



2nd Quarter ▲ June 2006



# SOLUTIONS WORLD

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CONTEMPORARY APPROACHES WITH TRADITIONAL VALUES. A TRUSTED PARTNER IN CHALLENGING TIMES.



A Letter from William T. Hill, President, Consulting & Investigation Services

## Mitigating Risk: Wackenhut partners with Ceridian to Launch Comprehensive Suite of Compliance Services

Compliance risks accompany every element of Human Resource management throughout the cycle of recruiting, retaining and terminating an employee. As part of Wackenhut's continuous commitment to our customers, we are pleased to announce our partnership with Ceridian, to offer a comprehensive suite of human resource compliance services to mitigate these risks. Please check out information about our partnership and the different services offered on page 1 and 2.

A recent statistic mentioned in the Wall Street Journal was alarming. Thirty-four percent of all application forms contain outright lies about experience, education, and ability to perform essential functions on the job. Helping employers build strong, productive employee teams is Wackenhut's goal. We have made a commitment to our customers to provide fast, user-friendly and legally compliant solutions for conducting pre-employment and re-occurring background checks. Please check out our new system launch on page 3 for more information.

Finally, the existing regulations in the European Union and recent decisions regarding US hotlines in Germany and France, have led us to launch Safe2Say Europe. This new line is designed to assist multinational corporations comply with both Sarbanes-Oxley and European labor and data privacy laws. See more information on page 3.

Due to the complexity, scope and rate of change of the thousands of regulations and legal precedents, HR compliance represents a major challenge for all businesses. This is particularly true for small businesses, which traditionally lack the specialized professionals on staff to address and manage these issues.

In response to this, Wackenhut has partnered with Ceridian, a leader in human resources outsourcing management solutions, to launch the most comprehensive suite of human resources risk mitigation services in the market today.

"The mounting challenges around compliance and ethics are particularly troublesome for small firms and are becoming one of their greatest areas of concern. They are often unable to weather the financial risks of extended suits and large monetary judgments than can come with these issues," said Brian Regan, Ceridian's Vice President of Small Business. "Our new risk management solutions provide small businesses with a comprehensive set of tools that can help them better manage against these risks, thus being able to remain focused on running their businesses."

### COMPLIANCE SERVICES

- Pre-Hire
  - Background Screening Services
  - Drug Testing Services
- New-Hire
  - Harassment/Discrimination Training
  - Code of Conduct & Ethics Manual
  - Code of Conduct & Ethics Training
- Ongoing
  - Safe2Stay: Recurring checks
  - Online Compliance Reference System
  - Compliance Posters
  - Employment Law Manuals
- Post-Hire
  - Exit Interview Services

The suite features Pre-employment background screening and drug testing services to assist organizations in making smart hiring decisions. Once the hiring decision is made, organizations can get assistance with training the new hire on Code of Conduct and Ethics and Harassment /Discrimination issues. Once the employee is trained, the suite then offers services that will assist the organization in complying the federal laws - such as Compliance posters, ethics hotline services, recurring background checks and an Online Compliance Reference system that has instant access to all current state and federal laws and forms. Finally, when the employee leaves the company, the suite features exit interviewing services to address conditions causing employees to leave.

### Compliance Statistics

- 550 employment compliance lawsuits are filed every day
- 63 percent of businesses handled a sexual harassment complaint in 2004.
- It costs over \$150,000 to defend a single plaintiff lawsuit - that is if you win!
- 75 percent of compliance cases are won by the plaintiff.
- The median jury award for employment practices cases is \$250,000.

"We are pleased to join forces with Ceridian to offer cost-effective solutions to the complex ethics and compliance challenges faced by businesses today," said William Hill, President, Wackenhut Consulting and Investigation Services.

Wackenhut is your risk mitigation solution...





# COMPLIANCE SOLUTIONS DESCRIPTIONS

## Background Screening Services

Make confident hiring decisions. Minimize risk. Maintain a safe working environment. Focus on your core business. Turn to Wackenhut for a cost-effective solution. Our 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. Background screening services and public record searches are tailored to each customer's specific need.

## Drug Testing Services

Maintain a safe working environment. Increase productivity. Decrease insurance premiums. Protect your company, employees and customers by making drug screening part of your hiring policies. Wackenhut offers comprehensive nine-panel urine testing or five-panel hair testing, both completed by an industry-leading laboratory. Over 1,000 patient service centers located throughout the U.S., collect the specimens and all Sample results will be reported to the designated Medical Review Officer (MRO) or authorized representative.

## Discrimination and Harassment Training

Avoid liability. Promote a diverse workplace. This comprehensive compliance, instruction and testing solution helps you manage the risks of litigation involved with workplace Harassment and discrimination. The training includes model policies, instructional materials, in-depth tests and supplemental information to help your company manage risk.

## Code of Conduct and Ethics Manual

Develop a Reputation of Fairness. Favorably Impact Employee Trust and Commitment. Increase Employee Moral and Retention. Wackenhut's Code of Conduct & Ethics Manual communicates organizational core values and reinforces the essential practices, behavior, ethics and business standards for all employees. The manual contains sections to help address the many areas where employees may violate organizational policy or law and helps to reinforce ethical responsibility in the workplace.

## Code of Conduct and Ethics Training

Comply with 2004 Federal Sentencing Training Guidelines. Avoid exposure to lawsuits. Prevent business disruption. Demonstrate commitment to an ethical culture by teaching employees the necessary compliance and ethics policies. Wackenhut's Interactive Training engages employees in the learning process by using production quality video. Through interactive learning and testing, the training ensures that each employee completes the course and automatically notifies the company as to who has been certified and which employees are yet to take the training. The training provides necessary audit trails for proof of compliance.

## Ethics Hotline

Prevent Harassment. Strengthen compliance. Manage risk. Foster a business culture of honesty and integrity with Wackenhut's ethics hotline. This confidential and anonymous outlet enables honest employees to report suspected incidents of theft, improper behavior, unethical conduct, or any other violation of the Code of Conduct, by calling in on a dedicated toll-free telephone line. Round the clock monitoring of the telephones by Wackenhut personnel affords employees a means for volunteering information.

## Safe2Stay (Recurring Checks with Historical Data Search)

Decreases risk of theft and workplace violence. Limits liability exposure. Improves quality of working environment. Wackenhut's solution monitors employees, contractors, and volunteers for criminal infractions during their term of work.

For clients that wish to receive any past criminal history on their employees, we can provide a one-time Historical Data Search. A Historical Data Search will go as far back as records allow and search the employees past history.

## Compliance Posters

Ensure compliance. Avoid liability. According to federal and state labor laws, it is mandatory that all of the standard State and Federal Labor Laws & OSHA Regulations are clearly posted and maintained in your workplace. A complete suite of Federal and State Poster Kits and individual state posters are available to help you ensure your employees and job applicants understand their rights as required.

## Online Compliance Reference System

Easily manage policies and practices. Make employment decisions with confidence. Wackenhut's comprehensive solution, powered by Ceridian, provides up-to-date information with easy access that helps employers find immediate answers to their most troubling questions. The Online Compliance Reference System includes forms, sample policies and a toll-free helpline. This comprehensive solution ensures your organization stays one step ahead of the changing regulations, with plain-language text that is easy to understand.

## Exit Interview Services

Gain valuable insight. Improve employee retention. Wackenhut's Exit Interview services can help you retain valuable employees by uncovering problems and identifying opportunities for improvement. This anonymous tool, operating 24-7-365, gathers useful information from employees as they depart. The service is offered as either a "call out" or a "call in" service; whichever best meets the customer needs. Outsourcing this all-important task to Wackenhut increases the likelihood of obtaining valuable information from departing employees that otherwise might not be disclosed during traditional exit interviews. The client will also have access to on-line, on-demand reports which will highlight key responses and group trends.

## Employment Law Manuals

Understand your rights and responsibilities. Ensure compliance. Ceridian's comprehensive HR compliance library provides plain-English explanations of state and federal employment laws. You'll find expert advice from employment law attorneys that are accurate and up-to-date. A great way to help you understand the rules, regulations and restrictions associated with critical personnel issues.

# SAFE2HIRE AND SAFE2STAY:

## Wackenhut Launches New Background Verification System

Twenty-three percent of candidates fabricate information about years on the job, accomplishments, size of previous employer, education credentials and compensation, according to Drake International, an international organ-

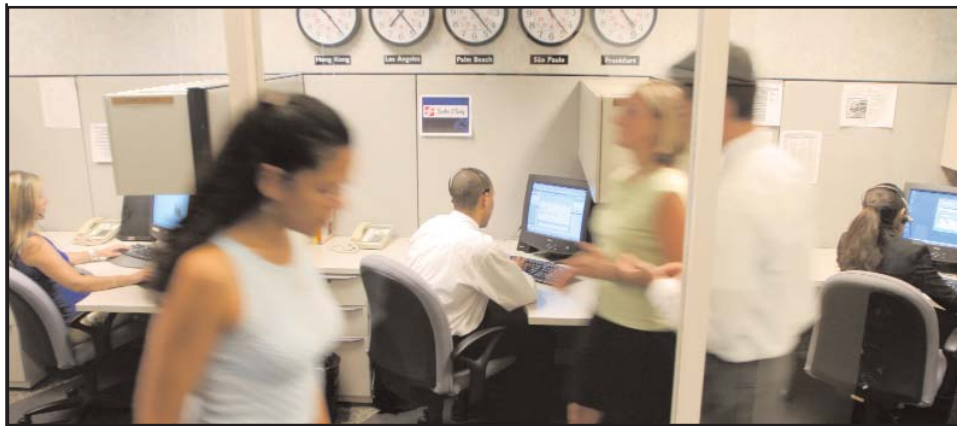


ization comprised of global human resource leaders. Wackenhut is pleased to launch our new comprehensive, background screening solutions, Safe2Hire that supports the pre-hire and Safe2Stay that supports the ongoing screening needs of organizations that will assist companies with avoiding this statistic.

With Safe2Hire your organization can feel confident that it's using the most up-to-date, accurate information available to ensure a safe and compliant environment. Our advanced search technology allows us to more quickly search state, county, and nationwide records and find more accurate matches, reducing turnaround times and false positives. Our unrivaled access to data obtained directly from federal, state, and county records consists of an in-house database covering over 70% of the U.S. adult population combined with access to a nationwide court runner network. By leveraging leading-edge technologies, Wackenhut can provide more accurate background screening results with fewer false positives, at significantly lower costs.

Through Wackenhut's Safe2Stay service companies can ensure that their employees are free of any convictions during the term of their employment. This is especially important for the Healthcare industry, where they can be charged huge fines if a criminal handles anything that is billed by the government. Safe2Stay allows the client to specify the types of infractions to monitor as well as which employees to monitor, and automatically sends notification if and only if a relevant infraction occurs.

"We intend to change the background paradigm with services like Safe2Hire<sup>SM</sup> and Safe2Stay<sup>SM</sup>. Employers now have access to the most sophisticated and cost-effective tools in the industry for background screening and retention.," said Frederick G. Giles, Vice President Research Services for Wackenhut.



## WACKENHUT OPENS EUROPEAN CALL CENTER

The Wackenhut Corporation (TWC) and Group 4 Securicor plc (G4S) are pleased to announce plans to establish an ethics and compliance call center in continental Europe. The new venture, Safe2Say Europe, will provide hotline services to corporations and other organizations operating within the European Economic Area. The call center will be housed at an existing G4S facility in Zaventem, Belgium.

Safe2Say Europe is designed specifically to assist multinational corporations comply with both Sarbanes-Oxley and European labor and data privacy laws. "In light of recent decisions in France and Germany [against US-style hotlines] and with existing regulations in the European Union, we felt that establishing a presence in Europe was an imperative," said William T. Hill, President of TWC's Consulting and Investigation Services Division. Safe2Say Europe will also offer European businesses an opportunity to enhance their corporate governance initiatives by adding a hotline component.

In addition to supporting compliance efforts, Safe2Say Europe will help multinational corporations mitigate cultural resistance and secure works council and regulatory (e.g. France's CNIL) approval. "Having calls answered in Europe and knowing that their personal data will not leave Europe should make ethics and compliance hotlines more acceptable to the European workforce," said Hill. All information received through the Safe2Say Europe process will reside within Europe.



# Safe2Say

Safe2Say Europe hotlines will be available 24 hours a day, seven days a week. Corporate subscribers to the service will be issued one toll-free telephone number accessible from most European countries. Safe2Say will be staffed by experienced communications specialists fluent in Dutch, English, French, and German.

## Upcoming Events: Conferences and Webinars

**FOR MORE INFORMATION OR TO MAKE YOUR RESERVATION TO ATTEND THE NEXT WEBINAR, PLEASE FOR CONTACT KATY CLARK AT 800-275-8310 OR KCLARK@WACKENHUT.COM.**



**LITIGATION AND LEGISLATION:  
FAMILIAR TRENDS AND  
EMERGING ISSUES IN  
BACKGROUND SCREENING**

**DATE: AUGUST 29, 2006  
TIME: TBA**

**LEAD BY: FREDERICK G. GILES  
VICE PRESIDENT, WACKENHUT  
RESEARCH SERVICES**



With over 30 years of experience in loss prevention and law enforcement, Giles areas of expertise include public record retrieval, employment screening, corporate asset protection, and investigative interviewing.



**ASIS INTERNATIONAL 2006  
52ND ANNUAL SEMINAR AND  
EXHIBITS**

**DATE: SEPTEMBER 25-28, 2006**

**SAN DIEGO CONVENTION  
CENTER**

# WHAT'S NEW ONLINE?

In the next month, Wackenhut will be changing the look and feel of our Corporate website as well as our Consulting and Investigation Services website ([www.ci-wackenhut.com](http://www.ci-wackenhut.com)) and highlighting new and exciting news. Come visit us in mid-July to see our new look!!

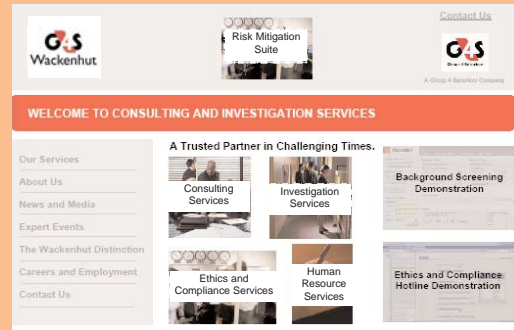
**Next Issue:**

**Q & A with Edward De Lise: Center for Analytical Research**

**\*Why Companies request Due Diligence  
\*How Due Diligence conducted**

**Safe2Say: Wackenhut hotline gets a new look.**

**Employee Spotlight**



You will be able to view live demos of our Hotline and Background Systems.

## FOR MORE INFORMATION:

### Contact:

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