



The Lynx Link

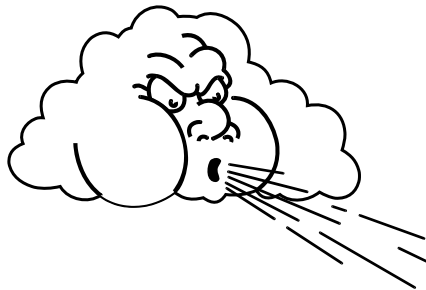
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Employer Lynx, Inc.

Private Investigation
Pre-Employment Screening

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Background checking is
our only business.

New Employer Lynx Services for Clients in 2005

Employer Lynx is going to be offering a number of new services in the next year. K. J. Smith, director of operations, says the new programs are a result of their continual effort to simplify the process for clients, while at the same time providing them with the most comprehensive information available in the market.

Criminal Searches

Employer Lynx has a national criminal background check in its basic pre-employment screening offering. Soon, the company will offer two new programs, a National Criminal Search and an enhanced Federal Criminal Search.

The National Criminal Search is a new program, another tool in the arsenal of background checking. However, this doesn't replace the county criminal search.

Employer Lynx will also soon be using the new national index in it's federal search program, which will help the company cast a wider net than has been previously possible.

K. J. reminds everyone that although the new national index will amplify available information, "it isn't a stand-alone program but a tool that adds an element that makes the search more thorough." She adds, "Each tool helps Employer Lynx to do the best job possible for clients."

Records of criminal behavior are kept by a myriad of agencies and

municipalities, which is a hindrance for different levels of fact-finding. K. J. says that the new index and the National Criminal Search are much needed and will help Employer Lynx to provide more information than has formerly been unavailable.

Underlying problems with criminal background checks, including the fact that not all courts are required to report and information resides in a number of different federal, state and local levels, are underscored by the Fair Credit Reporting Act (FCRA) rule that doesn't allow reporting information that is over seven years old. This new index will improve the odds.

There will be no additional charge for the new index. However, there will be a charge for the National Criminal Search, a new program.

Medical Fraud and Abuse

Employer Lynx will soon be offering a new program for the health care industry. The Medical Fraud and Abuse search will be a nationwide

New Services Coming in 2005
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Referrals, Anyone?

Employer Lynx is building a referral library and would appreciate your help.

“Referrals are what make our business,” says K. J., “and we are grateful for all of you who refer us to your business friends and associates.”

What was your experience when you used Employer Lynx for your pre-screening needs? Would you like to send us a letter stating the reasons you use our services and why you think others should take advantage of what we offer? Your comments would be much appreciated.

Please send your comments by mail (Employer Lynx, 309 East John Street, Suite 4, Carson City, NV 89706) or by email, www.employerlynx.com.



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New Services Coming in 2005

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search of more than 800 sources, including that of the old Office of the Inspector General and GSA—General Services Administration. Clients can order background searches on doctors, dentists, nurses, EMTs, dental hygienists, and other healthcare fields.

“This will be an effective tool for identifying individuals in the healthcare field who may have been subject to sanctions or adverse actions,” Terri Brown said in one of her last reports for the Employer Lynx newsletter.

This search will also report from the Terrorist Watch list at no extra charge.

Business Report

As most of you know, Employer Lynx also offers background checks for business-to-business needs. You can find the client/vendor and tenant screening information on the website. However, do you need a quick report on a business?

Employer Lynx will soon be offering a business report that will be a simple, inexpensive and quick report available to businesses that need to check the accounts receivable of a possible business partner or other venture.

Look for this report soon on the Employer Lynx website. The cost is very affordable, \$70, and getting that report can give you the peace

of mind you need to make a good decision.

Internet Reports

Employer Lynx decided to create a website a few years ago, knowing that clients needed the convenience of finding forms and information on the Internet. Since then, the company has worked hard to improve the offerings. Now, K. J. says they’re taking it a step further to help take a little more of the work out of hiring new employees.

Look for this program in late spring when clients will be able to take advantage of the first part of the upgrade—a new reporting system. Clients will find more services available at the website and will find that they’ll have choices on how they want to send and receive most of the forms. (All releases will still have to be faxed.) K. J. says they will be adding new capabilities throughout the year, and clients will soon find that they will be able to check reporting as it is conducted to find out exactly where their request is. At some point, clients will even be able to input information directly at the website, meaning cleaner, easier-to-read forms because of less faxing.

K. J. says, “This has been a research matter for well over a year, and we feel it will make things easier for clients because it will be very user-friendly.” ♦



FCRA and You – Are You in Compliance?

Employer Lynx Sending You Information to Help You Stay Legal

Employer Lynx clients will be receiving a packet of very important information this spring. In the packet will be new information about the Federal Credit Reporting Act (FCRA) and how it affects a business conducting a background check on a potential employee. It will also contain a sample compliance letter that clients can use when conducting a background check and a copy of the obligations that all users of consumer reports are subject to.

The FCRA protects citizens when background information is requested not only for loans, etc., but for employment purposes.

The FCRA says that anyone running a credit report, including running the report for hiring purposes, must give certain information to the person being checked. The compliance letter you'll be receiving from Employer Lynx is issued current to the new FCRA rules, and a client is free to use its wording or create a similar letter. For more information on the FCRA, contact the Federal Trade Commission, Consumer Response Center, FCRA at 877-382-4357, or go to www.ftc.gov.

Basic to the new rules is that a potential hire must be informed and give consent before a background

credit check can be conducted. Employer Lynx has the forms available and is there to assist you in each step when you hire its services.

Once you have the information, then the potential hire also has the right to be told of any negative aspects of the report that has affected the employer's decision and must also be told the name, address and phone number of the agency that

provided the information.

If you have questions after you receive your FCRA packet, please call Employer Lynx, 775-883-3733, and someone will discuss the information with you. Remember, when you use Employer Lynx for your pre-employment screening needs, you're backed by the experience and professional personnel of the company.◆

Destroy Those Personal Records, Says FACTA

You just closed a credit card account and now it's going to take you a month to dispose of the old cards. You cut the card into little pieces, throwing parts of it in the kitchen wastebasket and other parts in various disposal sites throughout the house, and you take a weeks to do it. Well, if you're a business owner, you've got just the right mentality to take on a new provision of FACTA.

FACTA is the Fair and Accurate Credit Transactions Act which went into effect in December 2003. But a new rule takes effect on June 1 of this year that requires employers to destroy information derived from a consumer credit report before discarding it.

No, this isn't just a ploy to make a business owner's life just that

much more complicated, although it's certainly adds to the burden of having to have employees. It's one of the results of rampant Identity Theft, one of the fastest growing crimes in America. And unfortunately, no one is exempt from this one.

If you have acquired information about someone from a consumer credit report (pre-screening does do this), you must destroy that information before throwing it out. That means you must, according to the law, "shred or burn" or "smash or wipe" all paper or computer disks with that personal information.

The rule comes with teeth—fines ranging from \$1,000 to \$2,500 in civil liability, class-actions lawsuits, federal fines and state fines. Guess it's time to buy a shredder.◆

Final Thoughts

Employer Lynx Bids a Sad Goodbye to Terri Brown

Employer Lynx is sad to announce that Terri Brown tendered her resignation and left the company to move to Utah. “She was the answer woman,” says K. J. Smith, director of operations of Employer Lynx and a private investigator.

Terri was with Employer Lynx for six years and had worked up to the position of supervisor. As supervisor, she covered the office staff and was ready with a helping hand for each of them. K. J. says Terri also worked closely with her on Employer Lynx programs, discussing pros and cons and how they might work in the field. “She helped me work out the details,” K. J. says. “She was dependable, knowledgeable and willing to learn anything new. She will be missed.”

Terri moved with her son, Jason, to be closer to her parents who live in Utah. Lori Wildman, who has been with Employer Lynx as Office Assistant, will be taking over Terri's duties. ♦

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