



SCREENING SOLUTIONS

a newsletter for the clients of Corporate Screening

SPRING 2012

RESEARCH | COMPILE | ANALYZE | VERIFY

Feature Story

Employers and Social Media

Using social media as part of a hiring or background screening process has been in the news quite a bit recently. Most recently, the media has drawn attention to the practice of some employers that ask applicants for their Facebook passwords in order to see what's on the page. The rationale is that seeing what's posted, checking out the photos and even learning who their friends and family are will help a potential employer find out about the candidate's character and personality.

There are some consequences to using social media in checking out applicants. A company may learn more about an applicant than it expected, in areas that may leave



it open to risk. Examples include finding out information about religious or sexual orientation, age, marital status or other factors that should not be considered during the hiring process. Once this information has been discovered, it's difficult to defend claims of discrimination, should they arise.

So consider the following when your organization is implementing or using social media as part of the hiring or background

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Client Alert

News Flash! EEOC to Issue New Guidelines on Employers' Use of Criminal History

In our client alert on April 19, we told you that the Equal Employment Opportunity Commission (EEOC) plans to release guidance on April 25, 2012 on how employers can use criminal histories and credit information in order to comply with Title VII of the 1964 Civil Rights Act when making a hiring decision.

This has the potential for imposing significant responsibilities on employers. Recently there have been a number of lawsuits that allege the use of arrest and criminal records negatively impact minority job applicants, and the EEOC has also held public hearings on the issue.

All CS clients are welcome to join a webinar to discuss the new EEOC criminal history guidance held by Seyfarth Shaw on April 26, 2012 at 1:30 CST (please note that this is Central time). Please copy and paste the following link to sign up for the webinar:

http://marketing.seyfarth.com/reaction/RSGenPage.asp?RSID=3NsHAKmNf-SlsHHmlsBtlvid3u-2Srkol3Nw23VX_tzoKB4GiW5vu3tozKn1Kkd0

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Employers and Social Media

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screening process:

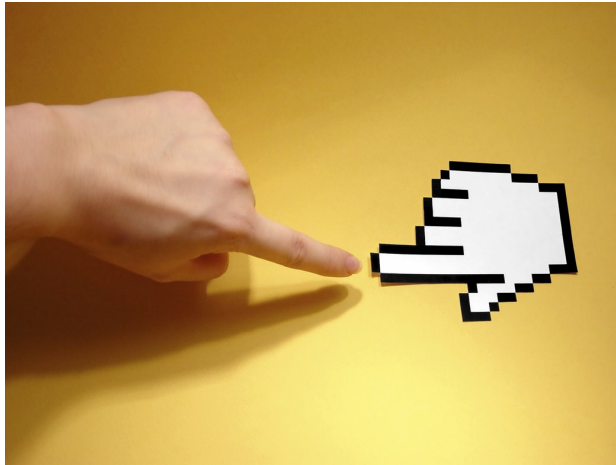
- How accurate is the information? Just because it's out there, it may not be true. For example, in the case of applicants with common names, the information being viewed may not even refer to that candidate.
- As mentioned above, there are potential issues to consider when using social media in the hiring process, including discrimination and privacy issues. A company needs to weigh the risks carefully to determine whether or not this is something they want to take a chance on.
- Legislation is pending in certain states, and being considered in Congress to restrict or eliminate the approach taken by some employers of asking applicants for login information to social media sites. In fact, Maryland just became the first state that enacted legislation, which prohibits employers from asking for or requiring applicants to disclose user IDs, passwords or other ways of accessing personal accounts. The law will become effective on October 1, 2012. Other states with legislation pending include California, Illinois, Michigan, New Jersey, New York and Washington.

In addition to legislation, social media sites have also come down on this practice. In March 2012,

Facebook released a statement that the Terms of Agreement prohibit this practice, and reiterated that Facebook users should not let others access their accounts.

If your organization does use social media in the hiring or background screening process, consider having a formal, written plan in place and seek the advice of your employment attorney. The following recommendations can help you with your plan:

- Develop a list of the topics your organization will be looking for. Once you've put this list together, review it with your legal counsel.
- Decide who does the searching. It's important that this person is independent from the hiring decision maker – in other words, don't have the hiring manager do this.



- Document, document and document! Keep documentation on what was searched and the findings.
- Inform the applicant that you will be doing the search. You may also want to consider only doing this with candidates who are finalists for positions.



- If there's a negative determination, share the results with the applicant.

Finally, if you decide to implement a social media policy with respect to current employees, you'll want to use the same guidelines as you did for applicants – let your employees know you're doing it, make sure you stick to specific topics, document what you found, and inform them of any negative search results. And as a final word of caution, prior to implementing a social media policy, write it out.

New EEOC Guidelines

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As your trusted partner, we also urge you to monitor the Corporate Screening website (www.CorporateScreening.com) for more information on the guidance once it has been released. We will be carefully monitoring the situation and regularly sharing updates with you.

Compliance Corner

by Kevin Neudecker, Quality and Compliance Manager

High School Diploma Mills

GED Testing Service, the company behind the GED test used by all 50 states, along with the American Council on Education, recently filed a lawsuit in federal court against 13 websites for using the GED® trademark on websites that offered consumers fraudulent high school equivalency credentials. This story sheds light on the problem of fraudulent schools offering high school diplomas to those individuals that require one to continue their education or qualify for a position.

Schools that offer diplomas based on little or no work or “life experience” are referred to as “diploma mills.” Diploma mills have been around pretty much since the time education credentials became a way to differentiate

between job candidates, and like most other scams, they proliferated with the advent of the internet.

High school education is more fraught with fraud than post-secondary schools because there is not the same type of accreditation structure that is found with post-secondary schools. Therefore, it can be more difficult to determine if the high school education an applicant is claiming is legitimate.

The websites named in the lawsuit often offer GED study materials for individuals who desire to earn their GED. However that is not the main service offered by these websites. The GED brand is used by these websites to “lend credibility” to their real scam, as alleged in the lawsuit.

The real scam is that in addition to offering the GED study materials, the websites also offer an alternative to the arduous process of earning a GED. That is, simply take the test offered



through the website, pay a fee and earn an “accredited” high school diploma. In some cases, the diploma seeker can take the test more than once, and the school will provide the answers. This is the real problem with these websites that present themselves as alternative schools - they offer high school diplomas that most consider to be completely worthless.

The schools employ many methods to skirt running afoul of any federal or state laws. Many operate out of the Caribbean and other far-flung locales. A recent investigation by KHOU in Houston, Texas traced a diploma mill, purported to be operating in Texas, all the way to Pakistan. (Read about this at <http://www.khou.com/news/investigative/ITeamDiplomasPartTwo-138974439.html>.)

Others bury the truth about the services they provide within their Terms and Conditions, which most consumers sign without actually reading. Schools will also claim to be accredited, but the accrediting agencies are not recognized and are often set up by

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CS News

Corporate Screening Presents a Free Diploma Mill Webinar

Please join Corporate Screening in a free informative webinar to learn more about diploma mills. Learn about their prevalence, the red flags to look for and how to combat diploma mills. Choose the time and date that works best for you, click or paste the link into your browser, and sign up.

Corporate Screening free webinar, “Diploma Mills” (please note that all times are EDT):

- Wed, May 2, 2012 2:00 PM - 3:00 PM EDT <https://www2.gotomeeting.com/register/917425210>
- Wed, May 9, 2012 10:00 AM - 11:00 AM EDT <https://www2.gotomeeting.com/register/796129394>
- Mon, May 14, 2012 4:00 PM - 5:00 PM EDT <https://www2.gotomeeting.com/register/683199234>
- Fri, May 18, 2012 1:00 PM - 2:00 PM EDT <https://www2.gotomeeting.com/register/683276738>

Ordering is Easier with the Options in EASE

Are you tired of failed faxes? Are you looking for a more efficient way to submit your background checks? The enhanced EASE offers secure ordering solutions that will help you save time and resolve your dilemma.

The new online ordering feature is an option that can help you save time and gives you more control. You initiate the background check and expedite the ordering process. Enter the applicant information, select the background screening package you need and submit the information. You can even upload supplemental documents, such as a copy of the signed release.

The secure upload order feature is a fantastic replacement for those who like to email their

backgrounds to Corporate Screening. More secure than email, we've designed this process to keep your applicant's Personally Identifying Information (PII) safe. When you use this option, you just enter basic information about the client, upload the attachments that you would have emailed, click on send, and your information is transmitted safely and securely to CS.

We encourage you to try one of our new ordering options and see how it can help you streamline your background screening process. Whatever method you use, the ordering options in EASE ensure that the background checks begin faster, your orders are more accurate and your results are returned sooner.

High School Diploma Mills

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the schools themselves.

Of course, a scam is only as good as the people who fall for or fail to recognize it. It's not only the consumer, who doesn't question the validity of being able to earn a high school diploma overnight, but also the companies that accept applicants with these questionable credentials, and the states that ignore the problem.



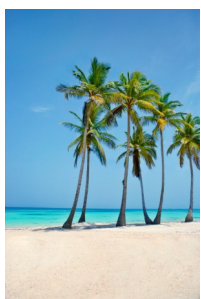
Corporate Screening has been combating diploma mills throughout our existence. We have implemented policies and procedures for recognizing these situations, and alerting our clients when we come across schools whose legitimacy is questionable at best.

Our analysts are trained at the outset on recognizing red-flags associated with diploma mills, and we also conduct continuous training exercises related to diploma mills to keep our staff up to date on the last trends. We just completed an exercise in February. Rest assured that if we are questioning the legitimacy of a school and are alerting you to this concern, we have good reason to believe the school is less than reputable.

We encourage clients to review their policies when it comes to dealing with applicants whose education legitimacy has been brought into question. Corporate Screening strives to provide you with information you need make an informed decision, but ultimately it is your decision whether or not to accept an applicant's education credentials.

Client Alert

Summer Travel: Ensure Your Backgrounds Stay on Track



The summer travel season is drawing near. We know you're excited about your vacation, but don't forget to make sure your applicant screening process stays on track! This is

where Corporate Screening's new messaging system in EASE can keep you on stay on track even while you're out of the office. You can assign another person to monitor the progress on your clients while you're gone. Just contact Client Services and we'll help you set this up! Call 800-229-8606, option 3.

CS News

CS Wins NEO Success Award

In March, Corporate Screening was selected a 2012 NEO Success Award winner by *Inside Business Magazine*. Each year since 1995, the NEO Success Awards program has recognized top-performing companies in Northeast Ohio, based on demonstrated revenue or employee growth.

"We are honored to be among the noteworthy businesses located in Northeast Ohio selected to receive this award," says Greg Dubecky, President of Corporate Screening. "It is gratifying to be recognized as one of the fastest growing companies in the area."

Award winners reflect the region's determination to expand and revitalize its economic status, and were featured in the March/April, 2012 edition of *Inside Business Magazine*.

A Message from the President, Greg Dubecky

Foundation Fighting Blindness (FFB) is an organization very close to my heart and I'm very proud to say that we are closing in on preventing and curing blindness, as well as restoring sight. The research that FFB supports shows remarkable promise in reaching these goals.

Typically, when people get involved with particular causes, there's a personal reason involved. I am no exception. I chose to become involved with FFB because I have several family members affected by retinitis pigmentosa and macular degeneration. While we are very close to reaching our goals of a cure and prevention,



there is still much work to be done. Our mission in the

Cleveland chapter of FFB is to raise awareness, education, promote and support people in our community who are affected by these diseases.

If you are at all interested in being part of something great and realizing a sense of satisfaction each time we are rewarded with extraordinary research results, then please consider participation. It's with your help that a cure is in sight.

Supporting the VisionWalk: How We Can All Help

More than 10 million Americans of all ages and race suffer vision loss from retinal degenerative diseases. Some are inherited and are commonly diagnosed during childhood, others are age-related. With so many Americans affected by these disorders, there's a good possibility that you know or are related to someone who has one.

Corporate Screening Services, Inc. (CS) is proud to announce that it is a sponsor of the Foundation Fighting Blindness VisionWalk. The mission of the Foundation Fighting Blindness (FFB) is to drive the research that will provide preventions, treatments and cures for people affected by retinitis pigmentosa (RP), macular degeneration, Usher syndrome, and the entire spectrum of retinal degenerative diseases.

Since it was founded 1971, the FFB has become the largest non-governmental source of funding for retinal degenerative disease in the world. It has raised more than \$425 million and funded thousands of research studies worldwide. The organization supports leading research in promising areas, and currently funds 129 grants at 71 institutions. Headquartered in Maryland, the Foundation Fighting Blindness has 50 volunteer-led chapters nationwide that raise funds, increase public awareness and provide support to their communities.

Why is this cause so important? Because the money raised by FFB is spent on promising research that is helping to improve people's sight. For example, new gene therapy treatments show promise for restoring lost vision and halting further progression of retinal degeneration. Research has also resulted in visual prosthetics, which are tiny micro-electric devices implanted in the retina to mimic eye functions, and have restored limited vision in some human trials. Cell therapies, replacing damaged cells with healthy ones, are expected to begin clinical trials in about five years. And certain nutritional therapies have been found to slow vision loss in patients.

The greater Cleveland area VisionWalk will be held on Saturday, May 19, 2012, and the goal is to raise \$55,000 locally. As a sponsor, CS has encouraged our employees to attend the walk as part of the Corporate Screening Services team, and bring along friends and families to show support. Any person or organization who would like to donate to the cause can visit the Corporate Screening team home page at http://www.fightblindness.org/site/TR?pg=team&fr_id=4521&team_id=62120. You can also sign up to be part of the Corporate Screening walking team using that link.

Please consider supporting this worthy organization in achieving its goal of supporting the research and providing support for those affected by retinal degenerative diseases.

Retinitis Pigmentosa: A View

Retinitis pigmentosa (RP) is a group of inherited diseases that can cause severe vision loss. People with RP gradually lose their vision because the photoreceptor cells (the rods and cones in the eye) die. Effects usually begin with loss of night vision followed by gradual peripheral vision loss, which becomes more severe over time.

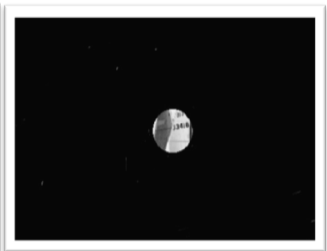
The photos to the right show one example of an RP vision loss pattern.



Above: a photo viewed as a person with normal vision sees.



Above: The same photo viewed as a 16-year-old with RP sees it.



Above: The same photo viewed as a 25-year-old with RP sees it.



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