

## Legal Report

Identi-Check is a full-service private detective agency specializing in pre-employment background screening for the private and public sectors. The firm uses state-of-the-market technology to help client companies with fast and accurate reports to clients via electronic means at competitive prices. Background screening is accomplished through on-line, direct access to service bureaus, governmental agencies and a nationwide network of professional investigators. Identi-Check is licensed by the Illinois Department of Professional Regulation and provides:

- Pre-employment background screening
- Investigative services
- Zero-tolerance drug testing

There are at least five reasons why background checks should become standard practice.

**Information** – An employer has an obvious need to know the fundamental facts in job applicants' backgrounds that might impact on their job performance. The employer must assess whether candidates possess the right temperament and skill set required to properly perform their jobs and to fit in with other employees. This assessment requires information from several sources, including a background search.

**The demise of "employment at will"** – At one time employers were able to hire and fire whomever they wanted, whenever they wanted. This ability is eroding in different states at varying rates of speed. The most restrictive states require that an employee cannot be dismissed without a showing of "clear and just cause" documenting the reasonableness of the action. Employee-initiated lawsuits for "wrongful discharges" are very common. Studies show claimants win two-thirds of the cases that go to trial; the average jury award is \$600,000. Careful pre-employment screening reduces the risk of wrongful-discharge cases later.

**Technology** – Advances in workplace technology increase the dangers of unqualified or unethical workers. Employees have access to personal computers and often have access to the firm's entire computer system through local area networks. Background checks can ferret out many high-risk candidates.

**Exaggerated credentials** – Many employers note that falsification or exaggeration of credentials and employment applications is at an all-time high. According to the Employee Management Association, 52% of all applications will have misrepresented information about past employment, with education misrepresented over 80% of the time.

**Tight labor markets** – Identifying and hiring skilled workers is becoming more problematic as scarcity increases in the labor market. With unemployment at record lows, manufacturers must hire smart and hire right the first time.

For more information on Identi-Check and its flexible fee schedules, contact Jenelle Gamboa at (217)585-4311 or visit the web site at [www.identi-check.com](http://www.identi-check.com).