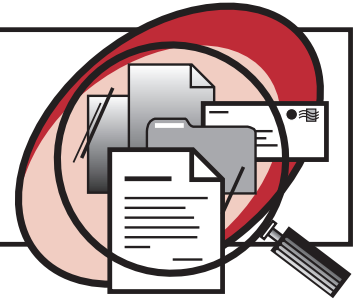


Reduce Your Risk Protect Your Assets

EMPLOYEE

Background CHECK



How Do You Get the Information You Need to Protect Your Business from Liability?

Profiles' *Employee Background Check*[™] service is your convenient source for the information you must have before you can make prudent hiring decisions. According to a number of studies conducted in the human resource industry, inaccurate information or fraudulent claims of competence appear in 80% of résumés. Unless you take steps to check references and verify résumé data, you could be deceived.

Employee Background Check[™] services include:

- ❖ Credit Reports
- ❖ Verification of Past Employment
- ❖ Educational Credentials Verification
- ❖ Reference Checks
- ❖ Criminal History Reports
- ❖ Driving Record Reports
- ❖ Workers' Compensation Filings
- ❖ Customized In-depth Investigations

For your protection, *Employee Background Check*[™] services are confined to careful searches of legally available public records. There is never an invasion of a prospective employee's privacy rights.

You will be provided with instructions and forms that protect you from any liability in connection with the gathering of information. As an employer, you are entitled to know who you are hiring before you tender a job offer. Additionally, you are legally obligated to know the backgrounds of the people you hire. Failure to conduct thorough background checks puts you and your company at risk, creating a negligent hiring liability that can threaten the future of your business.

Although you carry business liability insurance, you should be aware that many policies do not cover negligent hiring. Before assuming your insurance would protect you, check with your agent. You will likely discover that *Employee Background Check*[™] service is your best, most economical protection.



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Drug Screening Service

A convenient, efficient, cost-effective drug screen service is also provided through the nation's largest clinical and forensic drug testing laboratory with 25 years experience and more than 800 Patient Service Centers nationwide. Ask your Profiles Representative for more information.

Are You an Employer at Risk?

The American Bar Association says there are more than 750,000 lawyers in America who will file over 18 million new lawsuits this year. Will any of these suits be filed against you for negligent hiring?

What is Negligent Hiring? It's a liability you face every time you hire – unless you conduct a thorough background check. If an employee of yours commits a crime, is involved in an accident, or causes damages to a third party, you can be sued. If you failed to examine the public records of the employee which would have revealed a criminal record or a history of driving while intoxicated, a jury may order you to pay millions! It happens all the time!

A jury in Oklahoma awarded the relatives of a teen-age rape victim \$6,500,000 from a national pizza restaurant chain in a negligent hiring case.

Similar cases of Negligent Hiring occurred when...

- ❖ **A Washington, D.C. grocery store delivery man assaulted a customer while delivering a phone order.**
- ❖ **A newly hired condominium maintenance man assaulted a guest who was alone in a resident's unit. The man was a convicted felon.**
- ❖ **Several members of a family were injured after a truck driver with a bad driving record caused an accident.**
- ❖ **A woman was raped in her residence by a man hired as a security guard. He had a history of sexual harassment and discipline problems.**

You must know who you are hiring to prevent incidents like these from happening to you! Recall the adage, "An ounce of prevention is worth a pound of cure." When you do a background check on job applicants before you hire, you screen out those who could become liabilities to your firm. And if an employee does cause damage or commit a crime, the fact that you took the precaution of a background check before hiring makes it extremely unlikely that you could be held liable for negligent hiring.

For your own protection, you should use the *Employee Background Check*[™] services provided through Profiles International, Inc. to thoroughly investigate the backgrounds of your prospective employees. In addition to protecting against negligent hiring, background checks reduce your risk of dishonesty, theft and even personal injury. With the rising incidence of violence in the workplace, this can be an important issue.

***Employee Background Check*[™] can be your most economical "ounce of prevention."**