



The cost of mis-hires continues to rise, not only in hard dollars, but also in terms of the soft costs of training and morale. In addition, theft and embezzlement can be a by-product of a mis-hire; negligent hiring and retention claims have resulted in expensive litigation; and people harmed by an employee of a company may file suite against that company for hiring or retaining a dangerous employee.

Poor hiring decisions can be very damaging to an organization.

As a leading provider of employment screening since 1973, Wackenhut's goal is to assist employers in building strong, productive employee teams.

## About Wackenhut Screening

Corporations must take the proper precautions when hiring a new employee. High turnover, workplace violence, theft and negligent hiring claims are all negative effects of poor hiring decisions.

Wackenhut Screening helps clients gain insight into the history of their applicants so corporations can make informed hiring decisions that will ultimately protect their organizations, employees and customers.

Wackenhut's well-designed and executed program will uncover criminal histories, detect false information on applications and resumes, and provide verification of industry-specific certifications and experience. Clients will also benefit from the following features:

- Customized Programs
- Secure Website Submittal & Retrieval
- Live Agent Customer Support
- Access to Real Time Management Reports
- Next-day Implementation

## Challenges & Solutions

**C:** Keeping up-to-date with legal requirements.

**S:** Wackenhut conducts its employment screening in full compliance with the Fair Credit Reporting Act, Drivers Privacy Protection Act, Americans with Disabilities Act, Equal Employment Opportunity Commission regulations and all other applicable Federal and state statutes.



**C:** Receiving timely reports so hiring is not delayed.

**S:** Turnaround time is a key distinguishing feature of Wackenhut reports. Clients are able to check status of their requests through Wackenhut's 24-hour secure web reporting system.

**C:** Screening international applicants or employees.

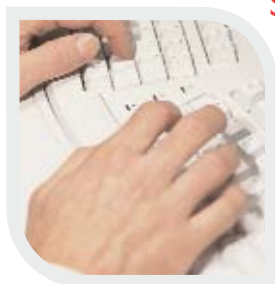
**S:** Wackenhut possesses impressive international screening capabilities. Verification of employment and educational histories is possible in virtually every country, and we are able to obtain criminal record histories in nearly 100 countries.



## Customizable Programs

Wackenhut strives, as a matter of corporate policy and practice to establish a true business partnership with our customers to define goals and determine specific needs before developing an employment background-screening program. All employment screening services and public record searches are tailored to each customer's specific needs. Wackenhut offers over 50 different services in over 100 countries. Some of our common employment packages include:

- Social Security Number Traces
- Driving History Searches
- Criminal Record Search(felony and misdemeanor)
- Multi-Jurisdictional Searches
- Prior Employment Verifications
- Education Confirmations
- Credit Reports for Employment
- Professional Licenses and Certification Checks
- Sex offender registry checks
- Specially Designated National Searches
- FDA Sanctions Checks
- Department of Health & Human Services Searches



## Secure Website Submittal & Retrieval

Wackenhut Screening allows clients to manage the whole employee screening process online. Wackenhut's online system provides clients with a broad range of capabilities including 24/7 access and

real-time notification of delays or alerts. The system allows clients to request and retrieve reports. Users may select preset packages or specific elements for research.

Once submitted for research, the various elements of the background check are automatically disseminated

to work groups and the report assembly is initiated. As each work group completes its assignments, the report is updated. The report is available for viewing by the requester at anytime throughout the process.



## Live Agent Customer Support

Our Customer Service Department operates between 8:00 am - 8:00 pm, Monday through Friday. Our customer service staff is fully empowered to research and

resolve client concerns. In addition, Wackenhut staffs a National Call Center where trained customer service representatives answer after-hours calls for emergencies or other time sensitive problems.

## Real Time Access to Management Reports

Wackenhut believes that reliable performance metrics are crucial to the successful administration of any pre-employment screening program. Wackenhut will provide reports detailing request submissions, search elements, cycle times, number and nature of criminal records, total spend figures, and customer complaints and resolutions. Reports are available in both electronic and paper forms and will be delivered in accordance with customer specifications.

## Next-day Implementation

Wackenhut has had extensive experience in assuming employment screening responsibilities from other contract organizations with a minimal impact upon client operations and no negative effect on program integrity. By selecting Wackenhut, clients can have a customized background screening program in place by the very next business day.



# A World of Security Solutions