

Hire With Certainty

August 2008

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Protect Your Company From:

- Workplace Violence
- Dangerous, Unsafe and Violent Employees
- Unqualified, Unproductive, Turnover Risks
- Negligent Hiring and Retention Lawsuits
- Embezzlement, Employee Theft

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DON'T KEEP US A SECRET!!



During the past few months, we have implemented many new benefits to our clients, such as our online newsletter and our print newsletter that goes out in the mail to you each month. Additionally, there are new features to our website, www.accuscreen.com, such as our Blog. When you are on our home page, look for the link to our Blog, which is on the left-hand side of the navigation panel. Right now, we are working hard in the development of some additional resources for you, such as our Membership site, where there will be great content, articles, news, video conferencing, teleseminars and webcasts that will provide you the opportunity to enhance your knowledge and earn HRCI recertification credits. We plan to launch our Membership site in the fall, and the great news is that we will be providing you with a complimentary Charter Membership. As always we will keep you updated on this, as well as some other great news in the near future.

If you have someone who you think would be a good match with the reports, services, and client support that we provide, could you take a moment and provide that person's contact information? You can submit your referrals either to suemarriott@accuscreen.com or you can go to this link, www.accuscreen.com/refer. We certainly appreciate your referrals.

2008 Summer Olympics Are Here!!!



The new China Central Television headquarters building is seen in Beijing. The building consists of two angled towers connected at the top to form a continuous loop of horizontal and vertical sections. The spectacular 755 foot building is one of Beijing's Tallest and will house more than 10,000 TV crew covering the olympics. The building is one of a series of landmarks, notable for their futuristic design, that will greet visitors to the Olympics Games, which open Aug. 8, that is 08/08/08.



Send us all your outrageous resume lies and stories...the best one wins a \$100 Gas Card and a feature in our Newsletter.



outrageous BUT true

A 20 year old man from Schenectady, NY jumped from a plane that was flying 10 thousand feet in the air...and landed on a house.

Troopers said they received a 911 call shortly before 2 p.m. from the Duanesburg Skydiving Club that a passenger jumped without a parachute. They found his body next to a house with a damaged roof in Duanesburg, 15 miles west of Albany, NY.

The pilot and owner of the Duanesburg Skydiving Club, said he was flying the single-engine plane at about 10,000 feet with the man aboard, as well as a skydiving instructor, a student and a videographer.

He said the instructor, student and videographer stepped out, and as he began to close the plane's door, the man leaped out, holding a camera but no skydiving gear.

Prosecutors have refiled grand theft charges against two priests accused of stealing hundreds of thousands of dollars from their Delray Beach church.

The charges were dropped in February so prosecution and defense teams could have more time to prepare their cases.

Authorities say the pair spent more than \$400,000 in church funds on gambling trips, rare coins and a girlfriend. They were arrested in 2006. Both pleaded not guilty and were freed on bail.

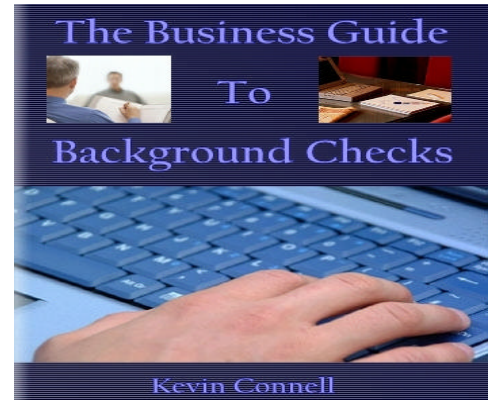
An audit conducted by the Diocese of Palm Beach alleges the pair misappropriated about \$8.7 million from the church.

For your absolutely free copy of the...

"Business Guide To Background Checks"

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Background Checks Now Can Avert Problems Later



The process of hiring can be time consuming and expensive without adding possible litigation to employer concerns. Recent statistics demonstrate that many companies, ranging from family-owned corporations to major corporations make mistakes, leaving them open to unnecessary risk:

- ◆ Research conducted by the Society for Human Resource Management shows that 50% of all resumes and applications contain fabrications.
- ◆ The U.S. Department of Commerce estimates that employee theft causes 33% of all business failures.
- ◆ According to the Department of Justice statistics, workplace violence accounts for 18 percent of all violent crimes.
- ◆ Overall, 66% of negligent hiring trial cases result in jury awards averaging \$600,000 in damages, and the Workplace Violence Research Institute reports that the average jury award for civil suits on behalf of the injured is \$3 million.

Most companies provide applicants with standard employment applications, review resumes and conduct interviews; however, additional steps are required to create a thorough and thoughtful hiring process, even when recruiters are involved.

A recruiter's consensus of interviewers is not enough and many lead to a false sense of security that can leave a business exposed to damages, losses and costly litigation.

A comprehensive background check can provide a second look at potential candidates that can create peace of mind for the employer, reduce risk and create a safer and more secure working environment for employees and customers.

Employers who conduct a thorough background screening check, which can include reference checking, experience better employee attendance rates and a lower turnover. Employers can possibly see reduced health care and workers' compensation costs. Hiring the best overall employees makes a difference in terms of attitude, safety and performance.

When a drug free workplace program is also in place, employers experience even greater cost savings.

When a company screens its applicants, the company is more likely to find qualified employees for its open positions. Employment, education and professional verifications are just the beginning when determining whether an applicant will appropriately fit a company's needs.

Reassure Workers In A Slow Economy



The headlines are hard to miss. Are we in a recession or aren't we? Large and small companies are feeling the crunch. Your employees are probably wondering about the state of their entire workplace as well as their individual job. Chances are they are feeling the pressure outside of work as well, with rising gas prices; utility, health care and grocery costs; and a tight housing market. What can you do as an employer to lessen the stress and keep employees productive through tough times?

Be visible. Now is not the time to hide in your office. Check in with employees regularly, and if possible schedule one-on-one meetings with them if necessary. Pitch in alongside them to help get work done. They look to you to set the tone.

Open feedback channels. Consider having "town meetings," a company intranet bulletin board, or brown-bag lunches devoted to discussing the company and the state of your business and answering questions. Employees will be more dedicated to their work when they feel that the workplace stands by them.

Be honest. Perhaps you can't share every corporate detail, but keep employees appropriately informed. Update them on the status of the company, customers, business, and their individual jobs. Help them feel like stakeholders in the company as a whole.

Watch for signs of trouble. An employee who is having financial problems at home or who is excessively worried about his or her job might lose focus at work, make mistakes, or seem anxious or angry. Don't criticize or come down too hard. Try to find out what's at the root of the problem first and what you can do to help.

Foster collaboration. Reward good work publicly and create a sense of everyone working together toward a common goal. Let employees know that their contributions to the workplace are a big part of what keeps it successful through difficult times. You might even consider a "nap room" that allows employees to close their eyes for 15-20 minutes on breaks.



THE HOT SPOT



Sleeping Pilots Overshoot Airport By 359 Miles

An Air India flight soared past its Mumbai destination on June 4th as its pilots allegedly dozed off in the cockpit.

The napping pilots flew 359 miles past the airport and were still at cruising altitude when nervous air traffic controllers woke them up.

The flight, which was on autopilot flying toward Mumbai, had about 100 passengers on board. After operating an overnight flight, fatigue levels peak, and so the pilots dozed off after taking off from Jaipur.

ELDERLY MAN MARRIES FOR THE 53RD TIME

A 72 year old man married for the 53rd time. He had to marry 51 other women to realize that his first wife was the one.

He married his first wife in 1957 for the first time and now, 47 years and 51 marriages later, he married her again.

His 52 marriages lasted between two days and twenty years and all his marriages ended in a divorce, except one.

Student Finds Burglar Wearing Her Clothes

A student of the University of South Florida came home and found a drunken burglar passed out in the laundry room, wearing her clothes.

When the student arrived home she noticed that her living room and kitchen were trashed. After she called the police, she searched her apartment and found a man passed out. She also noticed that he was wearing her clothes.

While waiting for the police, she barricaded the laundry room and locked the burglar inside. A few minutes later the man was arrested by the police.

After the incident the student said: "He had gotten into all kinds of food in my refrigerator, drank half my liquor, made himself at home and pulled things out of my underwear drawer, and every box of stuff that I have, and went through everything I own."

101 Year Old Woman's License Renewed

A Florida woman who is considered to be the world's oldest driver got her license renewed until 2011.

The 101 year old woman said she has been driving since 1915 and continues to travel around Tallahassee in her 1984 sedan.

"I'm sure I look (101 years old) but they don't let me know that," she said while driving around the neighborhood.



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Hire With Certainty

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Accurate
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that you have seen or heard of from others

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chance to win.

Enter as many stories as you like,
but get them all in by September 15, 2008 . The top
three stories and winners will be announced in our
October Newsletter.

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3 \$25.00
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SEE PAGE 2 FOR DETAILS