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Orion Group Services:

Civil/Criminal Investigations

*Executive Protection/Firearms
Training*

Video Surveillance Systems

Litigation Support Services

Contract Security Guards

Mobile Patrol/Cash Courier

Neighborhood Watch Programs

*Pre-Employment/Background
Investigations*

*Employee Performance
Audits/Mystery Shopping*

Legislative Alert

The Kansas Legislature is considering passage of a law dealing with specific penalties and sanctions against employers who hire illegal aliens.

Kansas House Bill No.2163

Useful Web sites:

Fair Credit Reporting Act (FCRA)

www.ftc.gov/os/statutes/fcraju.mp.htm

WHY DO EMPLOYEES STEAL?

For years criminologists have struggled to answer this question. While a specific, universal motivation has yet to be identified, two key elements are present in all internal theft situations:

NEED AND OPPORTUNITY

Recent studies show that over 75% of all employees are involved in theft to some extent. Even well paid, well treated employees will often rationalize their need as greater than the employers.

Opportunity can be addressed by developing a Corporate culture that develops a template for **Corporate Integrity**.

To evaluate an employee's propensity to rationalize need is a

*Information reference potential employee credit inquires
Federal Trade Commission*

www.ftc.gov

Among other things oversees FCRA including enactment of the "Disposal Rule" dealing with destruction of consumer information.

www.eeoc.gov/abouteeo/overview_laws.html

Contains information about Discrimination in any phase of the hiring process.

matter of understanding the employees past life style and job performance.

The scope of the Pre-employment Background Screen should contain the following three key elements: **Identity Verification, Personal History Verification and Credentialing.**

When attempting to validate these elements the employer must abide by all Federal and State Statues and Laws to avoid serious legal action and sanctions.

The Orion Group through its Pre-Employment/Background Screening Division conducts hundreds of inquires for employers throughout the United States.

If you need a professional, economical pre-employment/background screening service we would welcome the opportunity to be of service to you.