



feature story:

Corporate Screening Announces Management Changes

Dubecky named President, Drellishak named Chief Executive Officer



DRELLISHAK



DUBECKY

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Corporate Screening is pleased to announce the promotion of Greg Dubecky to the role of President of the Cleveland-based provider of global pre-employment and background screening services. Most recently Dubecky served as the General Manager of Corporate Screening, and was responsible for overseeing sales, marketing, product development, and investigative services. In his new role, Dubecky will be responsible for the strategic direction and all company operations including production, with the continued goal of keeping Corporate Screening on the cutting edge of technology and offering clients a one-of-a-kind customer experience.

In addition, former President Dennis Drellishak will continue with Corporate Screening

in the role of Chief Executive Officer and Founder. Drellishak will concentrate his efforts on ensuring that Corporate Screening achieves its strategic goals and objectives, and will also pursue special business projects.

"Greg's vast knowledge of our industry, combined with his innovative management style, positions him well for this role," remarked Drellishak. "What's more, his business development skills have resulted in solid, long-term relationships with some of the country's leading healthcare, technology and manufacturing firms. He leads by example."

A 20-year veteran of the investigative industry, Dubecky is also a board member and President of the Cleveland

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Chapter of the Foundation Fighting Blindness. He holds a Bachelor's Degree in Criminal Justice from Kent State University.

Drellishak is recognized as a leading authority in the business information services industry with 30 years of experience in high-level business investigations, pre-employment screenings and loss prevention programs. Under Drellishak's leadership, Corporate Screening has been honored by numerous publications and organizations for its contributions to the background screening industry, including: "Top Screening Service Provider" by HRO Today Maga-

zine for two consecutive years; one of the top 15 firms in Workforce Management Magazine's 2010 "Hot List" of Employment-Related Screening Providers; "Weatherhead 100" fastest-growing companies in Northeast Ohio several times; NEO Success Award; and Crain's Leading EDGE award two years in a row.

Outside of Corporate Screening, Dennis actively participates in a number of professional groups and has been an instructor on investigative and security issues at area colleges. He holds a Bachelor's Degree in Political Science/Criminal Justice from Akron University.

"The industry has changed a lot over the years, and so has Corporate Screening," noted Dubecky. "Federal and state governments along with businesses now require more background screening than ever before. At the same time, consumers are worried about their privacy. We have augmented our services with robust technology solutions that keep us and our clients in compliance and ahead of the curve."

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

Industry news:

Use of Credit History as a Factor in Hiring and Employment Status Losing Ground

Illinois has just joined Oregon, Washington and Hawaii in restricting employers from using credit information in employment decisions.

In August, Illinois passed a law that goes into effect January 1, 2011 prohibiting most employers from using credit information as a factor in any employment decision such as hiring, discharging and terms of employment. The law also prohibits employers from inquiring into an applicant's or employee's credit history or obtaining a credit history report from a consumer reporting agency. It restricts use of a broad range of credit information regardless of the source of such information, and is not limited

solely to information obtained by a consumer reporting agency.

The state of Oregon also passed legislation in March that specifically prohibits employers from using credit history in making employment decisions such as hiring, discharging, promoting and compensation unless that individual is given advance notice in writing and the credit history is related to the position. There are, however, additional exceptions for positions with financial institutions and public safety offices. This new law classifies any violation of this rule as an 'unlawful employment practice' that can be enforced through the Bureau of Labor and Industries and through civil action.



Recent statistics are scarce, but when the Society for Human Resource Management polled its members in 2006, 43% of their companies administered credit checks on some or all potential hires, which was up from 25% in 1998.

Hawaii's law was enacted in 2009, over the governor's veto, and Washington's in 2007. In 2008, a similar bill passed both houses of the California legislature, but was vetoed by Governor Arnold Schwarzenegger.

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In 2010 legislative sessions however, more than a dozen states are considering legislation that would limit an employer's ability to consult credit history in making employment decisions. Those states include Connecticut, Georgia, Illinois, Maryland, Michigan, Missouri, New Jersey, New York, Ohio, Oklahoma, Pennsylvania, South Carolina,

Vermont and Wisconsin.

We realize that credit check results are open to the interpretation of the company requesting them on behalf of their job applicants. To abolish the use of credit reports altogether would be a travesty for those organizations that utilize due diligence when hiring qualified staff. A great amount of useful

information can be gleaned from the results of a credit check, and the data is especially important for those candidates whose role would be in a fiduciary capacity.

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industry news:

Caution: This Site Might Provide a False Sense of Security

California Emergency Medical Services Authority Announces New Site

The California Emergency Medical Services (EMS) Authority recently announced the launch of a new website that provides users the ability to review EMT licensure information within the State of California.

Created to improve accountability and oversight of E.M.S. throughout the state of California, the California Emergency Medical Services Personnel Registry includes information on more than 74,000 current and former EMTs and paramedics licensed in California. Up until now, each county administered its own local EMS system. For example, some EMTs whose certification was revoked in one county for disciplinary causes were able to easily get recertified in a different county.



- even if a background check is done at the time of licensure, it doesn't mean that a background check was recently conducted, nor does it fully explain how thorough the background check was;
- the system does not take into consideration whether a license was revoked in another state; the site allows you to search by name and/or license number only, which makes it extremely difficult to gain a positive ID on an individual.

Due to the lack of a fully reciprocal national records system, it is quite common for a sanctioned individual to seek refuge in another state. Our experience indicates that individuals will often show up as having a 'clear' record in the state license registry, even if they have been found to have serious offenses and/or license revocations in other states.

The best way to mitigate risk is to always conduct a thorough background check and not rely solely on database information.

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

So why is it that we are cautioning users to not use this in lieu of a thorough, professional background check? Corporate Screening is pleased to hear that California now has this technology in place; however, we caution users that the site may provide a false sense of security for the following reasons:

- this site is not a replacement for other forms of due diligence;

Industry news:

Implications of “Banning the Box”

Did you know that in cities and counties across the country, employers are considering removing the felony conviction box on their job applications? The recent report from the National League of Cities (NLC) and National Employment Law Project (NELP) indicates that a growing number of cities have elected to “ban the box”, an initiative in which questions regarding criminal records are removed on job applications. The report entitled “Cities Pave the Way: Promising Reentry Policies that Promote Local Hiring of People with Criminal Records” addresses 23 cities and counties that have done this and in essence deferred the criminal background check to the final stages of the hiring process.

In addition, the report cites that the U.S. Equal Opportunity Commission (EEOC) has concluded that “an absolute bar to employment based on the mere fact that an individual has a conviction record is unlawful under Title VII.” So that means that any examination of an applicant’s criminal record must be job-related and must consider:

- whether the job applicant’s offense is related to the job for which they have applied;
- what is the gravity and nature of the applicant’s offense; and,
- whether there is a sufficient timeframe since the conviction or completion of the applicant’s offense.

The Bay Citizen reported that a handful of city and county employers are advocating “ban the box,” and are even citing studies showing that ex-offender employment reduces recidivism by as much as 50 percent.

The “ban the box” initiative means that those employers adopting this measure will need to better apply the 2009 Equal Employment Opportunity Commission regulation to ensure that any past criminal history is directly related to the position for which they are being considered. Companies, municipalities and other organizations considering this measure need to heavily consider the implications of foregoing this critical element of upfront information gathering. If a candidate is advanced through the hiring process, only to wash out due to criminal history that applies to the position, companies will needlessly lose their invested time, money and effort.

Corporate Screening advises that it is a sound practice to reduce barriers in the job application process for those individuals who may have a criminal background; however, keep in mind that employers should be forthcoming about the types of offenses that will preclude candidates from advancing in the job application process. Likewise, candidates need to be upfront about their criminal history as well.



UPCOMING EVENTS

September 26-27, 2010

**American Society for
Healthcare HR Administration**

Tampa, FL

September 29-October 2, 2010

National League of Nursing

Caesar’s Palace
Las Vegas, NV

November 5-6, 2010

**National Organization for
Associate Degree Nursing**

Sheraton Atlanta
Atlanta, GA



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