

RHR Information Services

SelectSmart News

Editor's Note

Minnesota has seen its' first 100 degree day in over 11 years, WOW!! We hope this summer is treating you and your business well. It has been a busy one for us end we look forward to our busy season extending through October.

This month we have taken a look at the most common reasons a report is delayed and what you can do to help keep your reports coming back in a timely manner. See the story on page 2.

Have you ever been worried about giving an employment reference? Most states have immunity laws. Read the story on page 2 for specifics.

Check out the back page for fun facts on the FBI's Most Wanted List.

If you have any questions or comments regarding the newsletter or story ideas please contact your RHR Information Services Inc Representative.

Have a Great Summer!!

Elizabeth Army

Client Relations Coordinator



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Most companies Outsource Background Checks

Employment screening is becoming more and more essential in the hiring process, and a new survey indicates that most of those screenings are done by outside firms.

Of those that outsource background checks the main reason

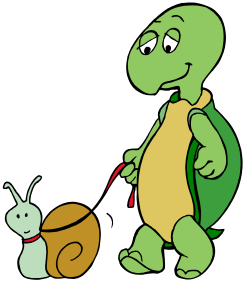
cited is concern over hiring a dangerous person who could harm others. Another major factor is the concern that applicants misrepresent facts on their resumes.

Other reasons why firms opt to outsource their background screen-

ings:

1. Merely checking references supplied by an applicant isn't going to give you the information you need to determine whether he or she poses a threat to the safety and security of your company,

Why Delays Can Occur



A fast turnaround time is essential when screening applicants' for employment. Even with our processors' best efforts, delays can occur.

Occasionally criminal reports can take longer than 3 days for various reasons. Clerk searches, mail searches, archived records and holidays account for many of these delays. Education and Employment verifications can be delayed due to holidays or other

reasons and sometimes, the contact is just slow in returning the reference to the processor.

Many times delays occur when applicant information is missing or incomplete. Maiden names can be crucial to education, employment and license verifications. Phone numbers for employers, or addresses can drastically speed up the employment verification process.

What else can you do to speed

up the process? Always fax the signed release after requesting a report and always include as much information as possible. Clients are always free to enter additional information in the special instructions area of the report request. If you have a question or need an update please feel free to call us. Our Client Services Team are available from 7am until 6pm daily.

“In addition to liability for defamation and invasion of privacy employers face potential liability in several areas.”

Reference-Check Immunity Laws

Following a string of high-profile liability cases for defamation and invasion of privacy, many prospective employers are finding it harder than ever to get useful information from previous employers of job applicants.

In addition to liability for defamation and invasion of privacy, when providing references, employers face potential liability in several areas. Employers face

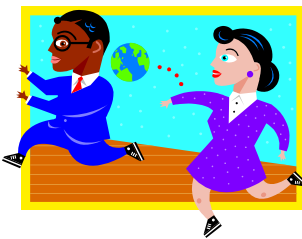
the potential of liability for retaliation, which could occur when a supervisor giving a reference strikes back at an employee who has accused the company of bias. There also is possible liability for compelled self-publication, which takes place when former employees must repeat allegedly false reasons for leaving their previous jobs to avoid prospective employers hearing it first from the former employer.

In an effort to hurdle the challenges of liability, Pennsylvania recently added itself to the growing list of states with reference-check immunity laws.

While these laws vary widely from state to state, the protections typically cover requests made by prospective employers about an applicant's prior job performance. In every state with

(Continued on page 3)

Outsource, continued



your workforce and the public. Today, when you call a candidate's former employer, confirmation of employment and dates of service are all many employers are willing to divulge.

2. People lie on resumes. Stud-

ies indicate that roughly one-third of resumes contain significant misrepresentations, and nearly 80 percent contain minor fibs.

3. Hiring misfires are expensive. Though the estimates on costs to replace employees vary, what-

ever the real number is, it's far higher than the cost of getting it right the first time.

For more information on a SMART Hiring Program contact RHR Information Service, Inc.

More Companies Protect Themselves

More and more companies are stepping up their screening practices to protect themselves from litigation, regulators and high turnover.

Spherion's recent survey found that 79% of companies said they screen some or all job candidates, 50% perform drug tests and 33% perform credit checks. More than half of the companies that use these screening tools say they have increased their reli-

ance on them since 2001.

Employers aren't just verifying details on a resume, they are screening for criminal records, drug abuse and inclusion on terrorist watch lists. Some employers are looking at tax liens, bankruptcies and credit card balances.

Employers are concerned that someone with monetary problems, criminal records or drug issues might not be fully fo-

cused.

To find out more on protecting yourself from litigation and high turnover OR on how to more effectively hire, contact RHR Information Services and let us help you design a Smart hiring program that begins with a background screen.



Children's Sports Leagues and Associations

Norman Watson was trusted by kids, parents and other coaches. A simple background check might have revealed that Watson was on probation for child molestation. A background check might have stopped Watson before he ever got started. Instead, Watson assaulted more than 200 children over 3 decades.

Background checks have become increasingly common in the last 5 to 10 years. Youth athletic leagues and associations are joining the ranks of companies, employers, etc that regularly screen their applicants, employees and/or volunteers.

Little League has mandated background checks on all volunteers since 2003. Protect your

children and your cities' children. If your league or association is interested in low cost background screening, please contact RHR Information Services. We will work to help find you an affordable but comprehensive program.

"A background check might have stopped Watson before he ever got started."

Reference-Check Laws, continued

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these immunity laws on the books, protection does not extend to employers who intentionally or negligently provide false information.

Jurisdictions currently without job reference immunity laws are: Alabama, Connecticut, District

of Columbia, Kentucky, Massachusetts, Mississippi, Nebraska, New Hampshire, New Jersey, New York, Vermont, Washington and West Virginia.

Despite the growing popularity of reference-check immunity statutes, there is some question

as to whether they provide better protection than what the courts already provide. Generally, even in states without job reference immunity laws, state case law provides immunity to employers who disclose information in good faith.



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The Right Path to the Right People



Disclaimer: This newsletter has been developed for informational purposes only for use by the customers of RHR Information Services, Inc., and should not be relied upon as definitively accurate. Due to the complex nature of employment law, we strongly suggest that you work closely with legal council when making employment related decisions.

Fun Facts: FBI's Most Wanted

- Did you know that the "Top Ten" list was implemented in 1950 after a reporter asked the FBI for the names and descriptions of the "toughest guys" that the FBI wanted to capture?
- Did you know that since its inception, 482 fugitives have been on the list and 452 have been apprehended or located?
- Did you know that the shortest amount of time on the Top Ten



- list is 2 hours? Billy Austin Bryant was placed on the list in 1969 and was there for only 2 short hours.
- Did you know that Donald Eugene Webb has been on the list the longest amount of time? He is currently on the list and has been for 20+ years.
- Did you know the oldest person ever placed on the Top Ten list was 69 years old? (James Bulger)