

Advanced Screeners of America

Tom Wentling founded Advanced Screeners of America, a national background screening firm, with a focus on assisting lean Human Resource departments with their results-oriented hiring challenges. Having experienced these same challenges as HR



premise testing for alcohol or marijuana under specific rules. Advanced Screeners can provide employers with state specific drug/alcohol policies and procedures and provides the required training for managers to be proficient in executing the procedures effectively.

Director at a previous firm, Tom has firsthand knowledge of the national, multi-state, and off-premise (contractors/1099) requirements unique to the practice of hiring quality, productive employees. In fact, Tom admits "that it is my mistakes that led me to believe I could offer sage guidance and quality results." Background Screening allows an employer to minimize hiring risk (criminal acts related to job performance, drug/alcohol abuse, etc.) and maximize the safety and productivity (current employees feel more secure knowing new hires are vetted, and higher quality hires leads to higher productivity) of all company employees.

On Marijuana testing. There is sometimes a misunderstanding related to medical marijuana acceptance. Tom states that "a medical marijuana card is not a legal contract that allows one to be at work under the influence." Just as alcohol use at work is subject to restrictions, so too is marijuana acceptance.

Prior to the pandemic, some employers were omitting marijuana testing from pre-employment background screening hoping to increase their employment roles during a time of extremely low unemployment. The cautious HR managers made sure their policies and procedures included a reasonable suspicion clause that allowed for on or off

On Multi-State Employees. Many local employers hire for jobs outside of Pennsylvania. It is imperative that HR managers are aware of each state's pre-employment background screening rules. Per Tom, "those rules vary considerably." Advanced Screeners online screening application minimizes the HR manager's need to know all the rules. Its system uses the state in which the hire will be located to automatically provide screening based on the hires location. Given the large geographical range of employees' locations, Advanced Screeners has also partnered with drug testing labs offering over 10,000 laboratories nationwide.

On Background Screening Per Role. Tom says the biggest mistakes he sees are employers without the proper decision matrix for background screening. Not all hires require the same level of screening, but a minimum level of screening provides comfort for the safety and productivity of existing employees. A decision matrix (free and available at advancedscreeners.com) keeps employers from over or under spending based on the requirements of the job. At a minimal level, background screening should include the SSN search, National Criminal, and a 7 yr. County Search. The 7 yr. County is important because we live in a transient society and previous residences offer a broader and more accurate view of the applicant's history. All too often, Tom continues, "to save expenses, employers do not run credit checks on candidates who will be handling cash, banking, or credit advisory roles." The savings do not compare to the \$5,000-\$10,000 losses employers may experience due to theft or fraud. He admits, he has suffered this during his stint as HR Director. Tom likens this to the Liberty Mutual EMU ad, "Customize your background screening."

For more information, call Tom Wentling at 610.779.5464, or email tom@advancedscreeners.com, and please visit www.advancedscreeners.com.

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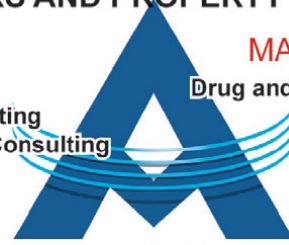
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