

RHR Information Services, Inc.

SelectSmart News

Editor's Note



You don't have to look far to see the first signs of spring. From the budding of the trees and the warming of the temperatures to the animals coming out of their winter hide-outs, there seems to be a promise of new birth and color in the springtime air.

In the March issue you will find two interesting stories about a crooked ATM Agent and also a story about an Ohio music teacher; both of these articles show the importance of a comprehensive and thorough pre-employment background screening.

We've also included up to date information on a Miami-Dade School Policy Revision as well as the news of a new pilot program implemented in a Texas elementary school.

Does your company have a weapon policy? Check out the survey conducted by the SHRM organization.

Please contact me with any questions, concerns and/or suggestions.

Thank you, Jana Castillon

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St. Patrick's Day

Originally a religious holiday to honor St. Patrick, who introduced Christianity to Ireland in the fifth century, St. Patrick's Day has evolved into a celebration for all things Irish.

The world's first St. Patrick's Day parade occurred on March 17, 1762, in New York City, featuring Irish soldiers serving in the English military.

President Truman attended the parade in 1948, a proud moment for the many Irish whose ancestors had to fight stereotypes and prejudice to find acceptance in America.

Congress proclaimed March as Irish- American Heritage Month in 1995, and the president issues a proclamation each year.

34.7 million of U.S. residents claim Irish ancestry. This number is almost nine times the population of Ireland itself (4.2 million). Irish is the nation's second most frequently reported ancestry, trailing only those of German ancestry.

72% of householders of Irish ancestry own the home in which they live with the remainder renting.

Data taken from the Census Bureau

Crooked ATM Agent

A rapist, robber and thief from Minnesota who was paroled to Maui signed up as an agent for ATM and credit card service companies, a position that may have allowed him to loot several Maui businesses.

The alleged thief, Kent Kuszajewski, 42, fled a year ago, but he may be continuing to use the Internet to plunder Mauians whose account numbers he stole.

One victim is Jonathan Krickler, owner of Aloha Discount Liquor in Kihei. Kuszajewski sold him an ATM and later allegedly set up a fraudulent credit card account in the name of Aloha Discount Liquor. There were charges of \$10,700 made on the fake account between Feb. 20 and March 14.

Krickler is still dealing with the fallout from that. "I'm past the point right now where I'm mad about it," he said Thursday. "If I didn't have good relationships with my vendors, this could have

put me out of business." Kuszajewski has a rap sheet going back to an armed robbery in Illinois in 1985 and a conviction for nonconsensual sexual contact in Minnesota in 1994.

Yet in 2005, he passed a background check to become an agent of NationalLink Inc., one of the biggest automatic teller machine servicing companies. He apparently became an agent for other financial service companies as well, but none has been identified.

Less than six weeks after he arrived in Hawaii in 2005, Kuszajewski had registered a business, Island ATM & Credit Card Services Inc., and begun soliciting customers. Krickler says he encountered Kuszajewski when he made a "cold call" on him. Paul Hanada, owner of Ilima Shell in Kahului, bought a machine from him. "I didn't do a background check on him," Hanada said. Hanada brought Kuszajewski's crime wave to the

attention of The Maui News because he realized there may be businesses on Maui that are at risk but don't know it.

Hanada became aware that something was wrong when his bank, Bank of Hawaii, reported a discrepancy between the amount of money coughed out by his ATM and the amount for which there was a record of transactions.

Hanada thought that was fixed, but later he discovered that someone was using account information to plunder his business checking account and also to set up phony credit cards in the names of his clients.

Excerpt from The Maui News article.

Conducting a thorough pre-employment background check is not an option but a necessity. Please contact your RHR Representative to learn about a variety of screening products available to our clients. 888-389-4023 or 952-5453953



Pilot Program Scans School Visitor's Background

Three Abilene public schools are piloting a program that requires visitors to submit to a quick background check to determine if they are sex offenders. The Web-based program, called V-soft, stands for visitors, student or faculty tracking. When visitors at a

school check in at the front office, their driver's license or other government-issued identification is scanned with an optical reader. The scanner, which is attached to a computer, checks public databases to determine if the person is a registered sex offender. The scan

takes about 15 seconds. Once complete, a name badge with the visitor's picture is printed out for them to wear.

Raptor Technologies Inc. in Houston developed V-soft to help schools track who is coming and going.



Dade Schools Revise Policy on Lunsford Act

Miami-Dade County's School Board is notifying almost 500 workers, including more than 30 phone company workers who had worried they might lose their jobs, that it has changed its screening process related to the Jessica Lunsford Act.

The board voted to revise the standards it was using for contractors and employees

regarding the act, which was intended to keep sexual predators away from children.

The School Board also said it would create a new appeals process, including a three-person panel to review cases.

The school board's original criteria said that anyone with a criminal record, including pretrial intervention, adjudi-

cation withheld or guilty pleas related to 25 different crimes, could not be hired as an employee or work on school grounds.

Many crimes on the list involved children, such as child abuse, but other offenses include drug possession, aggravated assault and battery.

Excerpt from MiamiHerald article

The board voted to revise the standards it was using for contractors and employees regarding the act.

Ohio Music Teacher Inspires a New House Bill

A popular music teacher that was forced out of the Manchester School District, admits to allegations that he had inappropriate relationships with students. District leaders opted to keep quiet about the allegations when Crane applied to teach in the nearby Akron School System. Instead, Manchester sent Akron glowing letters of recommendation for Crane.

A few years later, while teaching at Akron's Jennings Middle School, Crane engaged in sex with a 14-year-old female student. In June, he pleaded guilty to sexual battery and is serving two years in prison.

Crane's case gave state legislators extra incentive to bring change. Ohio's House and

Senate have now both passed House Bill 79, which mandates that districts report any allegations of inappropriate relationships to the state board of education. That information is then made available to any district that considers hiring the employee for future positions.

"House Bill 79 will also:

- Require a new background check of licensed teachers every five years.

- Force school districts to maintain investigative documents of misconduct in the employee's personnel file.

- Require criminal background checks of any employee whose license is up for renewal.

- Apply to community schools, charter schools, Board of MR/DD, and educational service centers.

Akron School leaders have said publicly that they never would have hired Crane had they known about the allegations at Manchester.

RHR Information Services, Inc. works closely with educational institutions to provide the best screening services tailored to the client's specific needs.

Please do not hesitate to contact us with any questions or concerns.
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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.

Weapons in the Workplace Survey

In August 2006, the Society for Human Resource Management (SHRM) conducted the Weapons in the Workplace Survey, which asked HR professionals about the practices and policies that their organizations implemented to address the issue of employee owned or acquired weapons in the workplace.

HR professionals reported the types of weapons policies that their organizations had in place, how and why these policies were developed, the types of weapons that were included in the policies, the methods for communicating these policies to employees and other persons at the work site and the enforcement of these policies.

More than three-quarters of organizations have weapons policies in place. Nearly one-quarter of organizations did not have weapons policies, but over one-quarter of these organizations intended to create weapons policies in the next 12 months.

The majority of organizations investigated the background of potential employees.

Of the organizations that conducted or required background investigations, nearly all conducted criminal background checks, three-quarters checked references and almost the same proportion checked potential employees' previous work histories.

Of the organizations that had employees who were required to carry weapons as a

function of their job duties, three out of five required additional background investigations for potential employees who would be required to carry weapons.

To read the full report please go to:
http://www.shrm.org/hrresources/surveys_published/Survey%20Report.pdf

Please contact your RHR Representative if you have any questions, comments or suggestions.

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