

NAPBS 2010 ANNUAL CONFERENCE

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



Protecting Your Organization from the Harmful Effects of Web 2.0

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

You can do anything you set your “mind” to!

DR. JASON B. MORRIS, MBA, PhD

4853 Galea Parkway • Cleveland, OH 44128 • (216) 514-2800 • jmorris@totalbackground.com

PRE-EMPLOYMENT SCREENING EXPERT

- **Former co-chair and current board member National Association of Professional Background Screeners (NAPBS)**, founding member of this association which exists to promote ethical business practices, promote compliance with the Fair Credit Reporting Act (FCRA) and foster awareness of issues related to consumer protection and privacy rights within the background screening industry.
- **Expert consultant to government agencies**, including officials from the Federal Trade Commission (FTC), Department of Homeland Security (DHS), and U.S. Department of Justice, comments made in this capacity were published on the US Department of Justice website.
- **Presented to members of the U.S. House of Representatives and U.S. Senate** recommendations on amendments to the FCRA and various provisions to fortifying privacy bills and immigration reform initiatives.
- **Advised and consulted with Obama Administration** on matters relating to the background screening industry.
- **Published work in professional journals** including *Lack of Employment Screening in the U.S. Workforce May Have Dire Consequences in the Next Decade*.

LEADERSHIP SKILLS

Captain U.S. Air Force	Staff Recruitment & Retention	Entrepreneurial Expertise
Private Investigation	Non-Profit Leadership	Employment Law
Executive Leadership	Innovative Leadership	HR Technologies
FCRA	Security	

PROFESSIONAL EXPERIENCE

EMPLOYERSCREENIQ — Cleveland, OH

Industry leading global pre-employment screening company

President and Chief Operating Officer, 1999 to Present

Founded EmployersScreenIQ in 1999, developed and executed strategic plan that resulted in rapid expansion, hired, trained and developed senior leadership team. Led the senior leadership team to develop best practices and policies to ensure industry leading compliance, quality and customer service. Invented the EmployersScreenIQ University and the newsletter, The Welton as a premier educational resource.

Key Results:

- Recognized five consecutive years as a Westborough 100 fastest growing companies in Northeast Ohio
- Recognized in Cleveland Crain's Business "40 Under 40 List" for innovation in the workplace.
- 2008 Irvine Innov Award Winner for the EmployersScreenIQ University
- 2009 Cull Innov Award Winner for the EmployersScreenIQ Website
- Recognized for outstanding employer support of the military.
- Recognized for philanthropic contributions and community service by the March of Dimes, United Way of Greater Cleveland, and The American Cancer Society.

JASON MORRIS

Phone (216) 514-2800 • Page 2

NAPBS — Morriaville, NC

Non-profit trade association, NAPBS serves to represent the interest of companies offering tenant, employment and background screening.

Co-Chairman, 2009-2010

Lobbied on behalf of the background screening industry, presented information to government agencies that focused amendments to the FCRA and various provisions in forthcoming privacy bills and investigation reform initiatives.

OTHER PROFESSIONAL EXPERIENCE

InfoData, Inc.—Cleveland, OH	<u>Executive Vice President</u>	1996-1999
Willis Security—Cleveland, OH	<u>Supervisor</u>	1993-1995
Jackson Lewis Law Office—Cleveland, OH	<u>Summer Intern</u>	1992, 1993
United States Air Force—Westbury, NY	<u>Captain</u>	1987-1991

EDUCATION & CERTIFICATIONS

KENT STATE UNIVERSITY — Kent, OH

Bachelor of Science (BS) in Criminal Justice (with honors), 1995

GORDON UNIVERSITY — New York, NY

Master of Business Administration (MBA) in Economics (with honors), 1997

GORDON UNIVERSITY — New York, NY

Doctor of Arts (PhD) in Criminology (with honors), 2000

Licensed Private Investigator

- New Jersey
- Ohio
- Nevada
- Texas
- New York

HR Designations:

- SHRM (Senior Professional in Human Resources), 2004

VOLUNTEER LEADERSHIP EXPERIENCE

American Cancer Society of Cuyahoga County	<u>Vice President</u>	2006-present
United Way	<u>Unit President</u>	2005-2006
Big Brothers/Big Sisters of Cleveland	<u>Board Member</u>	2003-2005
Make a Wish Foundation	<u>Board Member</u>	2005-2006
March of Dimes	<u>Revenue Chairman</u>	2005-2006

JASON B. MORRIS




- **President & Chief Operating Officer**
EmployeeScreenIQ
- **Past Chairman – *National Association of Professional Screeners***
Background (NAPBS)



EmployeeScreenIQ™
Smarter Screening. Intelligent Hiring.



licensed under  Attribution-NonCommercial-ShareAlike 2.0 Germany | Ludwig Gatzke | <http://flickr.com/photos/stabilo-boss/>

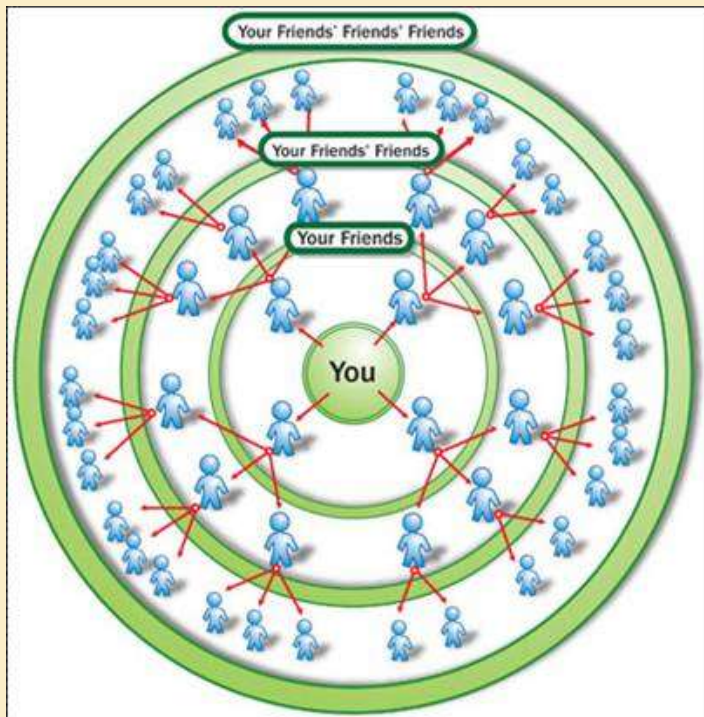
CURRENT WEB 2.0 TRENDS

- Social Networking Sites
- Google
- Diploma Mills
- Employment Mills
- Screen Scraping
- Instant Screening

THE MOST POWERFUL SYMBOL ON THE WEB



SOCIAL NETWORKING SITES



- Why recruiters use them
- Facebook / LinkedIn Most Common in HR
- How they can harm clients
 - Stacey the Drunken Pirate
 - Wikipedia Example
 - Philadelphia Eagles

Privacy Settings > Profile Information

Back to Privacy

Preview My Profile...

About me

About Me refers to the About Me description

Personal Info

Interests, Activities, Favorites

Birthday

Birth date and Year

Religious and Political Views

Family and Relationship

Family Members, Relationship Status, Interests

Education and Work

Schools, Colleges and Workplaces

Photos and Videos of Me

Photos and Videos you've been tagged in

Photo Albums

Posts by Me

Default setting for Status Updates, Links, Notes, Photos, and Videos you post

Allow friends to post on my Wall

Posts by Friends

Control who can see posts by your friends on your profile

Comments on Posts

Control who can comment on posts you create

Only Friends; Except: Limite... ▼

Only Friends; Except: Limite... ▼

Only Friends; Except: Limite... ▼

Only Friends; Except: Limite... ▼

Only Friends; Except: Limite... ▼

Only Friends; Except: Limite... ▼

Only Friends; Except: Limite... ▼

Edit Settings

Only Friends ▼

Friends can post on my Wall

Friends of Friends ▼

Only Friends ▼

Custom Privacy

Make this visible to _____

These people: ▼

Only friends can see this.

Hide this from _____

These people:





View Photos of Me (177)

View Videos of Me (6)

Edit My Profile

Blackberry PIN: 308F8B33

Information

Relationship Status:
Married to
 Bridget Shelby Morris

Birthday:
 July 21

Current City:
 Cleveland, OH

Friends

521 friends

See All



Aaron Greenwald



Jennifer Canowitz



Ursula Intriari Rosenberry



Julie Leo Weber



Michael C. Goertz



Beatriz Fontanive Bishop

Visual Bookshelf

Jason Morris Anyone going to Umphrey's McGee at the House of Blues in Cleveland on Oct 8th? 13 hours ago [Add](#)

Wall Info Photos Boxes Nike+ Texas HoldEm >> +

Click on a profile section below to edit it.

Done Editing

Basic Information

Sex: Male

 Show my sex in my profile

Birthday: Jul 21 1973

 Show only month & day in my profile.

Hometown: Cleveland, OH

Home Neighborhood:

Family Members:

Select Relation:

[Add another family member](#)

Relationship Status:

Married

 to Bridget Shelby Morris
[Cancel Relationship](#)

Interested in:

 Men

 Women

Looking for:

 Friendship

 Dating

 A Relationship

 Networking

Political Views:

Republican Party

Religious Views:

Save Changes

Cancel

Personal Information

Contact Information

Education and Work

SOCIAL NETWORKING SITES - CONTINUED

- Legal Liabilities - Recruiting
 - EEOC
 - Griggs Vs. Duke Power (1971)
 - OFCCP
 - Order 11246
- Legal Liabilities – Background Screening
 - FCRA
 - State and Local Laws
 - Privacy

SOCIAL NETWORKING SITES - CONTINUED

- How to protect your company
 - Create a company policy
 - Training
- Educating applicants

DIPLOMA MILLS

- History of Diploma Mills
- Examples of Diploma Mills
 - Personal Example
- Financial Risk
- How it can harm your company
- How to protect your clients



Kent State University

This is to certify that
the Board of Trustees of Kent State University,
upon the recommendation of the Faculty, has conferred upon

Jason Brian Morris

the degree of

Bachelor of Arts

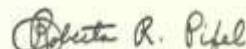
with all the honors, rights, and privileges of that degree.

Given at Kent, Ohio, this sixteenth day of December
nineteen hundred and ninety-five.


CHAIRPERSON, BOARD OF TRUSTEES




PRESIDENT OF THE UNIVERSITY


RECTOR


DEAN, COLLEGE OF ARTS & SCIENCES

Ad Summas Honores Facultate

Gordon University

The Board of Governors of Gordon University, upon the recommendation of Academic Council, confers the Degree of

Master of Business Administration Economics

Upon

Jason B. Morris

*who has completed all the requirements of the course of study prescribed by the Statutes of Gordon University
and grants all honors, rights and privileges which appertain to this Degree.
Given this 31st day of May One Thousand Nine Hundred and Ninety Seven.*


President of the University




Dean of the College

Gordon University

The Board of Governors of Gordon University, upon the recommendation of Academic Council, confers the Degree of

Doctor of Arts

Criminology

Upon

Jason B. Morris

*who has completed all the requirements of the course of study prescribed by the Statutes of Gordon University
and grants all honors, rights and privileges which appertain to this Degree.*

Given this 27th day of May Two Thousand.


President of the University




Dean of the College



**GORDON
UNIVERSITY**

Postal: Registrar's Office, 1903 60th Place E. #M5311, Bradenton, FL 34203

This is to certify that

Jason B. Morris

has successfully completed a

Master of Business Administration

from Gordon University

The particulars for Jason B. Morris are as follows:

Conferred	May 31 st , 1997
Program Enrolled	Master of Business Administration
Major	Economics
Student ID	314-22-47
Password	61dmcu

If you would like to personally verify the academic qualifications of Jason B. Morris, kindly email the registrar at gordonu@course-registrar.org. Please use the above **Student ID** and **Password** for verification purposes.

Note: Having this letter verifies that you are requesting the educational verification with the consent from the student.

Registrar
Gordon University
Faculty of Business



GORDON UNIVERSITY

Postal: Registrar's Office, 1903 60th Place E. #M5311, Bradenton, FL 34203

This is to certify that

Jason B. Morris

has successfully completed a

Doctor of Arts

from Gordon University

The particulars for Jason B. Morris are as follows.

Conferred	May 27 th , 2000
Program Enrolled	Doctor of Arts
Major	Criminology
Student ID	314-22-47
Password	6ldmeu

If you would like to personally verify the academic qualifications of Jason B. Morris, kindly email the registrar at gordonu@course-registrar.org. Please use the above **Student ID** and **Password** for verification purposes.

Note: Having this letter verifies that you are requesting the educational verification with the consent from the student.

Registrar
Gordon University
Faculty of Arts

Sort by: **Relevance** ▾ View: **Basic** ▾

38,608 results for Gordon University [Save this search]



Robert Brown 2nd

15,000+ Connections! Open Networker; Seasoned Exec w/20+ yrs business development & sales management experience!

Greater San Diego Area | Wireless

LinkedIn Home Profile Contacts Groups Jobs Inbox More...

Let's Grow Ohio - Ohio based Marketing Help Find new customers

People

Bill North
IT Management Professional
Greater Minneapolis-St. Paul Area | Pharmaceuticals



Past

- Senior IT Manager at Express Scripts, Inc.
- Technical Consultant at Strategic Staffing Solutions
- Systems Analyst / Project Manager at Lyons Building Center

Education

- Gordon University
- Sault College of Applied Arts and Technology
- Sault College of Applied Arts and Technology

Recommendations 2 people have recommended Bill

Connections 78 connections

Public Profile <http://www.linkedin.com/in/billnorth>

Advertising



College of Management
Education

Summary

Excel at building strategic roadmaps, high performance teams and relationships. Extensive experience driving technology, process improvements, service management, and project plans. Equipped with outstanding presentation, leadership, communications and interpersonal skills, effective in negotiating and influencing solutions for complex problems and services. A change agent and catalyst.

Providers, LLC

Houston, Texas Area | Information Technology and Services



Search tools

[Advanced search](#)

[Saved Searches](#)

[Saved Profiles](#)

LinkedIn Home Profile Contacts Groups Jobs Inbox More...

Let's Grow Ohio - Ohio based Marketing Help Find new cu

People

M J Wold, PHR 3

Regional Sr Human Resources Manager at Wal-Mart
Las Vegas, Nevada Area | Human Resources

Current

- Regional Sr Human Resources Manager at Wal-Mart Stores, Inc.

Past

- Market HR Manager at Wal-Mart Stores, Inc.
- Divisional Recruiter at American Residential Services, LLC
- Regional Executive Recruiter at Target Corporation - Stores [see all](#)

Education

- Gordon University

Recommendations 3 people have recommended M J

Connections 32 connections

Public Profile <http://www.linkedin.com/in/mjwold>

Members

all

Eligible
bridge

y.com

Summary

Over 16 years of dynamic, progressive experience and track record in Human Resource functions including talent acquisition and strategic integration, personnel training and development, and employee/team management. Creative, flexible multi-tasker able to work in diverse, "speed is life"

all

[Free PMBOK Guide](#)

HOW TO IDENTIFY AND PREVENT



3 Layers In Checking Education

- Accreditation status – is the institution legally allowed to award degrees
- Verification – has the institution awarded the degree to the candidate
- Evaluation – the equivalency of an overseas degree to the US education system

States Lists of Unaccredited Schools

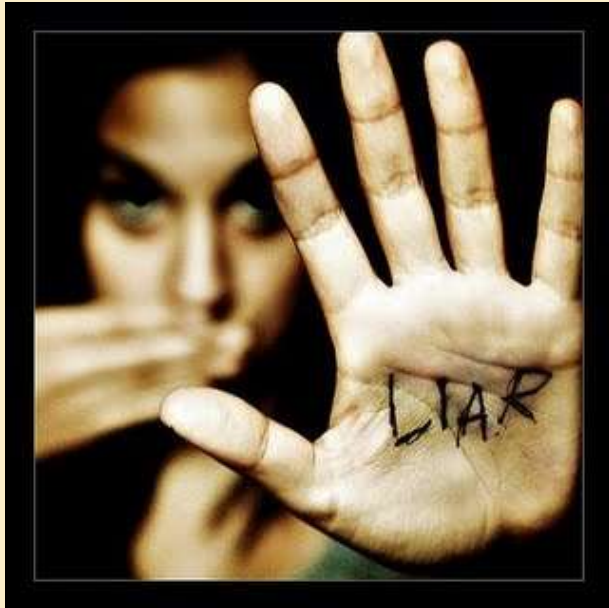
- Michigan: http://www.michigan.gov/documents/Non-accreditedSchools_78090_7.pdf
- Oregon: <http://www.osac.state.or.us/oda/unaccredited.aspx>
- Hawaii: http://hawaii.gov/dcca/ocp/udgi/civil-enforcement-lawsuits/atct_topic_view?b_start:int=60&-C=
- Maine: <http://www.maine.gov/education/highered/Non-Accredited/am.htm>
- Texas: <http://www.thecb.state.tx.us/index.cfm?objectid=6941C34E-DF3E-4B42-288239D3FC3ACD29>
- If the school does not appear in any of the above databases or lists, the school itself may have changed names since the degree was issued and further research on the schools in that city and state may be warranted before making a determination. Also, some schools on these lists are legitimate educational institutions that are simply not accredited.

Accredibase™

- Global database of unaccredited institutions and unrecognised accreditors
- Build from publicly available black lists, information from law enforcement and education agencies and independent research
- Designed for screening agencies to use in their education verification processes
- Doesn't just list names –
 - Locations and contact details (identifiers)
 - Aliases and associate mills
 - People and organisations involved in running them
 - Sources – black lists, government white lists checked
 - Sample certificates, transcripts and verification letters
 - Legal documents (eg. court records)
 - Website screenshots
 - Media references

EMPLOYMENT MILLS

- History of Employment Mills



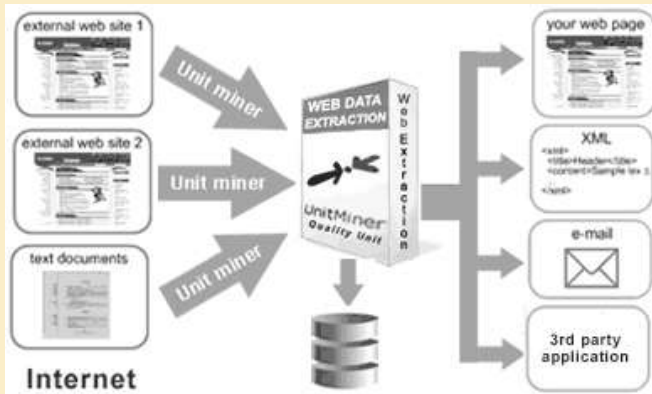
- Examples

- Financial Risk

- How it can hurt your clients

- How to protect your clients

SCREEN SCRAPING



- What is screen scraping
- Where is it available?
 - Good sites
 - Bad sites
- Examples of how you can miss records

USING THE WEB AS YOUR SCREENING TOOL

- Google / Wikipedia / Blogs
- Examples
- Pro's
- Con's

Resources

- **EmployeeScreen University**
 - <http://university.employeescreen.com>
- **EmployeeScreenIQ Blog**
 - www.blog.employeescreen.com
- **The Verifier, Quarterly Newsletter**
 - www.theverifier.employeescreen.com



Questions and Answers

