

# The Hire Authority

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## Inquirehire Announces New Director of Sales

Inquirehire is excited to announce the addition of Bryan Plesha as Director of Sales. Bryan has over 16 years of experience in the delivery of enterprise talent management solutions to various organizations across a range of industries. Bryan brings a consultative approach with particular expertise in working with C-level, IT, Procurement, Legal, HR and executives to gain a firm understanding of their business functions to improve business performance. His knowledge and depth of experience will be an excellent fit as Inquirehire continues its mission to offer automated HR solutions. Bryan welcomes the opportunity to work with those companies looking for a competitive advantage in the hiring cycle.

Email Bryan at [bryan@inquirehire.com](mailto:bryan@inquirehire.com)

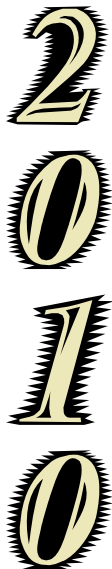
## NEW FEATURE 2010 Webinar Calendar

Inquirehire offers a series of free, educational webinars designed to help employers stay abreast of the latest trends and best practices being utilized in today's hiring process. Each webinar is structured to last no more than 30 minutes so employers can work them into their busy schedules.

- Overview
- Paperless Application
- Applicant Evaluation
- Automated Reference Checking
- Online Order Entry and Report Retrieval for Background Screening
- Basic Applicant Tracking System
- Just to name a few

**Sign up for our February & March sessions -**

<http://www.inquirehire.com/education/webinars.php>



## Beware of the Degree Mill

The biggest degree business in the world was started by an American living in Bucharest, Romania. Total sales since the mid-1990's have been more than \$400 million. Sales were mostly to Americans and Canadians.

Degree mills are internet based and typically start with millions of spam messages sent internationally. Wording varies but they all entice the recipient to obtain greater earning power, admiration and a prosperous future with a college degree. Approximately 1 person in three ends up buying a degree.

So why do these fake products exist? It's the law of supply and demand. If enough people want those products or services, then someone will make them available.

The simple fact is, these degree mills exist because there are enough people who want and are willing to pay for those products and they are either unaware of the risks or willing to accept the risk.

Human beings take risk all the time. Smoking, extreme sports, skydiving, bungee jumping are just a few. So risk isn't a big deterrent. Then there are consequences. When was the last time you saw even an article in the paper about a person prosecuted for obtaining a fake degree. Buying a degree has historically been low risk. Discovery has had relatively little consequence. The person may not get the job if discovered, but they did not have a job to begin with. What do they have to lose?

This is a sobering thought. People with fake degrees are time bombs within their organization. If you have a job that requires a college degree, make sure it is verified.

***“Degree mills are internet based and typically start with millions of spam messages sent internationally.”***

## Do you check Past Employers?

Many companies sidestep this important process as they feel they will only receive “name, rank and serial number, “ assuming that this is worthless information. In reality, verifying previous employers is a key component in any hiring program. It is an integral part of determining whether an applicant is unsafe, unfit or unqualified for the position for which they applied.

So why is it so important? There are essentially five reasons:

- ◆ Allows Employers to demonstrate due diligence
- ◆ Eliminates unexplained employment gaps
- ◆ Indicates where to search for criminal and other records
- ◆ Allows employer to hire based on facts and not instincts
- ◆ There is a chance you may receive valuable information



## “Diversion” as a Court Disposition

A **diversion program** in the criminal justice system is a program run by a police department, court, a district attorney's office, or outside agency designed to enable offenders of criminal law to avoid criminal charges and a criminal record. The purposes of diversion are generally thought to include relief to the courts, police department and probation office, better outcomes compared to direct involvement of the court system, and an opportunity for the offender to avoid prosecution by completing various requirements for the program. These requirements may include:

- Education aimed at preventing future offenses by the offender
- Restitution to victims of the offense
- Completion of community service hours
- Avoiding situations for a specified period of time in the future that may lead to committing another such offense (such as contact with certain people)

Diversion programs often frame these requirements as an alternative to court or police involvement or, if these institutions are already involved further prosecution. Successful completion of program requirements often will lead to a dropping or reduction of the charges while failure may bring back or heighten the penalties involved.

Recent example: We recently ran a background on an applicant and found a felony adult guilty plea for failing to register as a sex offender. The plea was in 2005 although the original sexual offense was in 1999 when the subject was a juvenile. The 2005 plea resulted in a disposition including a diversion program until Sept of 2010. This was not considered a conviction and thus not reportable to the client.



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· Look **Better**



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## Your input is important to us!



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