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Relax. We've got your back(grounds).™

The Retriever

Volume 2, Issue 1

May 2007

Crimcheck.com attends the 2007 Northern Ohio Human Resources Conference at the Cleveland IX Center

Staying on Top of Your Game—

That was the theme of the 41st annual Northern Ohio Human Resource Conference which was held on March 9th at the Cleveland International Exposition Center and sponsored by Cleveland SHRM (Society for Human Resource Management).

Crimcheck.com was the proud sponsor of the keynote speaker, Jewel Diamond Taylor, a.k.a., the Minister of Motivation. Ms. Taylor spoke to a crowd of about 600 with hope, empowerment and educational insights.

Crimcheck.com was also an exhibitor at the NOHRC, ending the day with a drawing for Cleveland Cavaliers tickets and the announcement of our Crimcheck.com "Guess the Mugshot" contest winner—see more on this contest later in this newsletter.

As with most networking events, Crimcheck.com staff was glad to get a chance to meet with some of our current customers, network with new friends and learn more about potential vendors.

Some of the conference sessions that Crimcheck.com employees were able to attend included "The 24 Carrot Manager", a session by the dynamic Scott Christopher and "Diversity and Inclusion Through a Strategic Design Lens", by J. Goosby Smith, PH.D.



It's all in a name...Background Network, Inc. to Crimcheck.com

Many have commented on our logo change from Background Network, Inc. to Crimcheck.com/Background Network, Inc.

This change of identity is not really so much of a name change as it is a change to more accurately

reflect what our image has always been.

"We have been using the Crimcheck.com website and email addresses for over 10 years," explains President and CEO Ted Moss, "but clients were sometimes confused because the name of our

company (Background Network) did not match our web address. Now we are using Crimcheck.com exclusively, and customers and friends have an easier time putting our name and website together."

A confusing maze of agencies regulate the use of credit reporting

The Federal Trade Commission, the Fair Credit Reporting Act, the Graham Leach Bliley Act, Title VII of the Civil Rights Act and all three credit reporting agencies, TransUnion, Experian and Equifax, all regulate the use of credit reports for pre-employment screening.

Credit records are often used as part of the pre-employment screening process. Our job here at Crimcheck.com is to make sure that your company complies with all the legal issues surrounding the use of credit reports for pre-employment screening purposes.

In general, a company must be able to prove a “**permissible purpose**”, before they can obtain credit reports for pre-employment purposes. In other words, you must have a legitimate reason to check your applicant’s credit history; one that directly relates to the job they are applying for.

An applicant who is applying for an administrative position, who has no direct contact with customer bank accounts, credit card numbers, or access to company assets should not have a credit review as part the job application process. A position in accounts payable, however, for someone who has direct access to company financial accounts, could be considered a risk, and therefore, would allow the company to show a permissible purpose for making credit review part of the application process.

At Crimcheck.com, “**Expertise Made Easy**” is our motto. Crimcheck.com is FCRA certified through the CDIA (Consumer Data Industry Association). We sort through the complex legal issues and offer clear & concise knowledge to our clients.

We screen our clients to ensure they have met all the legal requirements before credit reports are provided. New clients that want to have credit reporting as part of their pre-employment screening process must go through compliance, a process which includes a site visit by Crimcheck.com, before we are able provide credit reporting services.

Relax, We’ve got your back (grounds). In today’s world of complex legislation, you need a company who can provide expert advice and a knowledgebase which supports all your hiring and screening processes.



Join us in welcoming the newest additions to our team

Crimcheck.com is pleased to announce the newest members to our team.

Anthony Dworzniak has joined our Investigative Services department as in Investigator. After obtaining his Bachelor’s degree in Criminal Justice from Tiffin University, Anthony served in both public and private law enforcement and comes to us most recently from American Greetings World Headquarters where he worked in the Corporate

Loss Prevention. Congratulations are due to Anthony, as he will be getting married in May of 2007

Lauren Nieberding is another new member of our Investigative Services team who has brought with her a degree in Criminal Justice, awarded from ITT Technical Institute. Lauren is a member of ASIS International and enjoys running and roller blading in her free time.

One more new voice you may hear answering the phone is **Kelsey Lutro**. Kelsey is a student at Mount Union College and will be helping the administrative staff over her summer break. Kelsey is majoring in Spanish and minoring in both French and Multi-Age Education.



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Pre-employment screening can seem like an endless maze of compliance issues. Let Crimcheck.com be your compliance experts.



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[Links to the FCRA, ADA and much more can be found on our web-site.](#)

[Click here for our employer resources](#)

Enter the Crimcheck.com “Guess the Mugshot Contest

Crimcheck.com would like to thank everyone who participated in our last “Got Crimcheck? Guess the Mugshot” contest. We awarded a 26” Samsung LCD TV and a Cannon Powershot camera. Way to use your investigative skills!

Visit our website to enter our new “Guess the Mugshot” contest and you can win a 15” LCD/TV combo. Clues and entrant information are posted at www.Crimcheck.com—Hurry, **contest ends June 8th.**

Crimcheck.com hosts ASIS International Virtual Forum

Earlier this year, Crimcheck.com served as host to a Virtual Forum entitled “**Essential Service or (Un) Necessary Evil? Research on the Value of Security Services**”

This Virtual Forum and others are offered by **ASIS International** as part of their eLearning educational program offerings.

ASIS International is the preeminent organization for security professionals with over 35,000 members worldwide.

ASIS is dedicated to increasing the effectiveness and productivity of security professional by developing educational programs and materials that address broad security interests. The president of Crimcheck.com, Ted Moss, serves as a regional vice president for ASIS International and last year earned the prestigious CPP designation (Certified Protection Professional).

Ted Moss, Chairman of the Lou Groza Charity Golf Event

The President and CEO of Crimcheck.com, Ted L. Moss, CPP, also serves for the Rotary Club of Berea. One of his main functions with this charitable service organization is by serving as the Chairman of the Berea Rotary Foundation’s **Lou Groza Charity Golf Event.**

This charity golf event is in its third year and has grown each season by leaps and bounds. “We have been blessed to partner with generous organizations who support our event such as the **Cleveland Browns, Pepsi, Today’s Business Products, Southwest General Health Center, Dick’s Sporting Goods, ai Design Group, Berea Lake Towers, and Printing Concepts, Inc.**”, says Ted.

“I am honored to chair such a successful event that gives me the opportunity to work with an incredible group of people. All the organizations and people involved with our event are concerned with giving back to the community, whether it be their time, effort or dollars.” Mr. Moss continues. “We have many Cleveland Browns alumni players who return to golf with us every year.”

Last year, proceeds from this event were directed to the Lou Groza Athletic Fields in Berea, Ohio, as well as other local and international needs. This year, the focus will again be youth sports in the surrounding communities, as well as other Rotary charity recipients.

[For more information on this event, visit www.grozacharitygolf.com](http://www.grozacharitygolf.com)

