

RHR Information Services, Inc

SelectSmart News

Editor's Note



Spring is right around the corner and with it, our busiest season. We continue to work to make sure you are satisfied.

Page 4 gives you more information about our Client Satisfaction Survey, sent out 2 times a year its our way to get your thoughts on paper.

New trends in Background Screening. International Checks are becoming very popular. As the focus grows to include checking the backgrounds of people who have lived outside the country, we'll bring you updates on what products are out there.

Manufacturer's are increasingly

using background screening to protect their business, Read the full story on Page 2.

Look for more interesting pieces in the months to come as the NAPBS holds their 3rd Annual Conference in early April. We look forward to being there and bringing you all the latest news.

Elizabeth Army

Client Relations Coordinator

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International Background Checks Growing

There is a growing need in the world of background screening—International Background Checks. American companies are seeing an increase in the amount of applicants that come from or have spent significant time in foreign countries.

There are some challenges in performing international background checks. However, the mere fact

that the information may be more difficult, more expensive or take longer does not mean an employer isn't responsible for doing it. An employer's due diligence does not change based on the applicants' residency in a foreign country..

There are some obstacles when doing an international background check. Speak with your RHR Information Services SelectSmart

Representative about these obstacles and how we can help.

Screening Current Employees



In recent news, a former CEO (of a major electronics company) admitted to “inflating” his educational credentials. He stated 2 Bachelor degrees, when he, in fact, had none.

Companies realize that they need background checks. Usually it’s because they want to make sure they are hiring new employees that meet their criteria and to protect themselves from law-

suits.

That CEO story shows that it can be crucial for companies to screen current employees as well as new ones.

Over the last 10 years, an increasing number of employers have begun to conduct background checks on new employees. 96 percent of human resource managers conduct checks of some kind,

up from 66 percent in 1996, according to the Society for Human Resource Management.

Many employees are hesitant to screen current employees for fear of affecting company morale. They don’t want to be seen as Big Brother and many just don’t want to know if their top performers fibbed on their resume or job appli-

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“This shortage is forcing manufacturers to focus on the hiring process.”

Manufacturer’s Focus

Year after year we see a consistent rise in the number of background checks performed. The manufacturing industry represents a prime example of the benefits of a comprehensive screening program.

According to the National Association of Manufacturer’s, 83 percent of U.S. manufacturers cannot find enough skilled workers to remain productive and com-

petitive. More than 80 percent reports a “moderate to severe shortage” of machinists, operators, craft workers, distributors, technicians and other workers. This shortage, along with the extensive state and federal regulations, high employee turnover, and increased competition from low-cost countries, is forcing manufacturers to focus more heavily on effectively managing the hiring process to ensure efficient, productive

operations. To be successful in today’s market, manufacturers need fast production and tight margins. These goals require honest and experienced employees.

SelectSmart, a comprehensive screening program that’s the right path to the right people. Call an RHR Information Services Inc Representative today. 888-389-4023 or 952-545-3953

The Danger From Within

35 percent of the world’s top 100 global financial institutions were victimized by attacks from within their organizations versus 26 percent from external sources. This reflects a 14 percent increase over the previous year, according to the 2005 Global

Security Survey conducted by Deloitte Touch Tohmatsu.

According to the United States Chamber of Commerce 50 billion dollars are lost annually due to employee theft and fraud. The American Management Association

and US Department of Commerce also reported that approximately 30 percent of all businesses in this country fail due to these types of crimes.

The threat is everywhere but a significant portion of many

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NAPBS 3rd Annual Conference

The National Association of Professional Background Screeners (NAPBS) will be holding their 3rd annual National Conference in Nashville, Tennessee on April 2nd through 5th.

According to the NAPBS' mission statement:

NAPBS exists to promote ethical business practices, promote compliance with the Fair Credit reporting Act and

foster awareness of issues related to consumer protection and privacy rights within the background screening industry.

The Association provides relevant programs and training aimed at empowering members to better serve clients and to maintain standards of excellence in the background screening industry.

The Association is active in public affairs and provides a unified voice on behalf of members to local, state and national lawmakers about issues impacting the background screening industry.

RHR is pleased to be a member of the NAPBS and will be sending a delegate to the conference. Look for updates in upcoming newsletters



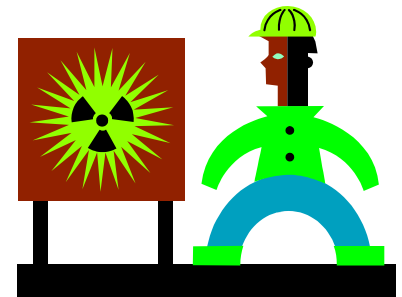
Danger, cont'd.

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businesses' security concerns should be focused on internal issues. Employees usually, by the nature of their jobs, have access to some confidential information, thus they can pose a threat.

Some of the most serious risks can be reduced by a SMART hiring program. Clearly written policies and a strong screening program can help reduce the chance of

internal theft and fraud. Developing a comprehensive screening program can greatly reduce the risks of internal theft and fraud.

Let RHR Information Services help you develop a SMART hiring program. SelectSmart, the right path to the right people.



Current Employees, cont'd.

(Continued from page 2)
cations. But share holders and others may begin to clamor for this type of check.

In these times it is prudent to re-screen current employees if you are going to expand their responsibilities or in-

crease their authorizations. This will ensure that a company hires good employees and that those good employees stay good!

For more information on developing a complete employment screening program that

includes current employees, contact you RHR Information Services, Inc SelectSmart Representative at 888-389-4023

“ In these times it is prudent to re-screen current employees if you are going to expand their responsibilities.”

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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.

Client Satisfaction Survey

Most of you have probably already received our Client Satisfaction Survey. We send this piece out to all of our customers two times a year.

The survey allows us to evaluate our service and your satisfaction. It also allows us to hear your comments. Please take the time to fill out and mail back this survey.

This is just one of the ways we work hard at making you happy. The survey comes out twice a year but don't hesitate to contact your RHR Information Services, Inc

Representative at any time if you have questions, concerns or suggestions.