

BESTHIRE.COM ~ NEWS MAGAZINE

Member of Tolland County Chamber of Commerce, SHRM & American Society for industrial Security
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“MAKE YOUR NEXT HIRE, YOUR BESTHIRE”

You Can't Afford Not To Know Who You.



BESTHIRE: PROVIDING YOUR HR DEPARTMENT THE TOOLS TO HIRE RIGHT THE FIRST TIME

You are the *HR* department, the first line of defense in protecting your companies assets and employees.

Billions of dollars are

lost yearly because businesses hire candidates with criminal records. Sexual harassment, theft, violence in the workplace, and negligent hiring are issues that should concern employers everyday. In a world where obtaining valuable information is becoming less expensive, more accessible and even more necessary, not enough businesses recognize the value of this information until it's too late. Smaller businesses are particularly at risk because they can not afford to sustain the losses of a large company.

Recent World events have changed the very way we

hire new employees.

Companies are adding additional criminal checks as they increase and intensify searches on new and existing employees. In some cases, companies are beginning to do secondary background checks on every employee hired in the past two years for federal criminal history, nationwide wants and warrants, identity verifications and international searches a recent study shows.

International searches are another type of screening that are on the rise. The problem here is that few

SPECIAL POINTS OF

INTEREST.

- ◆ Background checks in today's business world.
- ◆ "Before you hire you should know..."
- ◆ BestHire Provides the tools so you can hire right the first time
- ◆ *Ultimate Data*, a new tool, fast, accurate and on demand.



BILLIONS OF DOLLARS ARE LOST YEARLY BECAUSE OF HIRING MISTAKES

Background Checks in Today's Business World

Corporate America prefers to outsource their background screening in today's business world in order to reduce their liability if a bad hire results in a lawsuit. The benefits financially cut costs of maintaining a department who's sole purpose is to perform the complicated and cumbersome job of screening applicants.

For many smaller companies in performing the

screenings themselves, the decision to do a background check on a new hire usually boils down to whether they have time to make the calls. Usually, they check past employments, very seldom would they even verify college degrees.

You've read it in the papers, you've seen it in the news. Someone who got past a basic background check, someone

in the position of authority, someone who takes care of our children, or handles the financial affairs for a company, someone who did something unspeakable. By now it's too late. The damage is so significant it disrupts and effects the very way their companies or organizations are able to do business.

In recent years, since 9/11, background screen-

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Before you HIRE you should know...



Do you really know the person behind the face?

When you look around the room during an employment interview, do you wonder whether any of the candidates have a criminal background, a drug problem or has lied in any way about their credentials?

That's more likely than you might think says Merry Mayer a

freelance business writer from Chicago, who says a background information services company found undisclosed criminal backgrounds on 12.6 percent of the people it screened in a study.

That number is typical, other experts say, "Ten to twenty percent of applicants flat out lie" says Randy Baker, HR manager at Birch Telecomm in Emporia, Kansas.

About 8.3 percent of applicants screened have a criminal history and 23 percent have

misrepresented their employment or education credentials, says Blair Cohen, CEO of InfoMart Inc. in an HR Magazine article.

Despite these figures, half of companies are doing their own pre-employment screening, and most are not checking criminal history or credit reports, says Jason B. Morris, president and CEO of Background Information Svcs. Inc. in the HR magazine article.

In today's fast paced, global

At BestHire, our clients love our **Ultimate Data Background Check Results are Instant!**

"When time is critical, clients come to us " for fast results.

On Time,

On Line &

On Demand.

We invite you to take a free guided tour at www.BestHire.com



Background Checks Can Benefit Both Employers and Applicants

More and More employers are coming to BestHire.com to perform employment background checks to screen applicants in order to minimize potential legal and financial exposures. Rising concerns of workplace violence, negligent-hiring and wrongful termination lawsuits, and other problems are forcing many em-

ployers to make well informed hiring decisions.

There are advantages for the employer including saving time and money, they would have spent in recruiting, hiring and training the "Wrong" candidate. Advantages for the employees include the fact that employers typically screen for criminal records,

including those related to violent crimes and dishonesty and include knowing that an effort has been made to verify that coworkers have the qualifications and credentials they say they do. New legal rights have been afforded to applicants recently to ensure the accuracy and fairness of the process. Effective September 30, 2004 Congress amended

The BestHire Promise

Your Employees are your most valuable assets. We think your HR department should be focused on the actual interview and hiring process, without being bogged down with background checks. Here is what BestHire.com can do for you with the "Ultimate Data" Check:

First, we search the social security numbers, which in turn covers all variations of names used. This includes remarry, divorced, maiden, multiple, misspelled and other variations of a person's name. Second, we run a national criminal, parole, sex offenders and other checks we just cant list

here. Third, we compile all of this data into an easy to read report which is made available to you. And in most cases, it's **INSTANT!**

Our Clients love our Ultimate Data Product



Employers Can Be Sued For Negligent Hiring

Negligent hiring litigation is a fast growing problem, and it's going to eventually catch-up to employers that do not perform background checks!

No employer is immune from a lawsuit resulting from negligent hiring practices.

If information about an employee comes to light that reveals he or she is unfit for the job they are doing you can be held liable for negligent hiring.

What you need to know

about Negligent Hiring

Negligent hiring is based on the principal that employers have an obligation to protect their employees and clients from injury caused by an employee. Employers have an obligation to protect their employees and third parties from the "foreseeable" acts of an employee. Negligent hiring occurs when a company fails to contact an applicant's former employers, check references, or conduct a criminal

background check prior to hiring.

It's important that employers perform their due diligence by conducting background checks on every new hire, regardless of the size of their workforce.

A background check and employment verification will prevent this from occurring and your liability is covered. Employers however



On the go? BestHire.com is available 24/7 for your online needs. You can check the status of current employees or simply order additional checks. At BestHire, you have control on what you need

"GANNON (A FAKE REPORTER) ENJOYED UNFETTERED ACCESS TO THE WHITE HOUSE BRIEFINGS..."

"Fake news reporter lies way into White House"

.BestHire can provide a comprehensive background check and pre employment screening that should prevent this kind of scenario from ever happening to you. We are Online, On Time and On Demand 24/7.



Talon News reporter "Jeff Cannon" lobs White House spokesman Scott McClellan a question at a Feb. 1 press briefing.

Giving "Gannon" a pass
Questions remain about

Inside Story

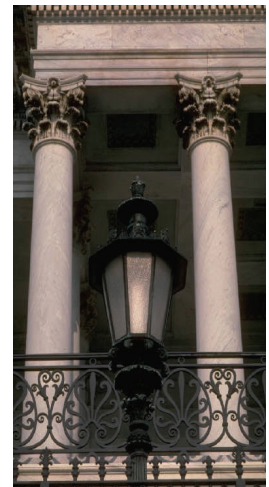
how a fake reporter working for a fake news operation got White House press credentials without a background check.

By Eric Boehlert

this week as White House correspondent for the GOP-friendly group Talon News, Jeff Gannon enjoyed unfet-

tered access to White House briefings. He gained that access not by going through the normal full background check most journalists face when obtaining a "hard pass," the ultimate White House credential, but rather by getting day passes, which require only an abbreviated background check. Ac-

ording to one current member of the White House press corps, Gannon was the only reporter to skirt the rules that way, obtaining daily passes month after month for nearly two years.



AT BESTHIRE WE STAND BEHIND OUR PRODUCT, OUR CUSTOMER SERVICE AND IMMEDIATE RESPONSE TO YOUR NEEDS. ON LINE, ON TIME AND ON DEMAND



BestHire Leads the Pre-Employment Trend with the "Ultimate Data"

THE PRESIDENT'S PAGE

Welcome to the president's page.

Hello, I'm Carl Slicer, President and owner of **BestHire.com** a full service company that provides employers with pre-employment background Screening no matter what your hiring needs may be.

Since BestHire specializes in pre-employment screening, several things fall into play:

Compliance: BestHire follows the "Fair Credit Report Act" also known as "FCRA", a federal statute that is overseen by the Federal Trade Commission. Our website shows employers where to find this law. We believe in the FCRA as it gives the employer and the applicant a fair shake at processing necessary reports for employment. All reports compiled by employers are subject to the FCRA.

Basically, an employer can request background & history reports on the applicant as long as they are applicable to the position the employer is filling and offers the applicant an avenue to object if they believe a report is wrong. That's where **BestHire** comes in!

At BestHire we provide a "Third Party" administration to oversee the objection. This gives the applicant a fair request process and the employer is relieved from further pressure if the process becomes emotional.

Timeliness: Time is of the essence to both the employer and the applicant alike. BestHire takes this step very seriously. We offer a tracking procedure off of all reports ordered online.

Many reports are "Live" and "Instant"; other reports take longer for companies and institutions to respond to requests such as verification

Of previous employment or confirm an educational degree. All profiles are assigned a unique number and track on a timeline as the requests progresses. Once completed, the profile is changed to a completed status and is moved to the folder for the employers use.

Standards: BestHire prides itself in it's commitment to following industry standards and is compliant to all federal regulations. That is why we are proud **Members of the American Society of Industrial Security, the Society for Human Resources, and the National Association for Professional Background Screeners.** These organizations have ethics and standards that BestHire sets for itself.



BestHire has been offering both domestic and international employee screen-

ing and background checks since 1991. In that time, we have found 2 items of very basic but vital ingredients.

First: Most employers need to verify who the applicant is once the application is received. A picture identification is standard in any process no matter the company or the position. Either a state drivers license or a state majority id card is necessary to prove the applicant is the same as the real person applying. Almost all states have this available.

Secondly: no matter what the position is being filled, the criminal conviction is paramount to any decision maker inside your company.

Not all criminal records are alike though. You first must understand the way a government files a criminal report so we can find it after the conviction is reported. All jurisdictions file by name and date of birth.

Names: first: We process by name, date of birth and social security where some people have more than one name. Think of the possibilities: **Maiden names, married names, divorced names, hyphenated, professional and alias names.** Once we find all associated names with the social security number the criminal convictions report is run in full detail in most states.

Sources: BestHire runs applicants against over 100 sources of information to find matches based on the criteria entered. We look at State, County and local court houses, sex offender registrations as well as department of corrections.

This key report we offer is called the "**Ultimate Data**" report and is the #1 report we sell over all other reports generated. Why, because it is complete, easy to read, and in most cases, INSTANT!

Let's give an example of how this works: An applicant is from Texas and applying for employment with a defense contractor. He inadvertently misspells his name for reasons you can only guess or the information is incomplete. **It happens** Even though he lived in Texas, by using our "**Ultimate Data**" system, we found a 6 year conviction for impersonation of a police officer in No. Carolina.

In this case the employer actually had the identification and would have hired the applicant. But with the "**Ultimate Data**" report, it was caught in time to prevent a potentially volatile situation.



FCRA Compliant

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**TAKE A FREE TOUR, GO
ONLINE AND TAKE THE
CUSTOMER DEMONSTRATION
TOUR, IT'S ABSOLUTELY FREE.**

WWW.BESTHIRE.COM

*MAKE YOUR NEXT HIRE
YOUR BEST HIRE.*

Please take our BestHire survey, the results may surprise you and will be published on our website soon. Your opinions count with us.

1: What size is your business regarding number of employees:

(1-10 11-20 21-50 51-100
101-500 501+)

2: Does your current background check provide for multiple names or missing information? Y/N

3: Would you like to include a national background check on each employee candidate:

At BestHire we are devoted to solid customer service. On our right we list a few of our long term satisfied domestic and international clients who place total trust in our laps, so we can take the pressures and demands off away from them by providing fast, accurate and easy to understand reports when they need them when they want them, on time, online, and on demand.

Survey from last column continued:

5: What is most important to your background check needs?

(1. Speed 2. Price 3. Customer Service)

6: If we could have a representative at your next job fair and provide instant pre-employment screening live as you interview, would you be interested in this service: Y/N

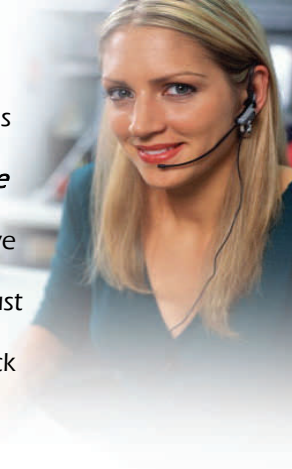
If yes, please give us a call or go online and let us know.

Carl Slicer.

Try our "Ultimate Data" background check. Results are Returned instantly after checking over 40 states & 100 resources.

Hi, and welcome to **BestHire.com** where we are available to answer any questions you may have. We provide **fast, accurate** and **complete** background checks to give you the tools to hire right the first time. Just go online or call today, we are just a click or call away.

1-800-539-0055



BestHire.com offers you the tools to make sound hiring decisions.

Some of our clients

- Accelerated Rehab
- Best Western
- Big Brothers
- defense contractors
- Lyco Industries
- International Defense
- United Methodist
- Serv-Pro

At BestHire, we provide background checks and pre-employment screening domestic and Internationally as well.



**Member of
American Society of Industrial Security**