Background Screening Presentation

Quick Search

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Property Insurance and Restoration Conference

Background Screening Topics

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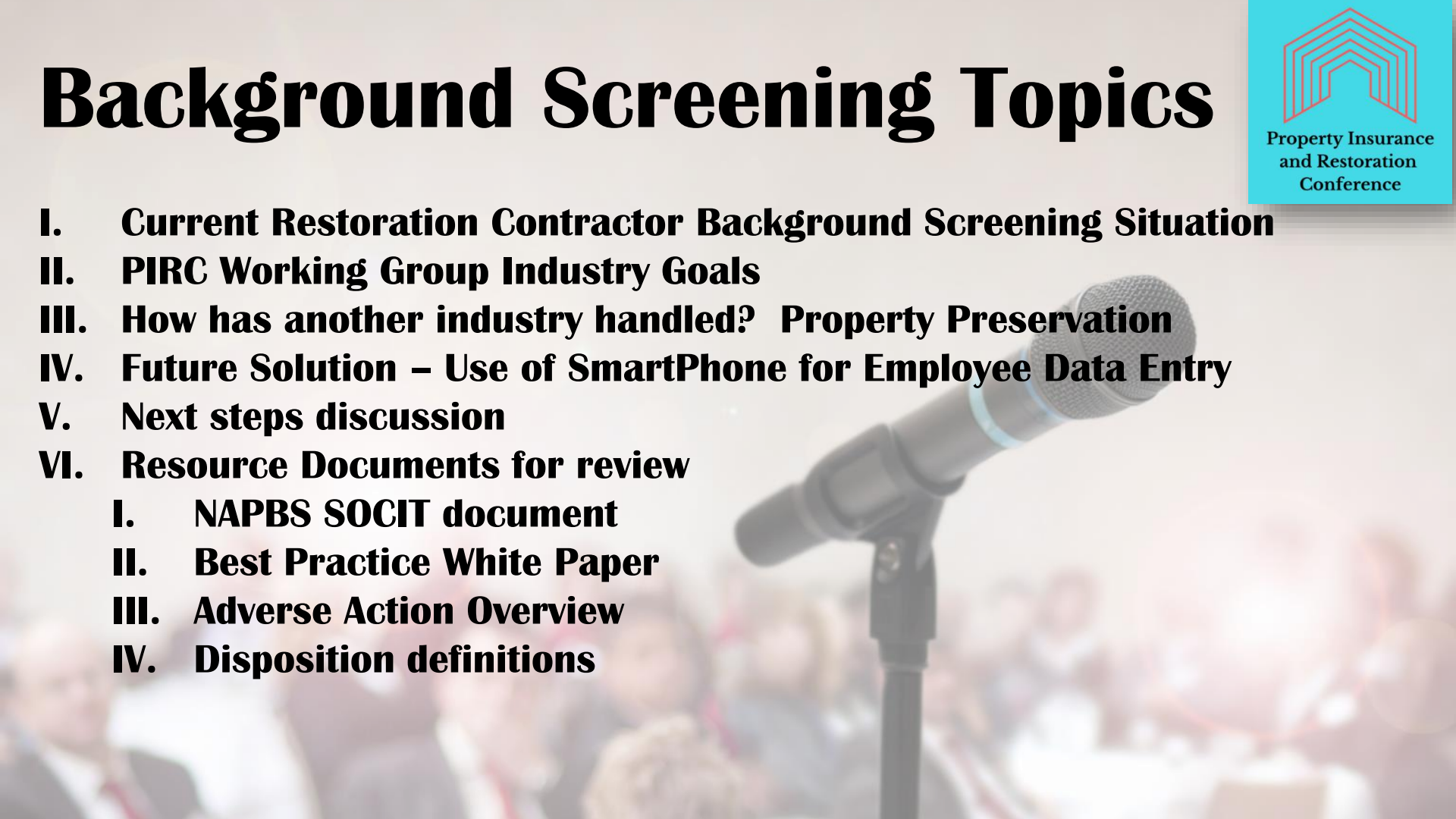
I. Current Restoration Contractor Background Screening Situation
II. PIRC Working Group Industry Goals
III. How has another industry handled? Property Preservation
IV. Future Solution – Use of SmartPhone for Employee Data Entry
V. Next steps discussion
VI. Resource Documents for review
    I. NAPBS SOCIT document
    II. Best Practice White Paper
    III. Adverse Action Overview
    IV. Disposition definitions



Current Situation

Diverse Background Screening Specifications

- ✓ SSN Validation/Address History Trace
- ✓ Unlimited County Criminal Searches
- ✓ Unlimited Federal District Searches
- ✓ Multi-jurisdictional Criminal Database
- ✓ 50 State Sex Offender Search
- ✓ Prohibited Parties search ie. OFAC
- ○ Unlimited Statewide Criminal Searches
- ○ Consent Based SSN Verification
- ○ Unlimited Civil County Searches
- ○ Unlimited Federal Civil Searches
- ○ Motor Vehicle Report
- ○ Personal Credit Report
- ○ Business Affiliation Search
- ○ Employment Verification

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Current Situation

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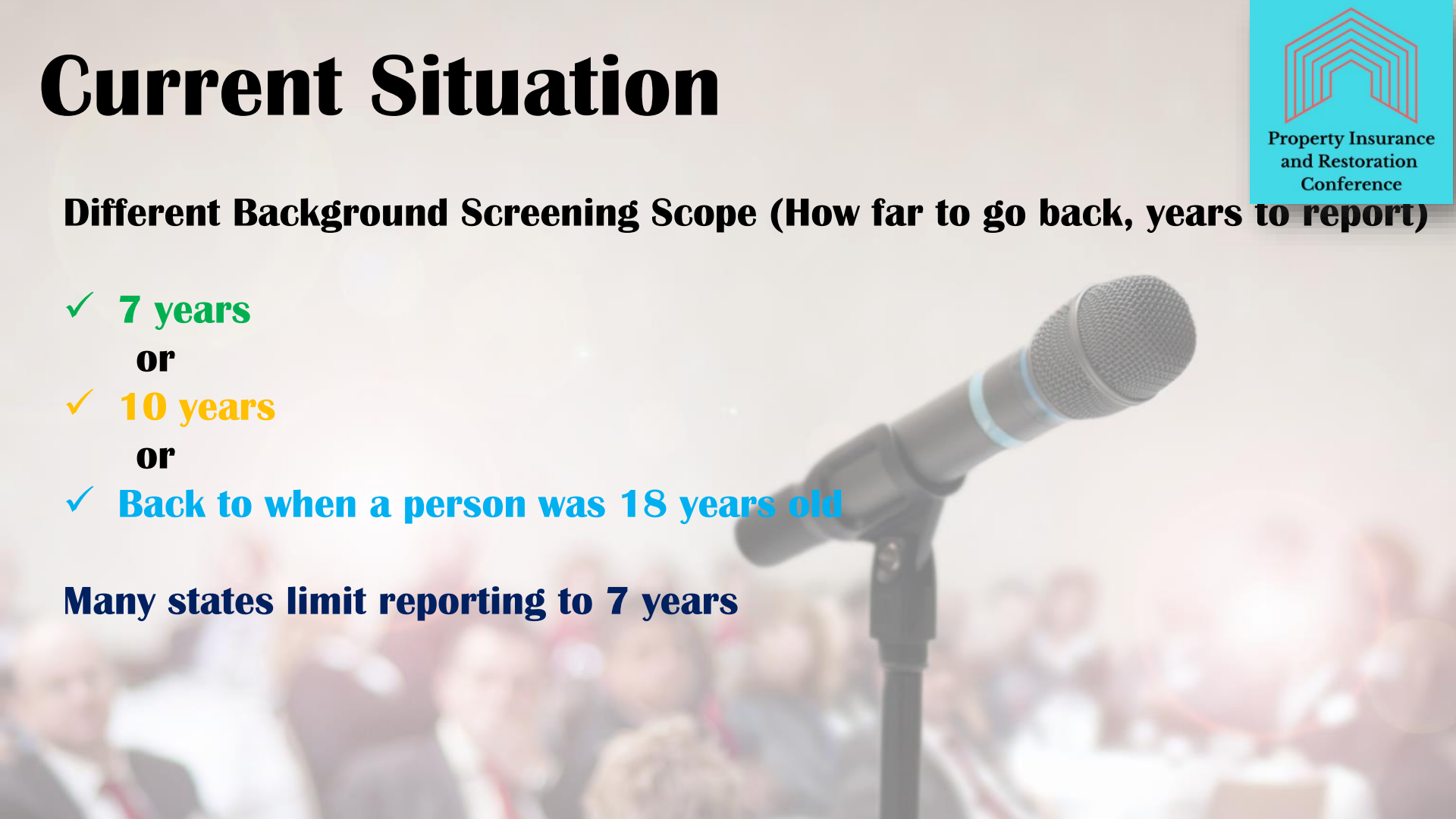
Different Background Screening Scope (How far to go back, years to report)

- ✓ **7 years**
  or
- ✓ **10 years**
  or
- ✓ **Back to when a person was 18 years old**

Many states limit reporting to 7 years



Current Situation

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Background screening report requirements?

- ✓ **Convictions – Felony and Misdemeanors**
- ✓ **Pending Cases**
- ✓ **Deferred Adjudication**
- ○ **Pretrial Diversion or similar programs**

Reporting rqts. are not standard across specs.

Current Situation

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How long are background screen good for?

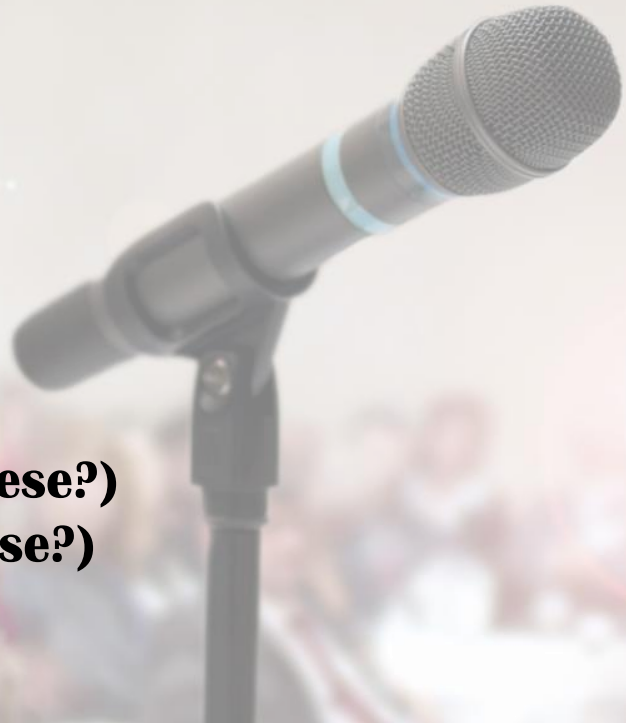
- ✓ **Every Year**

or

- ✓ **Every Three Years**

Who gets background screened?

- ✓ **Owners**
- ✓ **People who will be at jobsite**
- ○ **People who work in office?**
- ○ **Subcontractors? (Who pays for these?)**
- ○ **Temp Workers? (Who pays for these?)**



Current Situation

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Lack of clear guidance on disqualifiers leading to possible interpretation errors?

- ✓ **Felony Convictions**
- ✓ **Certain Misdemeanors Offenses**

Example Disqualification Specs:

1) **Dishonesty, Breach of Trust, Money Laundering, Controlled Substance, Crimes involving offenses person and property**
2) **Intentional injury or loss, to person or property or endangerment of others while under the influence of alcohol or other substances**

Industry Goals/Needs

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- ✓ Industry needs one standard Background Screening Spec.
- ✓ Standard Scope (years to go back)
- ✓ Standard on who gets screened
- ✓ Standard as to What to Report
- ✓ Standard Length of Time report is good for
- ✓ Standard as to what are the disqualifiers, possibly use scoring model
- ✓ Std. report/score must be secure stored but readily available to parties that must have access

Must be compliant and meet FCRA and State Laws!

Let's look at example from another industry

- ✓ Property Preservation – Aspen Grove

Future – SmartPhone Solution

Introduce – John Gannon from Aspen Grove

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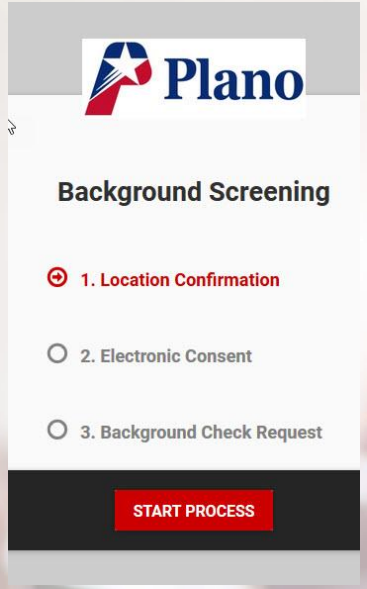
Future SmartPhone Technology/ Next Steps Discussion