

MANAGING PARTNER AND CORPORATE INVESTIGATOR



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Diversified
Risk
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Topic of Discussion “*Employment Background Screening*”

- ▶ Negligent Hiring
- ▶ Reduce Turnover
- ▶ Improve Morale
- ▶ Increase Profits
- ▶ Database vs. Hand Searches
- ▶ Fair Credit Reporting Act (FCRA) & Legal Guidelines
- ▶ Drug Screening

Summary

No employer is immune from a lawsuit resulting from negligent hiring practices and employee misconduct.

If an employer hires someone and fails to use “reasonable care” to verify their fitness for duty, the employer can be held liable. If an employee injures a co-worker or customer, the employer can be sued for damages.

Thirteen people die each week as a result of violence in the workplace, according to a recent study by a leading Human Resources publication; more than 16,000 threats are made at work every workday.

Area of Expertise

- ▶ Employee Misconduct Investigations
- ▶ Employment Background Screening
- ▶ Specialized Investigative Interviews
- ▶ Substance Abuse Investigations
- ▶ Violence in the Workplace Investigations
- ▶ Workplace Criminal Investigations
- ▶ Workplace Theft, Fraud and Employee Dishonesty Investigations

AREAS OF PRACTICE

George J. Ramos, Jr. is a senior shareholder and co-founder of **Diversified Risk Management, Inc.** and its subsidiaries **EmployersChoiceOnline.com** and **The Compliance Training Group** all headquartered in Los Angeles, California. Mr. Ramos has nearly 20 years of experience in conducting investigations for employers in over 40 US States, Canada and Mexico. He is now responsible for client relations and national client development for the entire investigation firm. Mr. Ramos has been an essential and integral part of the growth, development, and success of Diversified Risk Management, Inc. He has served as senior executive for, four of the largest corporate investigation firms in the US.

Diversified Risk Management, Inc. is exclusively retained by employers or the law firms that represent them in the increasingly difficult and complex world of workplace investigations and corporate security.

The firm offers a broad range of specialized risk management, security and investigation services that are designed to control loss and minimize legal exposure for employers. Diversified Risk Management, Inc. assists small to medium size businesses including large corporations, and non-profit organizations in mitigating risk and increasing profits.

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