



next five years. Candidates have concealed a range of criminal activities, from prostitution to fraud and drug use.

In Phoenix, more than one-third of the police recruits are failing polygraph examinations. In Orlando, about half are not surviving pre-polygraph interviews. One candidate was recently dismissed after listing two fraudulent college degrees that the candidate purchased online.

The problem isn't only failed background checks. In Las Vegas about 23% of candidates never get past a multiple-choice basic knowledge test. Another 40% fail the physical training workout. But that's a drop in the bucket to the 70% failure rate when it comes to background checks and polygraph exams.

To give you a sense of the challenge facing employers, the Las Vegas Police Department has to fill 400 available jobs this year. That means its recruiting strategies need to attract over 600 applicants a month.

The Las Vegas Police Department is not alone in their recruitment challenge. The FBI had to change (lower?) their standard because too many candidates were being rejected. The FBI is now accepting recruits who smoked marijuana in the past but have not smoked it recently.

What's next in this Perfect Labor Storm? What have been your experiences with background checks? Are background failures on the rise in your business? Have background checks helped you avoid any wrong hires?

### **Real Scenarios where a background check should have been run.**

On Monday, a man known to police as Jonathan Rowan shot to death his ex-girlfriend, Rebecca Griego, in her office at the University of Washington. He then killed himself. Investigators say Rowan had two passports under different names and three aliases. **(Our SSN TRACE would have caught this)**

Last Thursday, a Gig Harbor man known to friends as John Williams shot to death Turid Bentley, the woman he lived with, in another murder-suicide. After searching the couple's home, police discovered that Williams was in fact John Branden, who was wanted in Oregon for kidnapping, raping and trying to kill a girlfriend in 1999. **(Our Nationwide Criminal Record search would have caught this)**

And over the weekend, police arrested a 30-year-old woman, Lorelei Corpuz, who had passed herself off as a 17-year-old boy named Mark and persuaded an Everett couple to let her live in their home, where she sexually abused their 14-year-old daughter. **(Our Nationwide Sex Offender search would have caught this.)**

The Columbus School District of Columbus, Ohio, had to cancel classes, after the Cincinnati-based First Student busing company discovered it hadn't properly processed criminal background checks on school bus drivers. Ohio police arrested a First Student driver on a charge of cocaine possession. Eight other



