite a bit of technology expense), the prospect contacted Corporate Screening to discuss how their newly integrated

DANGERS OF ONLINE RESEARCH

Exercise caution when using MySpace and Facebook for background screening

Social networking sites like MySpace, Facebook or blogs are used regularly by recruiters looking for talent. There is no question that these sites prove to be a valuable resource for recruiters. Does it make sense to extend the use of social networking sites in the background screening process? What about search engines? Google? Yahoo?



Is there such a thing as too much information? While surfing a social networking site, a recruiter stands the chance of seeing information that is protected under anti-discrimination laws such as race, religion, sexual orientation or other information that cannot be considered for employment purposes. While the information on networking sites are assumed to be public information, many have policies that state the information contained on the site are to be used for social networking purposes only. A candidate could reasonably argue invasion of privacy.

Can the information be trusted? Information contained on these sites may not be accurate or may be fabricated. Without additional research employers may be making decisions based on inaccurate information. Also, employers should consider the recent phenomenon of Cyber Slamming that are completely false and are done as acts of retribution.

Seek legal advice. Today's candidates must be vigilant when it comes to what is published about themselves, regardless of the source, and be prepared to address any unpleasanties about their life. Employers should be cautious when using social networking sites or blogs as a part of their employee screening process. We recommend speaking to a labor attorney before moving forward with screening applicants using social networking or blog websites.

BACKGROUND VIGILANTISM: How to Protect Yourself



We all have a little snoop in us. The Internet has made accessing criminal data through both free and subscription based databases extremely easy, so much that employers are finding an increasing number of employees checking the background of new hires. Some of your employees may be searching through online court documents, sex offender databases, subscription or fee-based Internet searches and let's not forget Google, MySpace, Facebook and blogs! What if they find something on the new colleague over the cubicle?

Be prepared by having a background screening policy published. Seek the buy-in and approval from your company officers. It is important to remember that all background screening programs will have limitations. No matter how much you spend on your program or how in-depth the program may be, there is still a chance that something could be missed. So, if an employee discovers something important be sure to handle the whistle blower and the situation immediately by researching, verifying and validating the findings in-house or contacting Corporate Screening for assistance. Do not let rumors take over the office which will ultimately reduce your company's overall productivity. Turn the situation into a positive for your company.

CONSENT AND FEE-BASED SOCIAL SECURITY NUMBER VERIFICATION (CBSV)

Source: socialsecurity.gov

The Office of Management and Budget has approved Social Security Administration's (SSA) new consent and fee-based Social Security Number (SSN) verification service - CBSV. The CBSV service will verify a name and SSN combination as being correct, or incorrect, for any business or other entity that has registered to use the service and has obtained the written consent of the number holder. The service requires companies to pay an enrollment fee and a transaction fee per SSN verification. The SSA plans to have the system completed and into production in October 2008.

The CBSV consent and fee-based, third party verification service should not be confused with the Social Security Number Verification Service which SSA provides to employers and their agents for wage and tax reporting for hired employees. The results obtained from CBSV do not confirm or authenticate "proof of identity". In addition, CBSV does not verify employment eligibility, nor does it interface with the Department of Homeland Security (DHS) verification system, and it will not satisfy DHS's I- requirements.

Corporate Screening and CBSV

Corporate Screening is prepared to offer CBSV as a part of its pre-employment screening process when it becomes available in October.

Contact your Corporate Screening representative to discuss how you can add this service to your background screening program.



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Helpful Hint

When ordering a background screening, double-check your request. Your order is considered complete and ready to be processed when we have the following information:

- A complete and legible employment application.
- A candidate-signed disclosure/authorization.
- The request form is complete. Some common mistakes include missing client representative name and the level of service required.

We know mistakes happen, which is why we promptly notify you when your report is being delayed. At Corporate Screening, we take pride in helping you make the right hiring decisions with data that is not only accurate, but timely.