



# Case Study

## Nationwide Trucking Firm







## Introduction

Every business owner and manager has a responsibility to his or her employees, plus the public at large, to ensure the safety of individuals whenever possible. Neglecting due diligence that causes the hiring of a dangerous employee with a criminal background should never happen. Initiating a series of background searches is the best way to keep everyone safe and protect the reputation of your business.





# Justice Was Swift for Crimes Against a Minor

When William was a minor, he used his relationship with a younger child to betray that child's confidence and take advantage of her innocence. What he did was perverse in nature, and it wasn't long before the child informed her mom of what had happened. After a discussion with William, law enforcement arrested him on the spot.

Punishment for William's terrible crimes came hard and fast. He was convicted of multiple felonies: rape, aggravated sodomy, aggravated indecent liberties, and fondling of a child (under the age of 14). He showed a great amount of regret, but this did not deter the judge when she handed down her ruling. William was sentenced to 4 years in a juvenile correctional facility and forced to register as a sex offender for life.





# Despite an Impassioned Plea, Employment Was Denied

When William was 19 years old, William applied for a position with a nationwide trucking firm located in Colorado. The job involved delivering goods for a variety of different businesses, where he would often interact with dock employees who are loading or unloading goods.

Because the trucking firm is invested in the safety of people who their employees interact with, they initiated a criminal background search. They chose NationSearch to run the background check, and it didn't take long to find William's record of conviction. William was denied employment based on what was discovered during the screening.

After being denied employment, William wrote an impassioned plea to the trucking company contesting the denial of employment. Rather than argue the merits of the case, he instead explained that he had made a mistake as a "young kid," but had changed his ways and needed someone to give him a chance. Though the trucking firm could certainly understand the young man's predicament and believed that a person who has committed a crime and done their time is indeed entitled to another chance, the company had a strict policy against hiring any felons, regardless of the situation.



This is why it is important for young men and women to understand the magnitude of their decisions, especially the bad ones that can follow them for the rest of their lives. Because of their policy, the trucking firm was unable to hire William despite his letter.

Hiring a person with such a violent criminal record involving rape, sodomy, and other such indecencies - even when the offender was a minor when they occurred - can open up a business to all sorts of safety and liability issues if anything was to happen while the man was on the job. The costs involved with running a background check prior to a person being hired is nothing compared to the potential costs of a lawsuit that could stem from ignoring or being willingly ignorant of a person's violent, criminal history.

The integration of a quality background screening process into your hiring policy is not a luxury; it is a necessity for the safety of your employees and your company's integrity.

Call NationSearch at **800-827-9550**.  
We can help.

