



feature story:

## A Chilling Reminder of the Importance of Background Screenings

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A shooting rampage earlier this year by an Ohio State University janitor suggests that the school's background screening program was not robust enough to help prevent a deadly tragedy from occurring.

Nathaniel Brown, 50, an Ohio State University custodian since October 2009, shot and killed his supervisor, shot and wounded another boss and then shot himself to death this Spring. The Columbus Dispatch reported that an extensive background check on Nathaniel Brown could have revealed that he allegedly lied about his criminal past on his university job application.

This latest incident of workplace violence is a painful reminder to employers to take

a much needed critical look at their background screening program. There are inherent limitations to background investigations in the way that they are commonly performed today, but many of these limitations can be overcome so long as users of these reports consider changing their philosophical approach to their background screening programs and endeavor to inform themselves about an industry that appears simple, yet is actually quite complex.

"As long as background screenings are considered a commodity and decisions on which background screening service to use are based on inexpensive price and quick turnaround time, employers will face a greater risk of  
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experiencing disasters similar to this one," said Corporate Screening General Manager Greg Dubecky. "Quick and cheap background screening searches are sold as quality searches, and that leads to a false sense of security. When you peel back that onion, it is easy to see how the integrity of the search is compromised for speed of delivery."

Dubecky notes that employers should be skeptical of service providers that do not address a screening program's limitations. "Every program has limitations, but knowing and understanding those limitations will go a long way in protecting an organization against risk."

According to the Columbus Dispatch, Nathaniel Brown - who supplied his birthday on the job application as June 5, 1959 - denied on the application that he had been convicted of a felony or misdemeanor.

Prison records show a Nathaniel A. Brown, born June 4, 1959, who served five years in prison in Ohio. A spokeswoman for the Ohio Department of Rehabilitation and Correction said that she could not confirm whether the Nathaniel Brown who had been imprisoned was the same Nathaniel Brown who was fired by Ohio State.

The records-research firm that the university used to conduct its background screening program says that they checked Franklin Coun-

ty Common Pleas and Municipal courts as well as the Ohio Department of Rehabilitation and Correction. According to the spokesperson for the search firm, the criminal record at the Ohio Department of Rehabilitation was not found because the birth date on file with the State was a day off.

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**“There must be a human element included with these searches in order to maintain some integrity.”**

*-Greg Dubecky*

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“Basically, no criminal background check contains all criminal history for an individual, not even the FBI has this ability,” said Dubecky. “What’s more is that database criminal record searches cannot be completely automated. There must be a human element included with these searches in order to maintain some integrity.”

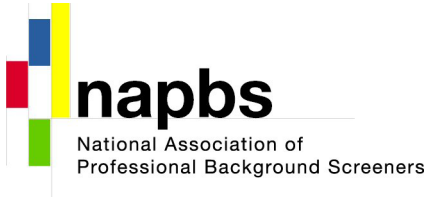
Dubecky explained that if databases are queried to return only records that match the name, date of birth and other identifiers as input by the user, then the odds increase of missing serious criminal record history that contains simple number or letter transpositions.

Because background checks are one of the last steps prior to onboarding a candidate, they are often perceived as a cursory formality...not a critical component of the candidate's profile as they should be considered. This perpetuates the quick and cheap background check paradigm that is further reinforced by inferior providers that either lack the wherewithal or the desire to educate the end user.

Unfortunate events such as the Columbus area shooting remind us all that it is critical to ensure that the data captured on candidates is as accurate as possible, and that the background screening service used provides thorough, analytical service that questions inaccuracies whenever possible in order to mitigate risk.

“Our thoughts and prayers continue to be with the families involved in this tragic loss,” added Dubecky.

**Questions?** Don't fall for false promises! Please contact Corporate Screening Support at 800-229-8606 and select option 3, or contact your Account Representative.



**industry news:**

## **NAPBS Announces Accreditation** **Corporate Screening Will Seek New Quality Assurance Designation**

The National Association of Professional Background Screeners (NAPBS®) announced recently that they will be launching the Background Screening Agency Accreditation Program (BSAAP), the first ever industry-specific background screening accreditation program.

This accreditation program is intended to act as the proverbial industry “seal” representing a background screening organization’s commitment to excellence, accountability, high professional standards and continued institutional improvement.

“The BSAAP is the industry’s primary vehicle for quality assurance, self-regulation and public accountability,” said Tracy Seabrook, CAE, executive director of NAPBS. “Developed and sustained by background screening professionals, the BSAAP reflects, reinforces, and promotes best practices, institutional ethics, and the highest standards of background screening operations.”

“We think that it is an excellent idea for an organization like NAPBS to offer this type of accreditation,” said Greg Dubecky, General Manager of Corporate Screening. “Clients can rest assured when partnering with an NAPBS-accredited organization that they are receiving quality results from an industry leader.”

Corporate Screening, one of the nation’s top providers of background screening services, will most certainly seek this accreditation when available.

**Questions?** Please contact Corporate Screening Support at 800-229-8606 and select option 3, or contact your Account Representative.

**cs news:**

## **Corporate Screening Wins Crain’s Leading EDGE Award Again!**



Corporate Screening has earned recognition for the second year in a row as a 2010 Crain’s Leading EDGE award

winner. The award was presented by Crain’s Cleveland Business and the Entrepreneur’s EDGE (Economic Development through Growth & Entrepreneurship) on Wednesday, May 19th, at the InterContinental Hotel and Conference Center.

the scoring of this award demonstrate value to the community, so we are grateful to be recognized as a positive force affecting Northeast Ohio.

The Entrepreneur’s EDGE selected 85 winners based upon a metric that enables the region to measure and track companies throughout the 17 counties of Northeast Ohio that are creating the most value for themselves as well as for the community. Qualifying companies have sales revenue up to \$750 million.

We are thrilled that Corporate Screening has been recognized in back-to-back years as an industry leader with the Leading EDGE award. The metrics utilized in

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product update:

## Corporate Screening Announces CS Vendor Workforce Screening

Many organizations today rely upon more than just their employees to get the job done. Hospitals, information technology companies, manufacturers...most every employer needs the help of extended workforces. It's important that you retain control the screening program for these non-employees so that you are not at the mercy of another organization's screening criteria, which may or may not meet your needs.

Independent contractors, temporary workers, consultants and other non-employees working in your facilities and/or representing your organization are just like your employees in that they can potentially expose your organization to risk. CS Vendor Workforce Screening can streamline the tedious background screening process and minimize your exposure to risk.

CS Vendor Workforce Screening empowers your organization because it puts you in control of what screening criteria are used when vetting your non-employees. From criminal backgrounds to drug screening, employment verification and more...Corporate Screening works closely with your company to analyze what type of data should be compiled and reported for each position. CS Vendor Workforce Screening eliminates the question as to whether a background screening from another organization fits your company's criteria.

Furthermore, the robust technology that powers CS Vendor Workforce Screening helps you better manage the screening process itself, giving you, your vendor, and their employees quick, accurate and efficient online access to data entry and results.

Corporate Screening also augmented the CS Vendor Workforce Screening technology for industries that require additional turn-key services as it pertains to their vendor workforce:

**-Self Schedule Drug Testing:** this technology is revolutionary and unique in that it allows candidates to quickly locate and schedule their drug screening appointments with an approved collection site

**-ImmuniTrax™:** this one-of-a-kind, web-based immunization tracking and compliance system eliminates what is often a manual paper process and reduces administrative time 25% to 30%. The candidate uploads immunization documents via the web-based system while organization administrators can view and manage the records online, which exceeds HIPAA and FERPA requirements.

**Questions?** Please contact your Corporate Screening Account Representative directly or email [info@CorporateScreening.com](mailto:info@CorporateScreening.com).

cs news:

## Expect Summer Reporting Delays

### Education Records Affected



With the onset of warmer months and summer vacations unfortunately comes delays in some of the reporting involved in select background screening programs.

Specifically, expect minor delays as it pertains to verification of education, including conferred degrees and high schools.

Corporate Screening will keep you apprised of any specific issues as they arise pertaining to education background screenings.

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product news:

## Introducing CS Bypass and CS Bridge

Corporate Screening has long been a technological leader in the background screening industry. In fact, did you know that CS launched in 1997 one of the world's first web delivery systems for background screening? Since then, we have continued our role as an industry innovator and leader.

Today Corporate Screening allows employers the ability to leverage their e-recruiting systems for a more efficient background screening process. This is made possible by two of our technology integration features: CS Bypass and CS Bridge, both of which are intended to better bridge the gap between your existing applicant tracking system and Corporate Screening's CS Ease system.

**-CS Bypass:** As an alternative to the sometimes costly traditional ATS integration, CS offers an affordable integration bypass that allows for the transfer of candidate data from your ATS of choice directly to Corporate Screening. CS Bypass is made possible through the use of our data mash-up technology and eliminates the need of engaging your ATS' technical staff. CS Bypass offers all the functionality and convenience of traditional integration without the cost.

**-CS Bridge:** Many times there is a gap between the candidate information collected for recruitment purposes through an ATS and the information needed to successfully complete the background screening process. For ATS platforms that do not offer a solution, or if an available solution is just too costly, there is CS Bridge. This proprietary technology melds seamlessly with your ATS of choice and allows for the collection of the confidential, required candidate information needed to complete the background screening process. Candidates are sent a link generated out of your ATS of choice to a secure website where the candidate can provide the needed information. CS Bridge blocks a candidate's confidential information from hiring managers, recruiters, etc. and enhances your ATS/background screening integration as well as your candidate's experience.

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### UPCOMING EVENTS

June 13-15, 2010

#### Ohio Hospital Association Annual Meeting

Hilton at Easton  
Columbus, OH

July 28, 2010

#### HR Star Conference

Holiday Inn South  
Independence, OH

August 30-31, 2010

#### HR Florida Annual Conference

Rosen Shingle Creek Resort  
Orlando, FL



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