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Network,  
Inc.**

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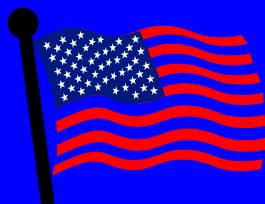
**Nationwide  
Criminal  
Background  
Check – Myth?**

**Critical Data  
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**CEO Ted Moss  
Appointed**

**New Sales V.P.  
a Match!**

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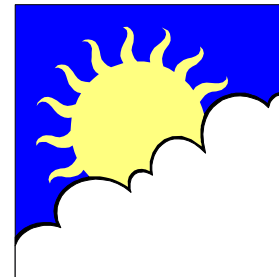
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**"All that is necessary for the triumph of evil is that good men do nothing." - - Edmund Burke**

## **Open Government? "SUNSHINE Week" Overcast**

by **Ted L. Moss, CEO & President,**  
**Background Network, Inc.**

- ◆ *Freedoms and open government threatened*
- ◆ *Advocates for records closure use "privacy" as a cloak*
- ◆ *Employers' and employees' safe workplace environment at risk*
- ◆ *Ask for date of birth on employment applications? How?*



National Sunshine Week opened the third week of March and passed by with hardly a notice. This annual celebration of open government, often called "government in the sunshine", marks the birthday of President James Madison, author of the Constitution's First Amendment that guarantees us as Americans our freedoms that are most precious. The importance and the value of open government cannot be denied, an essential condition if we are to maintain a free society that is like no other on this earth.

As Americans we have always had the right to inspect almost all records filed in our courthouses, the value being that what has taken place can become known, not secreted, not hidden or locked away behind closed doors. To view court records, public records ("of the people"), all it takes is a visit to the courthouse. We're Americans and we have always had this right and simple access to public information. It is basic, and we may take this for granted in a free society.

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**"...the privacy issue is a cloak that hides what lies behind it.  
It takes away the freedom of access, closing the door on  
open government, a terrible sleight of hand."**

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Attempts are now being made, however, to close all or parts of court files. Advocates wishing to close down access to this information are using "personal privacy" as an issue to argue that the easy access to court files, particularly in criminal cases, is a violation of a person's right to privacy. This appeal to privacy is galling because in this case the privacy issue is a cloak that hides what lies behind it. It takes away the freedom of access, closing the door on open government, a terrible sleight of hand. Privacy is highly valued by most everyone. How can you argue against privacy? It's like arguing against motherhood. But you can argue forcefully and easily against privacy when they are trying to steal your rights and your freedom of access to information, rights that we as Americans have enjoyed since the very beginning of our country and our democracy. You can

**Background  
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Professionals,  
members of  
ASIS:**

**Ted Moss,  
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**Ryan Sherman,  
V.P. Operations**

**Jim Matcham,  
V.P. Sales**

**Mary Toth,  
Super. of  
Investigations**

**Jeri Johansen,  
Exec. Admin.  
Asst.**



**FLEXCHECK  
pays...**

argue against privacy issues when they work to close down government openness, when they try to pull the curtain and the wool over your eyes. This action would begin a slippery slope.

Certainly there are some safeguards in place now that work to avoid confusion over a person and their individual records being incorrectly identified as someone else. Personal identifiers such as name and date of birth are used to differentiate violators with the same name, which is not uncommon. Most court records use the defendant's name and date of birth as the primary identifiers. Interestingly, many employers incorrectly assume that it is illegal to ask for a date of birth from a job applicant. Although you cannot use a date of birth as a method to determine an applicant's age for hiring purposes, it is perfectly legal for the employer to require it for pre-employment screening purposes. The correct date of birth is important information to obtain and have on file for any record searches and to ensure accuracy,

Several states have current judicial review pending which may try to restrict electronic access to public records. Some people have argued that their court records are their private information even if the records are available at various courthouses. The threat of a possible breach of privacy of an individual in the criminal court record system by electronic means is far outweighed by private and public safety considerations: a dangerous driver employed, workplace violence eruptions, employee theft, terrorism. In proper balance, these considerations outweigh possible misuse of what essentially are public domain information and public records. Many companies and various organizations also see electronic access to these records as an important and efficient method to provide information that, properly used, will result in vital protection of the general public, employees, and employers.

With an estimated 20 to 30 million background checks performed nationwide each year, the private security industry meets a vital public safety need that law enforcement cannot, nor was designed to, provide. Helping to keep the workplace productive, to provide a safer work environment, and to protect companies' profits are important reasons for conducting background checks. ♦

Note: For updates on this, please visit our website: [www.crimcheck.com](http://www.crimcheck.com)

## **Integrated FLEXCHECK Saves Time, Money**

### ***The most effective way to manage your employee applicant screening***

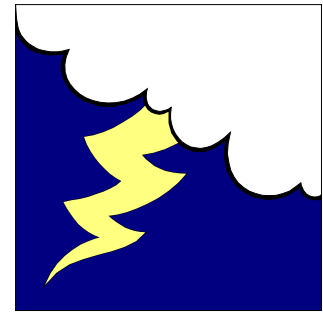
It's time to look into using Background Network's **FLEXCHECK**, an online application. **FLEXCHECK is integrated and appears on your organization's website**, completely customized to your needs.

Using **FLEXCHECK**, you **easily access Background Network's wide array of pre-employment screening solutions** on your own organization's website.

On your website, **your applicants submit their own background check requests online**, saving you time, effort, and money.

**Continued...**

**FLEXCHECK: How does it work?**



## RTA

"Anything that saves me time and all this repetitive data entry is what I'm interested in."

- - Background Network client comment

[Click here for RTA DEMO:](#)

[Online DEMO](#)



TRUE OR FALSE?

Do you know?



Picture a link on your website where applicants, nationwide, enter their own information and request their background check for you. Data results are relayed to your authorized company contact in a secure, encrypted electronic file.

### **FLEXCHECK: Easy 1, 2, 3....**

1. When an applicant enters their information, it populates your RTA data management system, so you always know the status of your applicant's background check request.  
[Click ICON to see RTA Demo]
2. We process the background check and, when complete, the results are available for your online retrieval.
3. Results can be viewed online or downloaded into your own spreadsheet application.



Real Time

### **FLEXCHECK: Saves you time and money by:**

- ✓ **Eliminating manual input of your applicant data**, saving your time and increasing productivity
- ✓ **Making implementation a breeze** - no software required - our IT professionals work directly with yours
- ✓ **Streamlining the screening process** and data throughput from start to finish

**FLEXCHECK** is available to qualified accounts. Please telephone Ryan Sherman for more information, toll-free, 1-877-992-4325, Background Network, Inc., and look for more on our website at [www.crimcheck.com](http://www.crimcheck.com) ♦  
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## The Mythical Nationwide Criminal Background Check

### **Mythical? Watch your step. Are these statements True or False?**

**T or F?** There's one database to check nationally to get full criminal checks.

**T or F?** Employers and their agents and legitimate companies can gain access to those national database records through a special application process.

**T or F?** The records on this national database are very accurate, sufficient.

**T or F?** As long as you make a minimal attempt at checking backgrounds, you won't be liable if there is a "worst case" scenario.

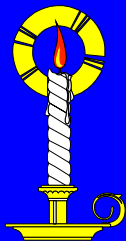
**\*Are the statements above true or terribly false?** See the answers...

Except for the FBI's National Crime Information Center (NCIC), no national database of criminal records exists. The NCIC is only accessible to law enforcement and government agencies and still many crimes may not be reported on this database. Facts.

In reaction to recent proposed federal legislation that would allow employers

**"I can see immediately that I'm getting better quality information from you than my previous provider. I was hesitant to change, but I'm glad now that I switched to you."**

- - comment from a new client of Background Network, Inc.



**GOOD IDEA!**  
Share this newsletter info with other key people?

Either forward it via email or refer them to the PDF version on our website.

direct access to the FBI's database, the National Association of Professional Background Screeners (NAPBS) commissioned a study to evaluate the accuracy of this FBI criminal search. NAPBS co-chair Jason B. Morris says, "If employers are granted access to the FBI's data, they can easily be lulled into the false sense of security that they are availing themselves of the most accurate and comprehensive search available. As a result, they could be opening themselves to increased risk in the workplace and litigation from wronged job applicants."

Misdemeanors, for example, are often missed because records of the crime are filed by the local criminal court which may or may not submit the record to the database. Some websites tout a "National Criminal Records Check" database, but their database is filled with holes and missing information, or it only covers certain states or jurisdictions. Most sites display disclaimers to this effect, but you have to search it out in the fine print.

Beyond some job-specific requirements, little regulatory policy addresses the requirements for background screening. One exception is the Fair Credit Reporting Act (FCRA), which primarily addresses the rights of the employee and limits employers' use of credit histories. It also requires that employers use the "best possible source" when conducting pre-employment screening. Background Network, Inc. recommends that if any national database is used, it is only used in conjunction with a multiple county, state (in Ohio, the BCI - Ohio Bureau of Criminal Investigation and Identification fingerprinting) check. So how do you ensure your company or organization has chosen the "best possible source" for background checks?

#### **Multiple County, Felony/Misdemeanor, & Social Security Trace (FM/SST):**

Background Network, Inc., recommends and uses the "industry standard" for criminal records checks: a multiple felony/misdemeanor check combined with a Social Security Trace (FM/SST). An "industry standard" search refers to a criminal history search at the county and city level. We do not utilize a "statewide" search because many so-called "statewide" searches are limited in scope, and also these are not available in some states. Background Network, Inc., conducts "Real Time" and in-person searches of court records at the county and city level for any and all felony and misdemeanor convictions within the scope of the defined service. We use a network of court researchers and resources nationally that can obtain relevant criminal conviction data from specified courts within the "industry standard" check. We use a data source known as a social security trace (SST), which helps identify potential jurisdictions where the applicant may have lived. We then determine which jurisdictions to search for criminal conviction data for each candidate based upon the address provided on the background authorization form by the candidate; as well as a Social Security Trace (SST). The SST provides us with a residential history of the applicant for a period of approximately 7 years. Once the jurisdictions are determined we search the appropriate courts to obtain a criminal conviction history for each applicant.

That is the process for the "industry standard" that we follow, and this provides for results that are in conformance with such; nothing less. While you may see representations of a Nationwide Criminal Records Search Database, the facts indicate this is clearly a myth. In a "buyer beware" world, you are best served and can make the best choices by knowing the reality.

Should you have any questions on the standard or the process or anything else in regard to criminal background checks, please call Ryan Sherman, V. P. of Operations, toll-free at 1-877-992-4325 (877-99 CHECK). We're here as your resource. Please also visit our website at [www.crimcheck.com](http://www.crimcheck.com).

\*Note: All the "true or false statements" at this articles start are **false.** ♦

## Background Network, Inc., Secures Their IT Functions and Data

- ◆ This positive action further underpins customer confidence
- ◆ Disaster avoidance plan and service ensure greater operational integrity
- ◆ Move separates Background Network from typical screening companies

The Background Network, Inc., has contracted with Bluebridge Networks to provide complete disaster avoidance for the Background Network's e-commerce system via their portal at [www.crimcheck.com](http://www.crimcheck.com). Bluebridge Networks is one of the largest providers of computer network security services in the Midwest.

Bluebridge Networks specializes in securing a client's critical data and IT assets, ensuring that these functions and data are made available before, during, and after a disaster. By utilizing unique data centers, Bluebridge Networks eliminates down time by providing a safe haven for IT systems, necessary to keep any company in business.

"This provides our customers with even more solid reasons to continue to have the highest level of confidence in our services and capabilities," said Ted Moss, Background Network's CEO, "and separates us from the typical or usual employee screening companies that have no such service. It's an investment for our customers' benefit. Should there be a disaster of some magnitude somewhere in the country that we would be subject to, chances are excellent that we'll not be affected and our operations for customers would continue intact."

For more information on Bluebridge Networks, visit their website at [www.bbnllc.com](http://www.bbnllc.com). For other questions or comments on this investment by the Background Network, Inc., please contact Ted Moss at [ted@crimcheck.com](mailto:ted@crimcheck.com) ◆ (Scroll down or CLICK > [Back to Top](#) )

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## Background Network's CEO Garners Key Appointment

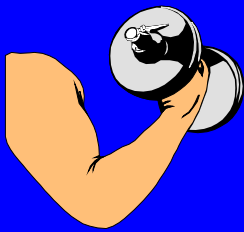
### ***Ted Moss appointed to the Ohio Private Investigator's Security Services Commission***

Ted Moss has accepted an appointment to the Training Committee of the Ohio Private Investigator's Security Services Commission. The commission's purpose is to review and oversee recommendations to the Ohio Legislature regarding licensing and testing for private investigators and security professionals in the state of Ohio. Ted Moss, through his affiliation with ASIS International, will provide his expertise in the area of employment screening and background checks with respect to training guidelines for all private investigators in the State of Ohio. What is adopted and placed into the licensing and testing process affects the entirety of the practice of investigations across the state, and over a long period of time.

Continued...

Giving back  
to the  
profession...

**Ted Moss (left)**  
reviews  
materials at a  
meeting



Please send  
us a quick  
email, or  
give us a  
call...



"I'm appreciative of this appointment," said Ted Moss. "I'll work hard to help craft any needed or revised guidelines that will help to improve practices in the profession. It's important, and I'll do my best." ♦

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## New Sales V.P.: A Match!

Background Network is pleased to announce that **Jim Matcham** has joined our team as Vice President of Sales. He brings with him a wealth of business experience, a broad knowledge, and simply excellent problem-solving skills. Jim has had an extensive career in the field of international trade specializing in security, transportation, and supply chain solutions. Most recently Jim held the position of General Manager for Exel Freight Management US in Cleveland, Ohio. He is a welcome asset to our operations, and he will positively affect operations of our clients.

In his free time Jim enjoys spending time with his wife and daughter and pursuing family activities. Jim enjoys basketball, fishing, fencing, golf, hiking, and gardening.

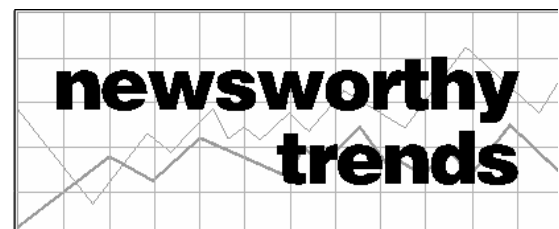
Jim may be contacting you or visiting you to get to know our current clients, their perspectives, and needs. Please feel free to help us welcome Jim to the Background Network. He can be contacted via email at [jim.matcham@crimcheck.com](mailto:jim.matcham@crimcheck.com) or telephone toll-free at 1-877-992-4325. ♦  
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## About this **GUARDIAN** Newsletter

### **We need to hear from you...**

You've reached the end of our second *Guardian Newsletter* produced for our clients; and you've reached the beginning of where we ask you, "Please tell us what you think about it." Please do, because we've designed this with you, our clients, in mind.



Have you found this interesting, informative? How so? What particularly was of interest? What did you like? What didn't you like? What would you like to see covered, discussed, or illuminated in issues that will follow? What subjects? What references? What facts? What would help you to accomplish your objectives more easily? Are there services that you think that we might provide for you that we may not yet be providing? Ideas? **Suggestions? Please, we are open and sincerely asking for your help. Help us to help you. Just drop us an email and let us know your thoughts. Thank you.** Please send your email to Jeri Johansen, Exec. Admin. Assistant, Background Network - click here: [jeri@crimcheck.com](mailto:jeri@crimcheck.com) ♦ (Scroll down or CLICK > [Back to Top](#))



[www.crimcheck.com](http://www.crimcheck.com)

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