

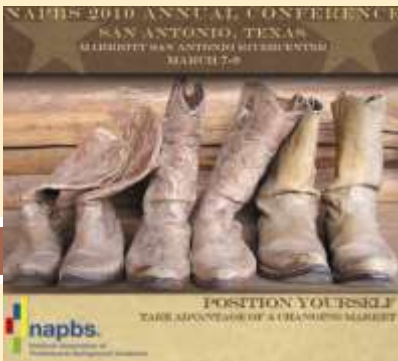
NAPBS 2010 ANNUAL CONFERENCE

SAN ANTONIO, TEXAS
MARRIOTT SAN ANTONIO RIVERCENTER
MARCH 7-9



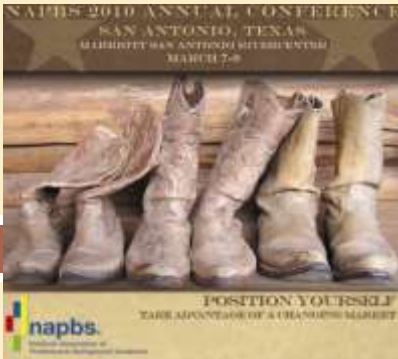
**POSITION YOURSELF
TAKE ADVANTAGE OF A CHANGING MARKET**

Discussion Topics



- Fundamentals
- Information Availability
- Process
- Proper Expectations
- Lessons Learned

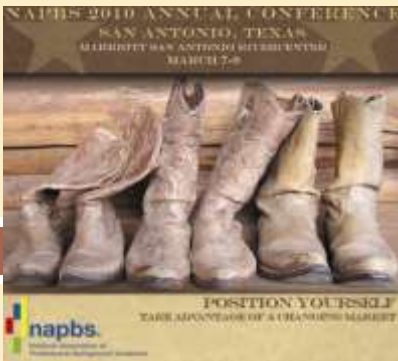
Fundamentals



□ Location

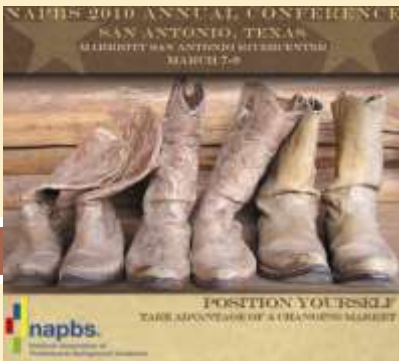
- The Philippines, officially known as the Republic of the Philippines, is a country in Southeast Asia in the western Pacific Ocean.
- It is bounded on the east by the Philippine Sea. An archipelago comprising 7,107 islands, the Philippines is categorized broadly into three main geographical divisions: Luzon, Visayas, and Mindanao. The capital city is Manila.
- **Size and Population**
 - Estimated 92 million, the world's 12th most populous country.
- **Legal View of Background Screening**
 - Partially regulated but not enforced

Fundamentals



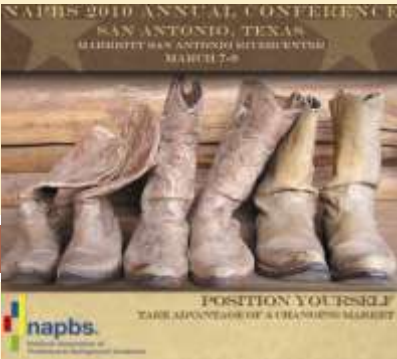
- Cultural View of Background Screening
 - Generally accepted screening tool but subjects feel they won't be screened
 - Varies from References only to non-job related checks
 - Written, Verbal and site visits
 - Limited online or digitized database
- Related Privacy Laws
 - Writ of Habeas Data
 - Data Privacy Bill pending in Congress

Availability



- Availability by Record Type
 - Academic
 - Registrars Office
 - Written consent and documentary requirements
 - Manual process
 - Employment
 - HR and former supervisors
 - Criminal Records
 - Centralized Criminal Records Database
 - Police Records for lower offenses
 - Regional and Municipal trial courts for Civil litigation
 - No digitized records
 - Site visits to locations

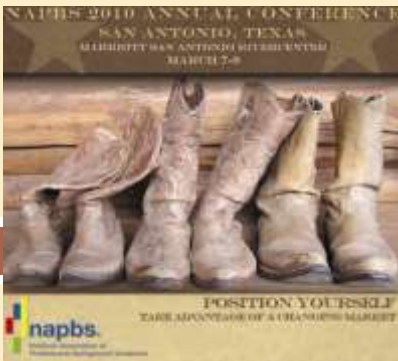
Availability



■ Other Record Types

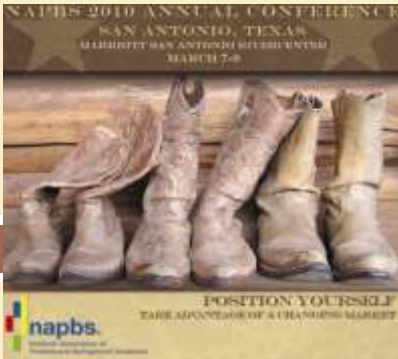
- Limited credit report (no central credit information body)
- Directorship Search
- Driving Licenses and Motor convictions
- Social Security System (SSS) Number
- Passport Check
- Professional licenses
- Current Address Verifications

Process

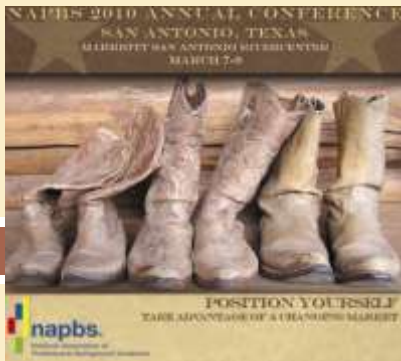


- Requirements to Obtain Records
 - Authorization
 - Written Signed Consent
 - Special Forms
 - SSS records
 - National Bureau of Investigation (NBI) clearance/certificate
 - Transcript of Records or School diploma
 - Specific Identifiers
 - Full Name , DOB, Full Address, Maiden Name
 - Government and/or Other Fees
 - Yes
- Trans-Border Data Transfer Issues
 - None

Expectations



- Turnaround Time
 - ▣ Seconds to 4 weeks depending on service
- Information
 - ▣ Scope
 - Nationwide
 - ▣ Reliability
 - Human Error
 - Written references/verifications
 - 3-6 months lead time to update records



Lessons Learned

- Increasing Odds of Success
 - ▣ Re-screen every 6 months
 - ▣ Constant relationship building with entities
- Points of Caution
 - ▣ Fake certificates and ID's
 - ▣ Changing regulations, policies and procedures