

Ernst Enterprises Newsletter



FAKE REFERENCES FOR JOB CANDIDATES? READ ON!

Just when we see the recession slowly easing and hiring starting up again, a new internet scam is throwing another hurdle in front of employers looking to hire quality employees.

There are now web-based services that provide fake references, college degrees, doctor's notes and more, and that means that employers must do a better job of checking out candidates to make sure what they say is true.

According to crimescreen.com statistics:

"Negligent hiring litigation is a growing problem! Employers lose 72% of all negligent hiring suits and the average jury plaintiff award in employment law cases continues to be in excess of \$1,000,000!"

"Damages are awarded against employers because of the employer's negligence and failure to perform a reasonable search into the employee's background prior to hiring. Courts have ruled that an employer has a general duty to check criminal records for employees who will have interface with the public, or who could have a foreseeable opportunity to commit a violent crime against someone in the course of their employment."

WHAT IS A COMPANY TO DO?

We offer the following list of 5 actions an employer can take to reduce the risk of a bad hire.

1. Is your hiring process complete? If you are not sure, have an outside review conducted of your hiring process to identify any gaps that could let someone slip through your process.
2. Is your employment application up to date? The employment application is your first line of defense and needs to be current to provide adequate protection.
3. Are you and your managers trained to conduct in-depth interviews? If not, this one step can produce the greatest return on investment and do the most to improve your hiring success.
4. Conduct reference checks by calling former employers. Regrettably, you cannot always trust the information provided by the candidate, double check phone numbers by looking up company information in the phone book or internet. If you are not comfortable or have time to do this, have the background check company perform this service for you.
5. Conduct background checks including criminal history and verification of credentials. Credential fraud is one of the biggest areas for falsification. The cost for a criminal history and credential verification is nominal. There are a surprising number of convicted felons who conceal their criminal history on employment applications.

Unfortunately, because most businesses haven't done a lot of hiring due to the economy, interviewing skills become rusty, and it's hard to keep up with changes in employment laws and regulations and new internet scams.

We at Ernst Enterprises are experienced at helping owners by reviewing the hiring process and implementing actions to improve the effectiveness of the managers who interview candidates. Call now to schedule your complimentary initial consultation.

Have you taken the computer security quiz to check on the security of your computer systems? To test the security of your computer systems, click [here](http://evaluation.eellc.us/survey1.html) to take a short security assessment, or copy and paste the following link:
<http://evaluation.eellc.us/survey1.html>

Sincerely,

Mark

Mark Ernst
Ernst Enterprises, LLC

 **Ernst Enterprises, LLC**

60 S. Rand Rd. Lake Zurich, IL 60047
Phone: 847.438.8977 Email: Mark@eellc.us Web: www.eellc.us