



# Case Study

Dealership Avoids Hiring Sexual Predator



## Introduction

Every industry has a responsibility to its employees, customers, and the community in general. Background checks are an essential tool for employers to make them aware of any criminal activity in an applicant's past. These background searches are especially crucial when the job in question is one in which an employee would be interacting face-to-face with the public on a regular basis.







## Sting Operation Results in Heavy Penalties

Sex crimes against minors cause irreparable damage to victims. While external scars may heal over time, internal damage can stay with a victim for his or her entire life. This is why protection of minors is of utmost importance in every venue.

John, a 31-year-old man, was a predator who frequently targeted young girls online, gained their trust, and attempted to exploit them for sexual gratification. In one such case, he befriended a young girl in a chat room and was able to coax her into meeting up with him.

Instead of meeting up with the "young girl" as John had expected to do, he was met by local law enforcement when he arrived at their agreed-upon location. John had become an unwitting participant in a sting operation against sexual predators who target minor children online.

John was immediately arrested. He was later convicted of two crimes: 1) the use of a computer service to seduce, solicit, etc. a child (3rd degree felony), and 2) obscene communication and travel to meet after using computer to lure a child (2nd degree felony). Each charge carried with it a sentence of 3 years and 6 months of incarceration, to be served concurrently for both charges. John also had to register as a sex offender for life, serve 1 year and 6 months of supervised probation following his incarceration, and pay \$70,000 in court costs and fines.



## Interacting with the General Public

The employment that John was seeking was at a well-known, local car dealership. The position he had applied for would have called for John to interact with the public on a regular basis. Although adults would be his primary contact, John would've been given access to private information concerning each car loan applicant, including their home address, place of employment, and other such details. The accessibility of this information would have had the potential to allow John access to young children in the family of each and every customer who was searching for a new vehicle.

The dealership, in insisting that they deploy due diligence within their hiring policy, ordered a background check through NationSearch that illuminated the grisly details of John's criminal past. His desire for engaging in sexual activity with minor children was made very clear by the criminal records that were uncovered. The car dealership, therefore, denied John's potential employment based on its findings.

In addition to the safety aspect, hiring an individual like John--which happens when proper background searches are not conducted prior to employment--can result in huge losses for a company, including potential damage claims by any people who were victimized during such employment. Lawsuits in the millions of dollars are filed everyday by those victims of companies who skipped the background screen and compromised the safety of their customers and employees.

Call NationSearch Background Screening today to talk to our team  
of experts about your background screening needs.

**800-827-9550.**