

# SAFE HIRING: HOW YOU CAN AVOID BAD HIRES

## Tips for screening out problem candidates and performing legal background checks.



Attorney Les Rosen explains that public records can be useful as valid and non-discriminatory predictors of future job performance.



If your hiring team makes reasonable job-related inquiries, you can establish due diligence in your hiring practices.



Problem applicants can be pretty good at hiding their true selves during interviews.

These are tough times for employers. You can be held responsible if you knew—or should have known—that someone you hired might pose an undue threat of harm to others. Yet, during the hiring process, you are required to navigate through a number of legal guidelines that are in place to protect the privacy of your applicants.

In this video, you'll follow the fictional story of a company that makes a bad hire, and discover the steps they decide to put in place to ensure it doesn't happen again. Our narrator is Les Rosen, attorney and President of Employment Screening Resources, [www.esrcheck.com](http://www.esrcheck.com). As the story unfolds, Les explains the details of an effective safe hiring process, and sheds light on the legal background that you need to know.

### Viewers will learn:

- What to look for on application forms, and why it's a bad idea to rely on resumes alone.
- Five powerful interview questions that will discourage applicants who have something they're planning to hide.
- Why you need to check references every time—even when you can't get many details from former employers.
- What kinds of background checks you should consider, and how to stay within legal guidelines if you make them.
- How to keep the costs of safe hiring practices low, and what things you can do yourself with very little added time or effort.

 **NEW from Kantola Productions**

Extra Study Guides  
\$10.95 each.  
(Ten or more: \$6.95 each.)



23 minute video, includes one study guide ..... **\$129**

## 3 WAYS TO ORDER:

1. Call 800-989-8273 or 415-381-9363
2. Fax 415-381-9801
3. Mail to:

**KANTOLA PRODUCTIONS**  
55 Sunnyside Avenue  
Mill Valley, CA 94941

**YES, Please send me:**

### Safe Hiring: How You Can Avoid Bad Hires

\_\_\_ Video (one free study guide) @ \$129 \$ \_\_\_\_\_

\_\_\_ Study guide: \$10.95 each \$ \_\_\_\_\_

\_\_\_ 10+ guides: \$6.95 each \$ \_\_\_\_\_

**SUBTOTAL** \$ \_\_\_\_\_

#### Sales Tax:

California delivery add 7.25% \$ \_\_\_\_\_

#### Shipping and handling

\$6.50 for one video;

\$3.00 for each additional video. \$ \_\_\_\_\_

**TOTAL amount of my order** \$ \_\_\_\_\_

I am paying by: \_\_\_\_\_ Mail Code: ESR

Check enclosed (payable to Kantola Productions)

MC/VISA/Amex

#: \_\_\_\_\_

Exp. Date: \_\_\_\_\_

Signature: \_\_\_\_\_

Bill me

Purchase Order # \_\_\_\_\_

Name: \_\_\_\_\_

Dept/Title: \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_

Please provide street address for shipping

City/State/ZIP: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

E-mail: \_\_\_\_\_